California State University, Chico
Chico, California 95929-0020
Academic Senate
(530) 898-6201

Academic Senate Approved: 10/22/2020

CSU, Chico Academic Senate Condemnation of Violence Against Black People and Commitment to Antiracist Policies and Practices

WHEREAS: CSU, Chico Academic Senate is outraged and saddened by the recurrent unjust and racially motivated violence against Black people across the United States that has included the unjustified killings and murders of many Black people at the hands of police or former police, including Sandra Bland, Desmond Phillips, Stephon Clark, Ahmaud Arbery, Breonna Taylor, George Floyd, Tony McDade, David McAtee and many, many others[1]; and

WHEREAS: These recurrent acts of violence carried out against Black people provide clear evidence that the U.S. legal system, which reflects the social imagination and perpetuates racist policies and practices, has failed to uphold racial justice and incriminate the institutions and individuals responsible; and

WHEREAS: The unjustified killings and murders of Black people in the U.S. are not isolated incidents or uncommon, but rather clear and visible symptoms of institutional, systemic, and structural racism and white supremacy that permeate every institution and aspect of life (e.g. policing, education, legal system, healthcare, housing, voting), from which no institution nor individual is immune, including the CSU, Chico community; and

WHEREAS: The CSU, Chico Black Faculty and Staff Association (BFSA) developed Strategic Plans for 2013-2014 and 2018-2019 (Appendices A and B, respectively) which included recommendations that have not been fully met; and

WHEREAS: Cultural taxation[2] at CSU, Chico is manifested in the amount of service-related work and the racial-battle fatigue[3] experienced by Black faculty, staff, and administrators who do not have clear guidance, funding opportunities, and time release for the additional roles they lead in providing support and mentorship to the Black community and campus-wide initiatives on Equity, Diversity, and Inclusion; and

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[1] #SAY THEIR NAMES https://sayevery.name/

[2] For more on Cultural Taxation read Padilla, A.M. 1994. Ethnic minority scholars, research, and mentoring: current and future issues. American Educational Research Association 23(4):24-27. Available at https://www.jstor.org/stable/1176259

[3] For more on Racial Battle Fatigue read

- Smith, W.A., M. Hung, and J.D. Franklin. 2011. Racial battle fatigue and the miseducation of Black men: racial microagressions, societal problems, and environmental stress. *The Journal of Negro Education* 80(1):63-82. Available at https://www.jstor.org/stable/41341106.
- Smith, W.A., T.J. Yosso, and D.G. Solórzano. 2011. Challenging racial battle fatigue on historically white campuses: a critical race examination of racial related stress, pp. 211-238. *In* R.D. Coates and J. Morrison (eds.), Covert Racism: Theories, Institutions, and Experiences. BRILL, Leiden, The Netherlands. Available at ProQuest Ebook Central, https://ebookcentral.proquest.com/lib/csuchico/detail.action?docID=737685.

WHEREAS: CSU, Chico, as an institution, has stated its commitment toward cultivating a culture of anti-racism as evidenced in CSU, Chico Academic Senate resolutions[4], pledges for continual improvement in campus safety policies and practices by President Hutchinson and the University Police Department[5], and the goals associated with the campus Strategic Priority of Equity, Diversity, and Inclusion, yet recognize there is much more room for improvement as it pertains to Black faculty, staff, administrators, and students; therefore be it

RESOLVED: That CSU, Chico Academic Senate condemns the unjustified killings and murders of Sandra Bland, Desmond Phillips, Stephon Clark, Ahmaud Arbery, Breonna Taylor, George Floyd, Tony McDade, David McAtee, and many, many others[6] and recognizes that these individual acts of violence are irrevocably intertwined with white supremacy; and be it further

RESOLVED: That the CSU, Chico Academic Senate condemns acts of hatred and violence[7] perpetrated against Black people; and be it further

RESOLVED: In response to institutional, structural, and systemic racism the CSU, Chico Academic Senate takes on the deepest responsibility to acknowledge, identify, examine, and expose the racist policies and practices at the institution, at all levels, and take campus-wide action to address them; and be it further

RESOLVED: That the CSU, Chico Academic Senate demand the administration develop an action plan, timeline, and allocate funding to fully implement BFSA 2013-2014 and 2018-2019 Strategic Plan recommendations and that the administration report on funding and implementation annually through the appropriate Academic Senate body; and be it further

