



Resolution on Transforming Rape Culture in the CSU

Recent events involving the Board of Trustees, Chancellor's Office, and University Presidents reveal the unethical actions of leaders and highlight the broken process we use to investigate and resolve sexual harm/harassment cases in the CSU. Campus climates across the CSU facilitate, uphold, and protect perpetrators of sexual harm/harassment. The insidiousness of rape culture on all CSU campuses allows for continued and ongoing harassment, assaults, and other forms of gender discrimination that diminish students' educational experience and the work-life of faculty and staff. Recent incidents and public discourse surrounding the Chancellor's Office pulled back the curtain on years of misconduct by multiple actors (individual and institutional). This moment brings into focus the systematic failure by CSU and local campus administration across all 23 campuses to dismantle rape culture in all of its manifestations and the need for engagements and solutions that are survivor-centered, intersectional, anti-colonial, and informed by transformative justice models. This moment allows us the opportunity to reexamine campus culture and truly make change for the better of all.

WHEREAS, CFA is a union committed to anti-colonialism, anti-racism and social justice, and;

WHEREAS, we support survivors of rape, sexual assault, dating and domestic violence, sexual harassment, and stalking on our campuses, *(both in-person and online)* and;

WHEREAS, colonialism, cis-heteropatriarchy, police violence, white supremacy, and rape culture are inextricably linked, and;

WHEREAS, we engage the work of eradicating rape culture from an intersectional perspective and within an anti-colonial transformative justice framework, and;

WHEREAS, gender, race, ethnicity, indigeneity, LGBTQIAP2S+, caste, and disability equity are often interrelated, and individuals with disabilities have unique needs and challenges in accessing and receiving Title IX services;

WHEREAS, we acknowledge rape culture exists and is supported at both the highest levels of CSU administration and across individual campuses, procedures, and policies, and;

WHEREAS, we critically examine systems, processes, and contexts, including but not limited to Title IX, that allow for rape culture to flourish on our campuses, and;

WHEREAS, we support the convening of an external, independent investigation into former Chancellor Joseph Castro and the CSU system at large, therefore;

BE IT RESOLVED, that the CFA Womxn's Caucus calls on leadership to support, financially and in good faith, ongoing, interactive, and comprehensive rape culture education that targets social norms and behaviors at all levels of the CSU;

BE IT FURTHER RESOLVED, that the CFA Womxn's Caucus calls for an external, independent investigation into the closures of Womxn's Centers that serve as a support hub for students, faculty, and staff survivors of sexual violence on our campuses;

BE IT FURTHER RESOLVED, that the CFA Womxn's Caucus calls for dedication of financial resources to expand prevention and survivor advocacy services on all campuses in the form of adequately staffed independent Sexual Violence, Advocacy, and Education Centers, modeled on existing centers at other universities;

BE IT FURTHER RESOLVED, that all Title IX Officers and services within the California State University system must undergo training and comply with the Americans with Disabilities Act and Sections 504 and 508 of the Rehabilitation Act upon hire;

BE IT FURTHER RESOLVED, that all Title IX staff and police personnel within the California State University system must undergo survivor-centered and trauma-informed training conducted by trained campus or community advocacy staff;

BE IT FURTHER RESOLVED, whenever a complainant who files a Title IX complaint self-identifies as disabled, Title IX services as carried out by the California State University system must be in consultation with the designated campus ADA Coordinator;

BE IT FURTHER RESOLVED, All Title IX Officers must inform any complainants who file a Title IX complaint and who also self-identify as disabled that they may direct any inquiries or complaints that involve potential violations of Title IX to the U.S. Department of Education's Office for Civil Rights.

BE IT FINALLY RESOLVED, that the CFA Womxn's Caucus calls on the CSU to reframe its training related to sexual violence and rape culture on our campuses, including but not limited to Title IX within an intersectional and anti-colonial transformative social justice lens.

Presented by the CFA Womxn's Caucus

Endorsed by

CFA Asian Pacific Islander Desi Americans Caucus

CFA Black Caucus

CFA Chicanx/Latinx Caucus

CFA Disability Caucus

CFA LGBTQIA Caucus

CFA Native American and Indigenous Peoples Caucus

CFA Palestine, Arab, Muslim Caucus

CFA Counselors Committee

CFA Peace and Justice Committee

CFA Political Action & Legislative Committee

CFA Council of Lecturers

CFA Council of Presidents

CFA Council for Racial & Social Justice