

Women of Color Faculty Group  
California State University Channel Islands  
August 2020

We, the undersigned Women of Color Faculty Group at California State University, Channel Islands, support Black Lives Matter. We stand united in firm opposition to Anti-Blackness, white supremacy, racism, and all forms discrimination against all communities of color.

The murders of Mr. George Floyd, Ms. Breonna Taylor, and Mr. Rayshard Brooks are among the most recent tragedies to face our nation. Their deaths are part of a long and painful history of police brutality and violence against Black Americans and other communities of color. This systemic violence against Black Americans is rooted in centuries of slavery, white supremacy, and overtly racist policies and actions of the U.S. government.

At CSU Channel Islands, we observe rhetoric of support from the University and our colleagues, but this is simply not enough. Our own colleagues produce statements of support to change oppressive practices, as if they are just becoming aware of the issues that exist. Faculty of color, however, are typically burdened with additional (and perhaps expected) responsibility of dealing with, deflecting and absorbing, teaching about, and protesting inequity. We carry these burdens of cultural taxation while also being the targets of institutional racist and oppressive actions. While we welcome support of action, support is not action in itself. We need our colleagues to be actors of change.

The current climate in our country underscores the need for radical change on our own campus. In alignment with statements released by the CSU, CFA and CSUCI Chicano/a Studies we support actions in response to state sanctioned violence against people of color and seek to dismantle racism within ourselves, our institutions, and society at large.

We seek immediate shifts on our own campus. Actions to pursue include, but are not limited to the following:

1. Earnestly and sincerely work to hire more faculty of color on campus by implementing transparent hiring policies, executing a system of oversight of all faculty searches to ensure equitable hiring practices, and joining hiring committees to make sure they prioritize diversity across all faculty ranks, including tenure-track and lecturer faculty. Implement these hiring reforms so that the faculty reflects the diversity of the CSUCI student body.

2. Acknowledge the extra service labor that faculty of color carry in advising students and in implementing anti-racist institutional work with course releases, campus resources, and professional development opportunities to ensure we have senior faculty of color who are prepared to assume leadership positions in the future. Cultural taxation is the burden placed on ethnic, minoritized faculty in carrying out their responsibility for service to the university. Yet as Cecil Canton, CFA Associate Vice President, has noted, it is “not usually rewarded by the institution on whose behalf the service was performed.”
3. Faithfully support and execute AB 1460, the requirement of CSU to include at least one 3-unit course in ethnic studies by including courses that provide special focus on the four historically defined racialized core groups: Native Americans, African Americans, Asian Americans, and Latina/o Americans. These courses should be taught by faculty trained in ethnic studies or related fields, as should the oversight of Ethnic Studies curriculum.
4. Implement Ethnic Studies at CSUCI as follows: a-Fund Africana Studies that has recently passed curricular overview; b-Plan, implement, and hire faculty for Indigenous Studies and Asian American Studies; c-Expand programming and faculty hiring for Chicana/o Studies, currently CSUCI’s only existing ethnic studies department.
5. Help lead investigations in CSUCI’s militarized police presence and racial profiling practices against students, faculty, and staff, with a focus on transparency and community oversight.

Sincerely,

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