RESOLVED: That CSU, Chico Academic Senate collaborate with Human Resources (HR) and the Office of Academic Personnel (OAPL) to identify, acknowledge, examine, and expose racial and ethnic bias in hiring, retention, development, and promotion policies and practices for staff, administrators, and faculty of the institution that impede the ability to hire, retain, and promote Black faculty, staff, and administrators, and further collaborate to implement antiracist policies and practices (such as, but not limited to, rubrics and assessments) to create and sustain a healthy and antiracist campus climate; and be it further

RESOLVED: That CSU, Chico Academic Senate recommend interviews of faculty, staff, and administrators at CSU, Chico standardize the inclusion of professional campus affinity

[4] The Academic Senate of CSU, Chico affirmed support for students of color who experience the far-reaching and tragic results of structural white supremacy in "Resolution of Academic Senate and Student Academic Senate Statement of Support in Service for and with Students of Color"

[5] In fall of 2016, President Hutchinson called for a review of University Police Department policies and practices that led to University Police Commitments to Our Community. She strongly endorsed the California State University (CSU) police chiefs pledge to implement recommendations from the final report of President Obama's Task Force for 21st Century Policing (2015) and looked forward to implementing the six pillars that comprise the president's task force report with the next Chico State police chief.

[6] #SAY THEIR NAMES https://sayevery.name/

[7] These include racially antagonizing and harmful behaviors (e.g. actionable and premeditated provocation, patterns of harmful behavior, bullying, harassment, baiting, etc.).

groups whereby implementation, for example, could include an opt-in survey for candidates listing groups with whom they may identify with and want to meet during the interview; and be it further

RESOLVED: That CSU, Chico Academic Senate acknowledge, recognize, and commit to removing the burdens of cultural taxation[8], such as racial-battle fatigue[9], on Black faculty, staff, and administrators. As such, the Senate commits to examine and modify current evaluation processes and guidelines for faculty, staff, and administrators (such as retention, tenure, promotion [RTP], classification and compensation) in collaboration with HR and OAPL, with the intent to more fully capture the cultural taxation work of Black people on campus and compensate that work; and be it further

RESOLVED: That CSU, Chico Academic Senate recommends the establishment of a Black Student Center for Academic Success[10,11] supported by curricular and co-curricular programs grounded in the historical and contemporary experiences of Black people. As such, that this undertaking be led by financially compensated full-time Black faculty and/or staff members and supported by other Black faculty; and be it further

RESOLVED: That CSU, Chico Academic Senate condemns oppressive pedagogy that demeans, dehumanizes, ignores, and diminishes the contributions and experiences of Black people in the United States. Therefore, the CSU, Chico Academic Senate will develop a sub-committee to create rubrics for curricular assessment in courses campus-wide that examine the extent to which racially just classroom practices, antiracist pedagogies, and the dismantling of anti-

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[8] For more on Cultural Taxation read Padilla, A.M. 1994. Ethnic minority scholars, research, and mentoring: current and future issues. American Educational Research Association 23(4):24-27. Available at https://www.jstor.org/stable/1176259

[9] For more on Racial Battle Fatigue read

- Smith, W.A., M. Hung, and J.D. Franklin. 2011. Racial battle fatigue and the miseducation of Black men: racial microagressions, societal problems, and environmental stress. *The Journal of Negro Education* 80(1):63-82. Available at https://www.jstor.org/stable/41341106.
- Smith, W.A., T.J. Yosso, and D.G. Solórzano. 2011. Challenging racial battle fatigue on historically white campuses: a critical race examination of racial related stress, pp. 211-238. *In* R.D. Coates and J. Morrison (eds.), Covert Racism: Theories, Institutions, and Experiences. BRILL, Leiden, The Netherlands. Available at ProQuest Ebook Central, https://ebookcentral.proquest.com/lib/csuchico/detail.action?docID=737685.

