

June 20, 2020

Dear President Ochoa & Cabinet,

We, the Black faculty at CSUMB, are writing today to express our concern for the lack of campus action in addressing systemic racism at CSUMB. We appreciate the sentiment expressed in President Ochoa's May 31, 2020 letter on the killings of George Floyd and others and were encouraged by the President's acknowledgment of systemic racism in American institutions. Yet, we are dismayed at the lack of direct actions presented on behalf of our campus leadership to move beyond merely recognizing systemic racism to investing in a strategic approach to dismantling racist policies and practices (unwritten policies). At this point, we are not confident that this administration has done everything within its power to address the concerns presented by Black faculty. For years, we have experienced inequalities, on this campus, in how we have been treated and in how our issues have been addressed. When we are brave enough to come forward with our concerns, our issues go unresolved in a human resources (HR) system that is ill-prepared to address complex personnel matters. It is our full contention that unless our campus leaders fully address concerns levied by Black faculty and others, CSUMB will continually lack the capacity to support our students to become the agents of change envisioned by the founders of this institution.

We, the Black faculty at CSUMB, propose the following **Calls to Action** we believe will demonstrate CSUMB's commitment to the lives of ALL Black faculty, staff, students, and community members who are a vital part of the CSUMB campus community.

1. We call for the campus to prioritize a review and response to the [CFA Call to Action Proposal](#). These demands are critical to addressing systemic anti-Black racism at CSUMB and across the CSU.
2. We call for funding support and a physical space for the newly created **Center for Black Student Success**. Our students should see themselves represented on the campus and should feel supported by faculty and staff who are dedicated to their advancement. As such, we are requesting compensation for one full time staff person, one course buy-out for a faculty per semester, and adequate space to accommodate our work in support of our students.
3. We call for **accountability for campus law enforcement** to include: a) a review of **budgetary allocations** relative to other campus departments; b) information on the types of **weapons stored** on campus or at the disposal of campus police; c) the establishment of an **Independent Campus Review Board** to provide oversight and review of police practices; d) quarterly reports to show patterns and practices of **police encounters**; and e) funding for campus researchers to conduct yearly quantitative and qualitative studies on the **experiences** of faculty, staff, and students with campus police; the annual campus-wide dissemination of findings; and in response to the findings, action steps presented by the campus by the President's Committee on Equity and Inclusion (PCEI) within six months of receipt of the findings.
4. We call for funding (course release time) for two **equity advisors** to be assigned to each faculty and administrator search. Without intentionally interrupting current practices, the diversity of our faculty composition will not change. Therefore, we believe the establishment of equity advisors, who are presented for approval to the Office of Inclusive Excellence (OIE), will provide search committees with critical insight during the hiring process.

5. We call for an annual review of **campus recruitment** and **retention strategies**. In doing so, we call for an annual meeting between the African American Faculty and Staff Heritage Alliance, College Deans, Chief Diversity Officer, and Associate Vice President for Student Affairs to discuss recruitment and retention strategies and the racial breakdown of faculty, staff, and students.
6. We call for the next round of hiring to include a **cluster hire** of at least three faculty whose interests center on Black history, ethics, culture, politics, health, inequities, economics, or other discipline-related category. We call for a **system of accountability** that examines the causes and consequences of Colleges and Departments having ZERO Black faculty.
7. We call for an **annual report** from the **Office of Inclusive Excellence** establishing goals and outcomes each year. The report should include (at a minimum): a) an update on hiring equity; b) retention strategies and goals; c) anonymized exit interview results for Black faculty and staff; and d) a comprehensive qualitative analysis of critical issues presented by current black faculty, staff, and students.
8. We call for an **audit of current curricula** to identify courses related to Black Studies and support for the development of a suite of courses to advance knowledge of Black history and contemporary issues. We call for an **expedited review and implementation** of a well-resourced **Ethnic and Gender Studies major**. We call for a strategic approach to the development and enrollment of courses related to Black history and other contemporary Black issues (e.g., strategies to prevent the cancelation of low-enrolled courses, prioritization of Black faculty for the development courses related to the subjects as noted above).
9. We call for a **Centering Black Leadership Initiative** to highlight and support the expertise and leadership of CSUMB Black faculty. This initiative should include resourcing Black faculty who lead anti-racism and inclusivity endeavors with course buyouts, financial incentives and other resources that compensate them for the ways they contribute to community development, institution building and supporting Black students. We also call for a campus-supported **mentoring program** for Black faculty to support their professional development and career trajectory. As the number of Black faculty at CSUMB are so low, the focus should include identifying Black faculty and administrators throughout the CSU to serve as mentors for CSUMB Black faculty.
10. We call for the campus to adopt and institutionalize an **Anti-racist Agenda** to include: a) a requirement of anti-racist training for all faculty, staff and administrators with criteria outlined in RTP and evaluations; b) intentional efforts to elevate Black scholarship; c) intentional efforts to identify anti-blackness and other exclusionary practices embedded in university policies and culture; d) increased efforts to increase the hiring and development of Black campus staff; e) hiring at least three tenure-line Black faculty by the start of the Fall 2022 academic year; f) a plan to support the development and advancement of Black Deans and Chairs; g) strategic approaches to elevate Black faculty and staff to senior positions on campus; and h) the development of meaningful partnerships with the Black community in Seaside and surrounding municipalities.

We, as Black faculty at CSUMB, are not content with the current climate for Black faculty, staff, and students at CSUMB and are presenting these Calls to Action in order to drive systemic change. We believe these Calls to Action are realistic and doable, and if enacted, will demonstrate that **Black Lives Matter at CSUMB**.

It is our desire that President Ochoa and the President's Cabinet engage the African American Heritage Faculty and Staff Alliance in a dialogue to address these Calls to Action and move quickly to examine how systemic racism is currently embedded in this administration's policies and practices. Further, it is our hope that President Ochoa will respond to these Calls for Action prior to the start of the Fall 2020 academic year.

Respectfully submitted,

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Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them, and these will continue till they are resisted with either words or blows, or with both. The limits of tyrants are prescribed by the endurance of those whom they oppress."

— Frederick Douglass