

# **CSUEU Black Lives Matter Resolution**

1. WHEREAS, The California State University Employees Union (CSUEU), as a result of the persistent deaths of innocent Black citizens in the United States at the hands of police officers, the CSUEU believes that silence is complacency. Therefore, with purpose we affirm that Black Lives Matter, and we support, advocate, and stand in solidarity with the movements for Black lives, so that the death of George Floyd (Minnesota, 2020); Breonna Taylor (Kentucky, 2020); Ahmaud Arbery (Georgia, 2020); Rayshard Brooks (Georgia, 2020); Atatiana Jefferson (Texas, 2019); Botham Jean (Texas 2018); Sandra Bland (Texas 2015); Eric Garner (New York, 2014); Trayvon Martin, (Florida, 2012); Ron Settles, (California, 1981); Stephon Clark, (California 2018); and countless others are not senselessly killed and/or brutally injured by police or racist vigilantes.
2. WHEREAS CSUEU, recognizes that by supporting Black people, we are supporting Black, Indigenous, and People of Color (BIPOC) who are disenfranchised by the systemic racism inherent in our society.
3. WHEREAS CSUEU, recognizes that systemic racism continues to disproportionately impact BIPOC from access to opportunities and upward mobility by making it more difficult to secure quality education, jobs, housing, healthcare, and equal treatment in the criminal justice system.
4. WHEREAS CSUEU, is committed to advancing a just and equal society where systemic racism against BIPOC is abolished.
5. WHEREAS CSUEU, can no longer sit quietly amid countless acts of violence, particularly against Black people, the CSUEU commits to push for legislation at the federal, state, and local levels of government in support of the many movements for Black lives.
6. BE IT RESOLVED, the CSUEU denounces anti-blackness, racism, and affirms as an anti-racist organization, we will:
  - a. Commit ourselves to continually examine our organization from within and make necessary changes to dismantle any forms of implicit bias and systemic racism that may exist.
  - b. Commit ourselves to advocate against insolate and implicit biases, prejudgment, innate prejudices, and dismissive stereotypes against Black people that are perpetuated in the CSU by the many non-BIPOC managers, faculty, staff, and students by encouraging a system-wide instructional plan for unconscious bias awareness.
7. BE IT RESOLVED, the CSUEU supports all working people, including those in Public Safety, and believe they have the right to organize as a union and bargain collectively over the terms and conditions of their employment. However, collective bargaining agreements—while offering protection against false allegations—should never be used as a tool to shield misconduct. Unions should promote high professional standards, as CSUEU does, for our leaders and our members.
8. BE IT RESOLVED, the CSUEU supports the Justice in Policing Act of 2020, legislation promoted by the Congressional Black Caucus and introduced by Democratic leaders in the House and Senate. The bill establishes new requirements for law enforcement officers and agencies, including to report data on use-of-force incidents, to obtain training on implicit bias, and to wear body cameras.  
(<https://www.congress.gov/bill/116th-congress/house-bill/7120>)

9. BE IT RESOLVED, the CSUEU expects governing bodies to hold public safety unions accountable to ensure racial justice is the highest priority by advocating for the following:
1. An end to qualified immunity.<sup>1</sup>
  2. Community-based police review boards.<sup>2</sup>
  3. Police divestment/investment in communities and support services.<sup>3</sup>
  4. Requirements that police live in the community they patrol and service.<sup>4</sup>
  5. Require cultural competency and implicit bias training.<sup>5</sup>
  6. City/County Commissions on Police Practices<sup>6</sup> that:
    - Conduct independent investigations
    - Require independent legal counsel with NO conflicts
    - Subpoena law enforcement and non-law enforcement witnesses and their records as part of any investigation
    - Investigate cases like domestic violence by law enforcement
    - Require evaluation of PD compliance with federal, state, and local reporting laws and requirements
10. BE IT RESOLVED, the CSUEU will create a mission and vision statement that is inclusive of anti-racism, while focusing on equality, inclusiveness, respect, fairness, justice, dignity, and must encompass everyone with no exceptions regardless of age, race, religion, gender, language, national origin, sexual orientation, and gender identity.
11. BE IT RESOLVED, the CSUEU Board of Directors will establish a Diversity, Equity and Inclusion standing committee with the following sub-committees added immediately:
- a. Black Subcommittee
  - b. Asian Pacific Islander Subcommittee
  - c. Chican@/Latin@ Subcommittee
  - d. Disability Subcommittee
  - e. Native American Subcommittee
  - f. LBGTQIA+ Subcommittee
  - g. Women's Subcommittee
  - h. Allies Subcommittee
  - i. Additional Subcommittees as identified by the Board of Directors

The standing committee will create space to engage issues that matter to members, while contributing to the anti-racist components of our mission and vision statement. The subcommittees will be a resource to the standing committee.

12. BE IT FURTHER RESOLVED, the CSUEU will stand in solidarity with the many movements for Black lives through our collective action and our collective bargaining by advocating for improved working conditions, and policies that confront inequities; including but not limited to, assessing data collected to address disparities associated with the inequalities in IRPs, promotions, pay increases and health & safety issues.

*Many components of this resolution have been adapted from language from AFT, SEIU International.*

Footnotes:

<sup>1</sup> <https://ij.org/frequently-asked-questions-about-ending-qualified-immunity/>

<sup>2</sup> <https://www.nacole.org/faqs>

<sup>3</sup> <https://divest.nfg.org/>

<sup>4</sup> <https://www.washingtonpost.com/nation/2020/06/04/urban-areas-police-are-consistently-much-whiter-than-people-they-serve/?arc404=true>

<sup>5</sup> <https://search.proquest.com/openview/a58376ebc7ceb7bc52a0ed07e6493a68/1?pq-origsite=gscholar&cbl=18750&diss=y>

<https://www.popsci.com/story/science/implicit-bias-training-police-racism-black-lives-matter/>

<sup>6</sup> <https://www.sandiegansforjustice.com/>