

## STATEMENT FROM THE BLACK FACULTY AND STAFF COMMUNITY ON RACIAL VIOLENCE AND SYSTEMIC RACISM

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Mass protests after the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and Tony McDade among others, have amplified calls to value Black life by putting meaningful change. Yet to date there has been a source of frustration, where campus

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We offer these actionable items as expectations of President Conoley to facilitate in moving the University forward in its commitment to “do better” and to make this a safe and inclusive space for its Black students, staff, and faculty. And, we call for the university to identify the specific resources and administrative capacity to make the following action items possible.

## **Black Faculty and Staff Action Items to address institutional racism and discrimination**

### **Increase hiring of Black faculty and staff**

Interrogate and remedy inequities facing Black faculty and staff in hiring processes, composition of hiring committees, retention, promotion/career advancement, compensation and pipeline to senior leadership roles to ensure that faculty and staff are at minimum, representative of the regional and state demographics

Examine anti-Black, implicit and overt bias in hiring practices. Provide annual data on racial/ethnic background of staff, faculty, and administrative positions including academic administrators (e.g. deans, associate/assistant deans) and MPPs over the last 10 years

Create pipelines to support Black staff and faculty to move into higher level administrative roles

### **Increase available counseling and psychological services for Black students, staff and faculty**

Increase CAPS tenured faculty positions with individuals who have expertise in anti-Black violence and racialized trauma

Establish a bridge between the Black Faculty and Staff Community that routinely solicits input on types of training for CAPS staff regarding anti-Black bias, cultural competence, and racial trauma informed counseling

Institutionalize annual reporting on what CAPS and FSAP have been able to provide in the past to address racial trauma with Black students, staff and faculty

Provide anti-racism, cultural competence and strategic diversity leadership training for MPPs and academic administrators (deans, associate/assistant deans) to address the harms their missteps in leadership have caused

### **Institutional Restructuring**

UPD must provide statistics on arrests and complaints of Black students, staff or faculty regarding police harassment/brutality

Prioritize the authority and agency of Black student, staff and faculty to lead and organize campus initiatives that highlight the Black community, including institutional resources to subsidize said initiatives

Provide Black staff and faculty release time and students' course-based credits in ethnic studies departments to engage in ameliorating anti-Black bias and anti-racism transformation on campus

Create, institutionalize, and publicize an internal mechanism for Black-staff and faculty to report racial bias and racism from students

Provide annual data on racial/ethnic background of vendors and remedy evidence of anti-Black biases and exclusion

### **Funding Allocation and Attainment**

Institutionalized funding to develop an annual report to analyze the State of Black CSULB

Increase funding, hiring, and support to the Department of Africana Studies

Institutionalized funding for Black Faculty and Staff from various colleges and divisions

to access/collaborate with the (Aa)411 Department for 2 years (10 and 11) and (F)424(44)400005

• Create and institutionalize a specific RSCA fund to interrogate structural racism and racialized experiences in the US that shapes students' lives before, during, and after their time at CSULB

### **Black Student Focus Action Items**