



Council for Racial & Social Justice Mission Statement

I. Council for Racial & Social Justice (CRSJ)

Mission

The Council for Racial & Social Justice promotes and supports anti-racism & social justice in the CSU and CFA. To this end:

- 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.

II. Council for Racial & Social Justice (CRSJ)

Vision

CFA's Council for Racial and Social Justice envisions a union centered on anti-racism and social justice principles that works toward the creation of an equitable CSU, and a just/equitable/sustainable society.



**California Faculty Association
Resolution to Adopt the
Guiding Principles of CFA's Anti-Racism and Social Justice Transformation**

WHEREAS, we are a strong social justice organization, but we can be even stronger; and

WHEREAS, we intentionally center Anti-Racism as part of our mission; and

WHEREAS, we acknowledge that even WE in CFA are part of the problem of racism; and

WHEREAS, we acknowledge that WE can be part of the solution by being intentionally committed to addressing it; and

WHEREAS, we engage in courageous conversations about racism and discrimination, in order to transform our union; and

WHEREAS, we adopt changes in organizational values, policies and practices consistent with principles of anti-racism and social justice; and

WHEREAS, we become a more inclusive Union by focusing on, adopting and adapting the principles of anti-racism, social justice and equity to our union and employment work; and

WHEREAS, we practice anti-racism and non-discrimination behavior with one another and others, including our students and colleagues, in order to become more socially just beings and to ensure a stronger and more inclusive union; and

WHEREAS, we ensure that this transformation is sustainable and the philosophy upon which it is based is continually offered to new and emerging leaders in our union and on our campuses; and

WHEREAS, we believe that Fairness and Justice should be faculty working conditions; therefore be it

RESOLVED, we, the California Faculty Association, hereby adopt these statements as the Guiding Principles of our union's Anti-Racism and Social Justice Transformation.

Adopted by the CFA Assembly
October 21, 2018

The Resolution on CFA's Commitment to Anti-Racism and Social Justice Transformation was adopted at the 83rd Assembly on October 18, 2015. As educators, we understand and accept that WE are models for our students, and what and how we teach them will shape the future of the California State University system, our state, and our nation. We are committed to doing all we can to address the rise of racism and exclusion in our society, by being examples of anti-racism, racial equity and social justice for others.