[10] e.g. CSU, Fullerton: African American Resource Center http://www.fullerton.edu/aarc/, CSU Northridge: The Black House https://www.csun.edu/social-behavioral-sciences/africana-studies/black-house, Humboldt State: The African American Center for Academic Excellence https://aacae.humboldt.edu/, Sac State: MLK Jr. Center https://www.csus.edu/student-affairs/centers-programs/mlk-scholars/, UC, Davis: Center for African Diaspora Student Success https://cadss.ucdavis.edu/about

[11] For more on information read

- Grier-Reed, T. L. 2010. The African American student network: Creating sanctuaries and counterspaces for coping with racial microaggressions in higher education settings. The Journal of Humanistic Counseling, Education and Development 49(2):181-188.
- Yosso, T., and C. B. Lopez. 2010. Counterspaces in a hostile place: a critical race theory analysis of campus culture centers, pp. 83-104. *In* L.P. Davis (ed.) Culture centers in higher education: Perspectives on identity, theory, and practice. Stylus Publishing, LLC, Herndon, VA, USA.

Black practices are utilized, with the overall intention of contributing toward cultivating a healthy racial campus climate that result in equitable educational experiences and/or outcomes for Black students; and be it further

RESOLVED: That CSU, Chico Academic Senate commits to support the charge of President Hutchinson's Task Force[12] and request that it include faculty, students, staff, and administrators (such as UPD Chief, Chief Diversity Officer, CPD Rep, and AS Rep), as well as one representative from Black Faculty & Staff Association, Chicano/Latino Council, Asian & Pacific Islander Council, and Native American Faculty & Staff Association chosen by their constituent bodies to consider how our University will be guided by principles of racial justice approaches and seek alternatives to traditional policing that include harm-reduction approaches such as Social Worker intervention and crisis counselors in order to reduce police presence; and be it further

RESOLVED: That the CSU, Chico Academic Senate insists that the University Police regularly and upon request provide information and data to the campus community regarding their collaboration with the local Chico Police Department, surveillance of minoritized community members, uses of force against Chico State students, faculty, and staff, and on policies and practices stemming from collaboration with other law enforcement entities in conjunction with the Clery Act Report; and be it further

RESOLVED: That CSU, Chico Academic Senate review the charge, efficiency, and coordination of all safety committees with regard to anti-racism and, more specifically anti-Blackness, within the university; and be it further

RESOLVED: That CSU, Chico Academic Senate recommends recruitment of a full-time critically conscious Chief Diversity Officer to serve as a Cabinet-level position[13], whose charge is to be accountable for prioritizing, recommending, and monitoring campus-wide initiatives which increase the Equity, Diversity, and Inclusion impact across campus with a specific focus on active antiracism rather than passive inclusion. Each Vice President will be accountable for ensuring a comprehensive and aligned implementation for the entire campus; and be it further

RESOLVED: That CSU, Chico Academic Senate recommend institutionalization (e.g. infrastructure, funding, staffing) of mentorship programs, such as the CSU Chancellor's Doctoral Incentive

[12] Excerpt of Strategic Plan Goal from President Hutchinson's Fall 2020 Convocation under the Priority of Equity, Diversity, and Inclusion: "Charge a presidential task force to engage the campus community to ensure that University Police Department policies and practices are inclusive and representative of our community, without bias or racism, and align with the University's strategic priorities by May 2021. We will work with an external consultant to complete this initiative."

[13] e.g. SJSU Chief Diversity Officer, for more see https://www.sjsu.edu/diversity/diversity-equity-inclusion/

Program[14], the California Pre-Doctoral Program[15], the NASPA Undergraduate Fellows Program[16], and other relevant programs, to prepare and recruit Black faculty, staff, and administrators; and be it further

RESOLVED: That the Academic Senate recommends hiring more Black faculty to the Counseling and Wellness Center; and be it further

RESOLVED: That the CSU, Chico Academic Senate request the Academic Senate Executive Committee commission an annual review and report on the progress as it relates to the actions embedded in this resolution, taking into account the Black faculty, staff, administrator, and student perception of progress, and deliver the report to the Academic Senate and Student Academic Senate; and be it further

RESOLVED: That CSU, Chico Academic Senators commit to reading the resources mentioned herein and gain understanding of racially just practices specifically as it relates to anti-Blackness; and be it further

RESOLVED: That this resolution be distributed to:
CSU Chancellor and Chancellor-Select,
Academic Senate of the CSU (ASCSU),
California Student Senate Association (CSSA),
CSU Campus Senate Chairs,
CFA President and CSUEU Chapter Presidents,
CSU Chico University Diversity Council,
CSU Chico Associated Students,
CSU Chico Staff Council,
CSU Chico Student Academic Senate,
The Press Enterprise,
The Orion,
and all members of the CSU, Chico community.

