



California Land Acknowledgement

We want to acknowledge that we gather as the California Faculty Association on the traditional land of the California Indian people past and present. We honor with gratitude the land itself and the people who have stewarded it throughout the generations. This calls us to commit to continuing to learn how to be better stewards of the land we inhabit as well.

To recognize the land is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the long history that has brought us to reside on the land of the California Indian People, and to seek to understand our place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation. The California Indian People are very much a part of today's California, living and working and caring for the land as they always have done. Acknowledging the land is an important Indigenous protocol that we are honoring here today.

To find the native lands on which you reside: <https://native-land.ca>

Interruption Practice Statement

As part of our continuing commitment to Racial Justice Work, when we experience examples of racial narratives, racism, or white supremacy in our meetings, or as we conduct our business, we will address it. This means we can interrupt the meeting and draw the issue to one another's attention. We will do this kindly, with care and in good faith. Further, as we engage interruptions we will take an intersectional approach, reflecting the fact that white supremacy and racism operate in tandem with interlocking systems of oppression of colonialism, racial capitalism, class, cis-heteropatriarchy, and ableism. This statement is a reminder that we commit to do this in the service of ending the system of racial oppression.

CFA Community Agreements

- Please be on camera if you are able (virtual spaces)
- Take space/make space
- W.A.I.T. (Why Am I Talking?)
- Speak in "I" statements
- Be present/don't multitask
- Practice active listening
- Be curious
- Practice solidarity
- Be ready to participate fully
- Minimize distractions
- Questions should center the topic and material presented
- Center Anti-Racism and Social Justice