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## Resolution in Support of the Women of Color in Academia Letter (attached)

CSUSB Faculty Senate

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## **Resolution in Support of the Women of Color in Academia Letter (attached)**

Whereas we deeply value the life of every human being on this earth, and

Whereas lives of people of color, particularly Black lives, are disproportionately at risk in our country as well as elsewhere in the world, and

Whereas women, and particularly women of color, have experienced significant discrimination on our campus in recent years, and

Whereas we believe support for a high-quality education to be fundamental to improving the lives and experiences of every human being, and

Whereas there has been a significant reduction in numbers of Black students at CSUSB in recent years,

Therefore, be it

Resolved that the Faculty Senate, representing CSUSB faculty, wholeheartedly endorses the letter from the Women of Color in Academia at CSUSB standing in firm opposition to White Supremacy, Anti-Blackness, and all forms of racism and discrimination (attached below); and be it further

Resolved that we call upon the Administration to act on its stated beliefs, to recruit and provide adequate and appropriate support for Black women in leadership positions, and be it further

Resolved that we call upon the Administration to further act on its stated beliefs, to recruit Black staff and faculty, and subsequently provide them adequate and appropriate support, and be it further

Resolved that we call upon the Administration to further act on its stated beliefs, to recruit and provide adequate and appropriate support for Black students on our campus, and be it further

Resolved that we call upon the Administration to further act on its stated beliefs, and provide sufficient and appropriate support for faculty to increase their mentorship, advising, and assistance to Black students above and beyond regular instructional responsibilities, and be it further

Academic Affairs  
*Faculty Senate*

Resolved that Faculty Senate and Administration form a joint task force to establish goals and objectives, and to design a plan to reach specific targets for the items in the “resolved” statements above, and be it further

Resolved that the Faculty Senate will continue to advocate for investigation regarding the removal of Black women from leadership positions and possible related FAM violations, and be it further

Resolved that the Faculty Senate will conduct a thorough and focused review of the FAM to identify possible additional revisions to better support diversity and equity in all areas, and be it further

Resolved that the Faculty Senate will conduct an independent study of the experiences of Black faculty and staff of all ranks to better understand how the current campus climate affects them and their work, so that the Faculty Senate might identify further action items in this area.

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FSD 19:02

**Unanimously Approved By the CSUSB Faculty Senate on June 16, 2020**

Academic Affairs  
*Faculty Senate*

**Attachment: Letter from the Women of Color in Academia, 6/9/20**

Dear CSUSB Campus Community,

We, the undersigned members of Women of Color in Academia at CSUSB, stand in firm opposition to White Supremacy, Anti-Blackness, and all forms of racism and discrimination. Systemic or structural racism disproportionately impacts the life expectancy and quality of life of communities of color. The current COVID-19 global pandemic has followed a similar trajectory that we have seen with other infectious and chronic diseases in the US in which communities of color are overburdened with higher prevalence rates, higher mortality rates, and limited access to healthcare.

Similarly, we recognize another pandemic, the longstanding history of police violence against communities of color, particularly the Black community, along with the militarization of police, and also the historical connection between policing and slavery in the US. The deaths of Mr. George Floyd and Ms. Breonna Taylor are among the most recent tragic incidents in which police have murdered Black people and demonstrated an outright devaluation of Black lives. We stand in solidarity, and among the protestors, as well as those who are mourning all over the nation. Black Lives Matter.

We support the Movement for Black Lives, which calls for the rights of protestors to be respected as well as a reallocation of funds from policing to community resources. We appreciate President Morales' recent letter to our campus community that acknowledges the trauma that our Black faculty, staff, and students have endured as well as the announcement for a virtual memorial service to honor the life of Mr. George Floyd and the Black Lives Matter movement. These are important first steps, however, we call upon all of our campus leadership to engage in action to reflect upon and work with the campus community to actively address the Black women who have recently been removed from leadership positions. It is imperative to focus on the best practices to aid in the recruitment, retention, and promotion of Black faculty and staff. Similarly, we must address the low enrollment of Black students on our campus as well as the current campus climate for our Black students. We must raise and uplift the voices of our Black faculty, staff, and students. The time for action is now.

Sincerely,

Nancy Acevedo-Gil  
Associate Professor  
Department of Educational Leadership & Technology  
Co-Chair, Women of Color in Academia

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