APPENDICES:
A. 2013-2014 BFSA Strategic Plan
B. 2018-2019 BFSA Strategic Plan

[14] For more on the CSU Chancellor's Doctoral Incentive Program see https://www2.calstate.edu/csu-system/faculty-staff/cdip
[15] For more on the California Pre-Doctoral Program see https://www2.calstate.edu/csu-system/faculty-staff/predoc
[16] For more on the NASPA Undergraduate Fellows Program (NUFP) see https://www.naspa.org/division/naspa-undergraduate-fellows-program-nufp

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APPENDIX A – 2013-2014 BFSA Strategic Plan

To: Members of CSU, Chico Cabinet

From: CSU, Chico Black Faculty and Staff Association

Date: 16 June 2014

Re: Strategic Planning AY 2014-2015 and beyond Members of CSU, Chico Cabinet,

In a September 4, 2013 email to the campus community entitled "Accomplishing our Diversity Action Plan," President Zingg identified six goals:

1. Shifting a significant portion of the Enrollment Management portfolio from Academic Affairs to Student Affairs
2. Initiating a search for a Chief Diversity Officer
3. Proceeding with the development of a Campus Climate Survey
4. Initiating a campus-based leadership development effort which will, in part, provide leadership encouragement and opportunities for women and colleagues of color
5. Supporting the provost's Aim for 4 graduation initiative in order to reduce and, ultimately, eliminate the achievement gap
6. Strengthening our efforts and our strategies to recruit, retain, and support a more diverse workforce (faculty and staff) to our University

In response to this communication, we, the members of the Black Faculty and Staff Association (BFSA) at CSU, Chico, devoted AY 2013-2014 to extensive conversations about the future of the black faculty, staff, and student community at the university.

Although BFSA's mission is to foster healthy and nurturing relationships among the black faculty, staff, and student community, for the purpose of this report, we have intentionally chosen to focus on President Zingg's sixth goal, specifically, the recruitment, retention, mentoring, and support of African American faculty and staff. Numerous campus efforts are underway to ensure the recruitment, retention, and support of black students. As an organization, we will continue to advocate on behalf of that student population.

However, we have grave concerns about the health and future of the black faculty and staff. In the next five years, we anticipate losing six of our thirty-six black faculty and staff members, which amounts to one-sixth of our total numbers. Three of those individuals (Dr. Pat Patterson, Dr. James O'Bannon, Dr. Maurice Bryan) are slated to retire this year alone. The remaining three (Mr. Steve Irving, Mr. Chris Malone, Mr. Charles "C. C." Carter) will retire within the next two to five years. Sadly, the number of black faculty and staff hires are nowhere near to keeping pace with the number of retirements. An article in the June 2, 2014 edition of the Chico Enterprise Record announced that the teaching staff would be increased by 36 new tenure-track faculty members in the upcoming year. Of those 36 new hires, how many identify as black?

As a body of individuals, we are feeling uncharacteristically negative about the state of black faculty and staff at Chico State. Over the course of this last academic year, we often pondered the question--"do opportunities to impact change exist on this campus?" There is a growing fear

amongst us that the university has fallen into a habit of paying lip service to conversations about the importance of diversifying the campus without any real action or follow-through to support all of the talk.

BFSA should not bear the onus for satisfying black faculty, staff, and students' cultural needs and educating the campus community on issues pertinent to the black community. As individuals and collective members of the BFSA, we have hosted and/or participated in numerous events geared toward improving campus climate and bolstering the university's diversity and inclusion efforts. For example, outside of our assigned work duties, members of BFSA have served as mentors for EOP's Summer Bridge, CSSC's REACH program, and University Housing and Food Service's Faculty Mentor program; participated in events such as Wildcat Welcome, the Diversity Summit, and the African American student retreat; hosted events such as Black Welcome Week, the African American Alumni Reunion, and the Harlem Renaissance Rent Party; facilitated discussions and conducted diversity trainings for Conversations on Diversity and Inclusion, University Housing and Food Services, and the Diversity Certificate program; planned and coordinated events for Black History Month; played host to prospective high school students; as well as supported Black Graduation. To provide a little perspective here, of the 36 black faculty and staff members employed by CSU, Chico, about 10-15 members are active in BFSA and pay monthly dues which generate a yearly revenue of $1,200-$1,500. While we undertake this work voluntarily and we do so out of a sense of pride and dedication, these ongoing efforts exact a tremendous physical, emotional, and mental (not to mention financial) toll on us as individuals and an organization of this size.

