

Draft resolution to amend the CFA representation policy to defend against racism and social injustice and attacks on academic freedom:

Endorsed by:

LGBTQIA+ Caucus

Chicanx/Latinx Caucus

Palestine Arab Muslim Caucus

Counselors Committee

Whereas, CFA is committed to social justice and anti-racism
<https://www.calfac.org/issues/anti-racism-and-social-justice/>

Whereas, academic freedom was named one of the five pillars of focus for CFA at their fall 2024 kickoff

Whereas, the CFA's PAM caucus resolution of spring 2024 states that CSU campuses must be sanctuary campuses for those persecuted for speaking out about Palestine and the genocide <https://www.pamcaucus.org/lettersandresolutions/pams-draft-resolution-calling-for-a-ceasefire-and-immediate-end-to-us-aid-to-israel>

Whereas, the CFA immigration task force's sanctuary campus draft resolution states, "Be It Finally Resolved, that CFA commits to being and becoming a sanctuary union, a union that offers refuge, protection, safety, and inclusion to its members and the communities within and beyond our universities in the CSU, as we move toward the horizon of liberation together, leaving none of our siblings outside the circle of justice."

Whereas, the current presidential administration is targeting members of our campus community who were vocal in protesting the genocide of the Palestinian people by illegally kidnapping our students and detaining/deporting them.

Whereas, faculty have been deported by ICE, despite valid visas, for allegedly supporting Palestine against a brutal genocide by Israel
<https://www.nbcnews.com/news/us-news/brown-medicine-professor-doctor-deported-lebanon-valid-visa-court-fili-rcna196638>

Whereas, doxxing website like Canary Mission have targeted faculty for their support of the Palestinian cause <https://theintercept.com/2025/04/02/penn-israel-canary-mission-peisach/>

Whereas, Queer faculty in the CSU have been job suspended for speaking out for Palestine and transgendered people have been a target of President Trump's second term

Whereas, women faculty have mostly been the movement leaders of the Pro-Palestine movement in the CSU

Whereas, the queer woman of color faculty member currently job suspended for Palestine will be hitting their 1 year anniversary of job suspension in May 2025 which

makes a mockery of “temporary” in our CBA’s Article 17’s “Temporary Suspension” language <https://www.calfac.org/contract-2022-2025/#article-17>

Whereas, CFA claims to support only ‘rare’ cases in the statutory grievance process and so far has not robustly support targeted faculty, especially those who have chosen to publicly fight and filed statutory grievances (as opposed to the contractual grievance pathway) as the most transparent, strategic and public way to expose this discriminatory targeting by CSU administrators <https://www.calfac.org/resources/cfa-representation-policy/>

Whereas, the current representation policy does not ensure the CFA will defend against racism, sexism and sexualized discrimination and attacks on academic freedom in the statutory grievance process <https://www.calfac.org/resources/cfa-representation-policy/>

Resolved, recommend that CFA will revise its representation policy to align with CFA’s ARSJ principles and to commit to representing faculty who choose the statutory grievance process if their case involves discrimination related to race/religion, gender, sexuality, citizenship (or lack of), and academic freedom issues.