



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

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 an end to anti-Black racism and police violence. We, the Black Faculty and Staff Community, affirm this call and through this statement, seek to shine a spotlight on systemic anti-Black racism and the traumatic impact it has had at California State University, Long Beach.

President Conoley's acknowledgement that Black Lives Matter is a necessary step towards meaningful change. Yet to date there has been a lack of any meaningful acknowledgement. This has been a source of frustration, coupled with the unaddressed missteps that have had detrimental effects and contributed to the failure in creating a thriving campus culture for CSULB's Black community. An inclusive community that aligns with the university's Inclusive Excellence Mission to "maintain a welcoming and empowering campus climate for all" that "embeds equity and acceptance in the fiber of the university".

When it comes to Black lives, the university has minimally invested in education and resources to eradicate anti-Black racism and has even silenced the problem of police brutality, as demonstrated by most notably: the cancellation of the American Monument exhibit in 2019; the Counseling and Psychological Services office having one temporary non tenure track counselor faculty; the Faculty and Staff Assistance Program having no counselors with expertise in anti-Black racism and/or racial trauma; and the President's Executive Team and Provost Leadership Team having no historically underrepresented people of color. This also holds true for the Athletic Director's Senior Staff and Executive Cabinet, and most college level Deans, Associate Deans and Department Chairs.

In the urgent attempt to act swiftly in light of mass protests, there was no direction from university leadership or administrators to reach out to Black faculty and staff to prioritize self-care or shape the direction of such care. In some departments this still remains the case.

Furthermore, in the recent letter from the university Chief of Police, there was no acknowledgement of the historic harassment and harm they have caused Black students, staff and faculty, nor was there mention of how the university police will examine their training methods, specifically as they pertain to interacting with Black students, staff, and faculty.

It is our collective demand that the university use this opportunity to critically reflect on how it is complicit in sustaining systemic anti-Black racism as well as how it can be part of the solution towards transformative anti-racist policy and practice.

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 annual assessment data on the steps CAPS has taken to ensure that Black students feel welcome and safe visiting the office
- Establish a partnership with FSAP Counselor to provide partnered services with CAPS, such as Restorative Justice healing spaces, to address racially charged events

Cultural Competence (not Sensitivity) Training

- Allocate funds to bring in experts in this field, to train Faculty, Managers, and Administrators in cultural understanding, acceptance and respect, implicit and explicit anti-Black bias
- Meet with Black Faculty and Staff to engage in restorative dialogue with the President, Provost, VP of Student Affairs

- 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 Athletic Department for mentoring and support of Black student athletes
- Institutionalize bi-annual funding to support collaborative action-research grants to close the opportunity gap for African American students at CSULB. Faculty and staff should have the ability to pursue this grant
- Increase funding for permanent staffing of the Office Multicultural Affairs Office and renewable state funding for the Men's Success Initiative and the Women's & Gender Equity Center
- Create and institutionalize a specific professional development fund for students, staff and faculty to continue to learn how to engage in effective racial justice and equity work
- Provide funding aligned with past and current external investments from Hispanic-Serving Institution (HSI) Department of Education grants and internal, supplemental funding to support Asian American and Native American Pacific Islander Serving Institution (AANAPISI) like initiatives
- Institutionalize a data fellows program team from the Black Faculty and Staff Community
- Increase access to Leadership Fellows and other succession and professional development programs for Black Faculty and Staff

- 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

- Establish a memorial Scholarship Fund for Black students, for those who have died at the hands of police brutality
- Provide institutional funding for the Black Student Union to participate in ABC Conference — Afrikan Black Coalition
- Develop President Advisory Board to include student representation to determine location of new Cultural Centers (temporary and permanent planning)

Enhancement and continuation of pre-existing programs

Access/Enrollment/Retention

- Interrogate and remedy inequities in Black student access and retention at CSULB at the undergraduate and graduate levels, including external evaluation to determine why Black students choose to persist or withdraw from CSULB
- Institutionalize annual funding for a UMOJA/Sankofa Program
- Continue the inclusion of the “Pan African Experience” SOAR session for incoming students. Include Black faculty and staff to access/collaborate with SOAR for Black incoming students to include Black student athletes
- Institute renewable funding for Black Graduation

We look forward to having meaningful dialogue with you no later than Juneteenth, to discuss the aforementioned action items.

In Solidarity,

The Black Faculty and Staff Community