We are committed to doing our part to ensure effective change and action on this campus; however, this needs to become more of a community effort. BFSA has identified specific areas we would like to see addressed in the upcoming academic year. Our intention is to provide you with this information so that you might work over the summer to develop some concrete and specific plans for addressing these issues and join us for a BFSA meeting early in the fall semester to share with us your plans for moving forward.

We believe that it is imperative that the university:

- create and implement a concrete, multi-year plan to recruit black faculty and staff. This plan should include faculty hires for Multicultural and Gender Studies (MCGS) and Counseling and Wellness.
    - As demonstrated by Rutgers University, which is consistently ranked the most diverse in the nation by U.S. News & World Report, there is a significant correlation between the university's success in its diversity and inclusion efforts and the health of its women's and ethnic studies programs.
    - As the only black male counselor, Dr. P's retirement is a significant loss for Counseling and Wellness, for it is equally as important that our students of color and male students see themselves reflected not just in our teaching faculty but our counseling faculty as well.
    - As part of that multi-year plan, we would like to also see the creation of an endowed professorship with support for teaching, research, scholarship, activism, and service in a diversity-related field.
    - We need to develop open hiring considerations for recent graduates seeking professional staff positions on campus by recognizing their student leadership

and campus involvement. Recently, the Advising office posted an announcement for an academic evaluator trainee position which allows students and recent graduates to meet the minimum qualifications with "full-time equivalent to six months responsible experience involving academic, administrative, fiscal or statistical records processing and maintenance; OR, two years of full-time equivalent college course work specific to development of quantitative and analytical skills."

- provide Black Faculty and Staff Association with an annual operating budget to help support its ongoing as well as future efforts in the following manner:
    - Annual black speaker
    - Black History Month events/symposium/conferences/programming
    - Black leadership conference
    - African American Excellence and Success Student Retreat
    - Outreach efforts to possibly include incentive grants for African American Alumni to bring prospective students to campus
    - The Harlem Renaissance Rent Party
    - The African American Alumni Reunion
    - Awards, scholarships, and incentive grants for current Chico State students
- bring to campus influential black speakers, lecturers, and scholars in order to expose the larger campus community to a wide range of ideas. BFSA should not bear the sole responsibility for satisfying black faculty, staff, and students' cultural needs and educating the campus community on issues pertinent to the black community.
- develop a campus-wide fundraising and friend raising campaign to support efforts and programming geared toward faculty, staff, and students of color.
- develop a formalized mentoring and/or support network to address the professional needs of black faculty and staff.

We thank you in advance for your time and consideration and we look forward to discussing these matters with you in the fall.

Sincerely,

the Members of Black Faculty and Staff Association

http://www.dartblog.com/Dartmouth_Freedom_Budget_Plan.pdf
http://diversity.missouri.edu/timeline/lbc-demands-universityarchives74.pdf
http://complex-systems.ucsd.edu/antiracism/node/10

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APPENDIX B – 2018-2019 BFSA Strategic Plan

Black Faculty Staff Association
Strategic Planning 2018-19

BFSA has identified specific areas we would like to see addressed moving forward.

We believe that it is imperative that the university:

- Provide a BFSA operating budget to support programming for the professional development of our members and on-campus events for students, including some of the following:
    - Conference registration for faculty/staff, such as NCORE, NASPA
    - Annual influential black speakers, lecturers, and scholars
    - Black History Month events/symposium/conferences/programming
    - The African American Alumni Reunion

- Outreach and retention of Black faculty and staff
    - Job announcements on various list servs, outreach at National Conferences, identifying faculty mentors for visiting prospective candidates
    - Host black PhD candidates to meet with faculty and students
    - Utilize BFSA members to serve on faculty searches

- Address retention of our Black students
    - Disaggregate data on our Black students focusing on issues of when they are dropping out and leaving our campus
    - Exit interviews for students who are leaving, dedicated office/staff for retention

- Develop programs to address the USC Study on Serving Black Students
    - Black leadership conference, including the African American Excellence and Success Student Retreat
    - Awards, scholarships, and incentive grants for current Chico State students

- Establish more partnerships with high schools that primarily serve Black students
    - Local area schools (ex. Oroville)
    - Outreach efforts to possibly include incentive grants for African American Alumni to bring prospective students to campus

- Fully fund black graduation