“Normalcy, Never Again”: CFA Commitment to Addressing Anti-Black Racism

Whereas, Anti-blackness reinforces both ideological and material infrastructures of inequity, the misrecognition of our Black union siblings, and the racialized maldistribution of labor resources; and,

Whereas, Anti-black racism in higher education is the absence of attention to Blackness, the absence of Black bodies, and the absence of Black curriculum; and,

Whereas, Anti-black racism in CFA is also the experience of Black expression, people, and ideas under attack; and,

Whereas, Anti-blackness within CFA must be recognized as harmful and endemic, and we must work collectively and swiftly towards its eradication; and,

Whereas, Black CFA caucus member leaders were cursed out at the Disability Caucus meeting on April 16th 2026, told to “fuck off” after “respectfully requesting ‘no yelling’” in the chat, with their only recourse being the meeting shut down; and,

Whereas, Black CFA member leaders were interrupted by disrespect, jeers, and ‘boos’ from the gallery at the Spring 2026 Assembly; and

Whereas, Black CFA member leaders have drawn on CRSJ practices, both at the Spring 2026 Assembly, and at meetings since, utilizing interruption statements to address member disrespect of Black CFA member leaders with no adequate response from CFA leadership; and,

Whereas, an interruption statement regarding these incidents was provided at the Caucus Leaders meeting, and at the Leadership retreat in 2026; and,

Whereas, Black CFA member leaders faced obfuscatory threats in the service of their positions at the CRSJ meeting on September 10th, 2026; and,

Whereas, Black members and member leaders’ multiple intersecting identities (Black and women; Black and immigrant; Black and queer; Black and disabled; Black and Afro-Latinx; Black and Jewish; Black and Muslim; Black and Neurodivergent; Black and Asian), and find themselves not welcome in the other caucuses except for the Black caucus; and,

Whereas, discrimination and structural biases are accepted on face value for other caucuses, it has become apparent within CFA that Black caucus members must produce proof of anti-Black practices and structural racism, obfuscatory threats against us and our caucus; and,

Whereas, legitimate interruptions of anti-Black racism from members of the Black caucus are regarded by our union leaders and union siblings as “whining,” and “complaining,” unless accompanied by “proof, or be quiet;” and,

Whereas, numerous requests and questions from the Black caucus to include protected class TPS Black immigrants and unprotected Black immigrants within the work of the

Immigration Taskforce we were told “needed specific Black member labor” from the CFA body to address those particular immigration issues; and

Whereas, Black people have been marginalized and/or excluded regarding immigration matters until Black labor is needed within CFA; and,

Whereas, CFA and others have been silent on issues impacting Black queer communities, in particular, Black trans women, who are being assaulted and murdered at the highest rate, leaving the labor addressing those issues to the Black caucus; and

Whereas, CFA has completely failed to address how federal, state, and professional organizational cuts and rollbacks of diversity, equity, and inclusion (DEI programs), have heavily impacted Black faculty, staff, and administrators, more than 300,000+ Black women have experienced job losses connected to the destruction of DEI departments, programs, and offices, strongly enough to alter the entire economic status of all of Black America; and

Whereas, blatant disregard for CFA Black leaders’ and members’ contributions, siblings’ disrespectful remarks, and Black caucus members’ interruptions calling attention to these have gone largely unaddressed by CFA leadership and ignored by our union siblings; and,

Whereas, we must ***prove anti-blackness and racism*** but you still want our labor without addressing these issues, that is the CFA version of “shut up and dribble;” and,

Whereas, the California Faculty Association claims to be a labor union rooted in principles of anti-racism and social justice, and therefore must also be deeply committed to addressing anti-Black Racism both at CSU campuses and **within our union**; and,

Whereas, the integrity of CFA practices must be met by the integrity of immediate protective action by CFA leadership; and,

Therefore, Be It Resolved, that CFA opposes racism in all its forms, including anti-Black racism; and be it further

Resolved, that CFA officers and CRSJ council leadership commit to addressing the endemic anti-black racism and misogynoir within our own ranks; and be it further

Resolved, that CFA will actively protect the rights, dignity, and safety of every Black member of our union as well as our Black CSU community of students and staff, including when participating in CFA events, actions, and practices, and; be it further

Resolved, that CFA urges its members to address the social, emotional, and mental health needs of our Black students, peoples of the Black/African Diasporic working in the CSU, and our CSU colleagues in this hostile, racist, and xenophobic political moment that includes, and to continually affirm through our daily actions and our collective commitment to antiracism and social justice transformation; and be it further

Resolved, that CFA commits to offering “Know Your Rights if ICE Shows Up” trainings to its members within the Black/African Diasporic, in order to augment immigrant justice

political education and protection by and for our students and university communities; and be it further

Resolved, that CFA commits to offering designing and offering, in concert with the Black caucus, "Addressing Anti-Black Racism" eBoard trainings and workshops to its members, in order to facilitate Anti-racism social justice political education and protection by and for our Black faculty, students, staff, and university communities; and be it

Finally Resolved, that CFA and its leadership re-commit to being and remaining a social justice, anti-racist union, a union that offers belonging, protection, and safety, to our Black members, Black member leaders, staff, and our CSU communities as we move toward collective liberation together.

Written by the CFA Black Caucus – September 18, 2026

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