

The Council is committed to dismantling oppression based on Age, Ancestry, Caste, Color, Disability, Ethnicity, Gender, Gender Expression, Gender Identity, Genetic Information, Marital Status, Medical Condition, Military Status, Nationality, Race, Religion, Religious Creed, Sex, Sexual Orientation, Sex Stereotype, and Veteran Status (Consistent with Article 16.1 of the Collective Bargaining Agreement). The Council's responsibilities include being vigilant, assuming leadership, organizing, and taking action to ensure CFA's goals toward the promotion of racially and socially just practices.

The Council cultivates the ARSJ lens throughout our CFA work. The lens helps direct the creation of new initiatives within the organization. The Council also works diligently to promote Anti-Racism and Social Justice throughout the CSU.

## ASIAN PACIFIC ISLANDER DESI AMERICANS CAUCUS

We provide a forum for the inclusive community of Asian Pacific Islander Desi American CSU faculty to join the voices of other CFA caucuses in promoting equity and social justice on campuses and CSU systemwide. The APIDA Caucus seeks to mentor APIDA faculty and students in their profession- and academic development, and to encourage their active participation and leadership in the CFA.

## BLACK CAUCUS

Our focus is to address issues that impact the academic life and well being of faculty of African descent within the CSU and to build bridges across CSU caucuses that support systems of equity and social justice.



## CHICANX / LATINX CAUCUS

Our caucus offers an unprecedented social space for Latino/a faculty at CSU; a place, at long last, where we can come together, voice our people's concerns and aspirations, assert our needs both as faculty and as Latinos, all with the full support of our splendid faculty union. In this and other ways, CFA is effectively championing and becoming an example of diversity both within CSU and in our society.

## DISABILITY CAUCUS

We identify and address issues that impact the academic life and well-being of CSU faculty with disabilities. We aim, primarily, to provide faculty with disabilities with information about their rights to accommodation and how to go about seeking it. We invite disabled faculty to look to us for a sense of community, a refuge where they are safe from stigma and the risks of self-disclosure to administrators, students, and colleagues.



## LESBIAN/GAY/BISEXUAL/TRANS-GENDER/QUEER/INTERSEX, AND ASEXUAL+ CAUCUS

We advocate for and legitimize a place for the recognition of the aspect of diversity represented by the presence of LGBTQIA+ individuals in the CSU system. To recognize that LGBTQIA+ individuals come from all communities and that many LGBTQIA+ individuals will not be "out" in their workplace; this does not diminish these individuals' need for the same protections. We work towards a CSU that provides a safe environment for all members of the CSU community and fosters scholarship in issues relating to LGBTQIA+ life and issues.

## NATIVE AMERICAN AND INDIGENOUS PEOPLES CAUCUS

We advocate for and legitimize a place for the full recognition of the diversity represented by Indigenous Peoples in the CSU system. We mobilize CFA support of Native Nations and Indigenous Sovereignty, and acknowledge Indigenous rights to land, water and life. We raise awareness of the diverse histories of Native peoples in California, especially through the Mission system, genocide era, and 20th century struggles, as well as about the diverse urban and relocated populations in California.



## PALESTINE, ARAB, AND MUSLIM CAUCUS

This is a space to learn about, critically discuss, and lead on questions and/or issues concerning Arabs, Muslims, and/or Palestine within the academy and labor movements. We locate our efforts as part of broader peace and justice movements. PAM collaborates with other caucuses on anti-racist and social justice issues central to the mission of CFA. PAM welcomes all committed to co-liberation with Arabs, Muslims, and Palestinians, who do not exceptionalize colonialism, apartheid, and/or military oppression in Palestine or elsewhere, but rather see them as part of the indivisibility of justice.

## TEACHER EDUCATION CAUCUS

We are a group of teacher educators and allies who envision public schools as sites for promoting social justice, and want to mobilize the support of CFA to resist recent state and national legislation crafted by the far right.



## WOMXN'S CAUCUS

We offer members a space to "check in" with each other to discuss gender issues we encounter on our campuses and to strategize collectively about how to address them. We empower members by freeing all women from structural obstacles to participation and leadership in campus and union activities, including but not exclusive to sexism, racism, homophobia, transphobia, and ableism.

## CFA CAUCUSES

Members are active in nine caucuses, each of which is represented in the CRSJ.

To learn more, scan the QR code or

visit <https://www.calfac.org/council-for-racial-social-justice/>

