

CSUEU CHAPTER 321 San Marcos Resolution recommendations:

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, CSUEU should always act in ways that support, affirm and advocate for black lives and stand in solidarity with the Movement for Black Lives Matter 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) and countless others are not senselessly killed by police or racist vigilantes;
2. WHEREAS CSUEU, is committed to advancing a just and equal society where the liberty to breathe is guaranteed to our Black brothers and sisters;
3. WHEREAS, it has become clear that CSUEU can no longer sit quietly amid countless acts of violence, particularly against Black men and boys, we must ensure that the influence that CSUEU carries ensures that Black Lives Matter are supported by federal, state and local elected officials. We will mobilize and demonstrate alongside the Movement for Black Lives Matter. We will stand in solidarity with the Movement for Black Lives Matter that is demanding justice and driving accountability and change;
4. WHEREAS as CSUEU, denounces anti-blackness and is becoming an anti-racist organization, we must:
 - a. Commit ourselves to change and no longer remain impartial
 - b. Hold the CSU and corporations accountable in their efforts to eliminate structural racism
 - c. Provide material support (people power, financial, and other resources), to the Movement for Black Lives Matter
 - d. Help to build and deepen the investment of the labor movement and other movement partners to stand in solidarity with the Movement for Black Lives Matter
 - e. Hold Public Safety Unions accountable, ensuring that racial justice is their highest priority
 - f. Engage our own membership and promote cross-racial solidarity
5. WHEREAS CSUEU, will form the following caucuses immediately:
 - a. Black Caucus
 - b. Asian Pacific Islander Caucus
 - c. Chican@/Latin@ Caucus
 - d. Disability Caucus

- e. Indigenous Peoples Caucus
- f. LGBTQIA+ Caucus
- g. Women's Caucus

These caucuses will help with member engagement/involvement and communication, giving them an opportunity to get involved beyond holding office and committee work. They will create space for the members to engage with the issues that matter to them, while contributing to the anti-racist components of our mission and vision statement;

6. WHEREAS CSUEU, will create a Social Justice, Equity, and Inclusion committee, whose charge will be developed by the caucuses mentioned in number 6;
7. WHEREAS, the murders of Black Lives are State sanctioned violence against our communities and are indicative of the growing social-economic division that threatens the current and future well-being of people of color;
8. WHEREAS, historically, when Black people have fought for a more democratic and fair society, the lives of all people have improved and, conversely, each time barriers to Black people's upliftment have been erected, our whole society has suffered;
9. WHEREAS, 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 that would ban chokeholds, guaranteed immunity, and establish a national database to track police misconduct, and prohibit certain no-knock warrants, and other steps to address police brutality;
- 10. BE IT RESOLVED, that the CSUEU will stand in solidarity with the Movement for Black Lives Matter through our collective action and our collective bargaining;**
- 11. BE IT FURTHER RESOLVED, that CSUEU, will create a mission and vision statement that is inclusive of anti-racism, while focusing on fairness, justice, and dignity and that it must encompass everyone regardless of race, religion, gender, language, national origin, sexual orientation and gender identity;**
- 12. BE IT FURTHER RESOLVED, that CSUEU, as a collective of working people who have used our collective voice to help better the lives of poor and working people and our communities by increasing pay, improving working conditions, and promoting policies that confront inequality, that improve the pillars of opportunity—such as public education, healthcare and housing—and that improve the quality of life in our communities; that in addition, we will leverage data informed decision making to better inform bargaining, promotion, IRP, pay increases, etc. as well as dashboards and assessments to ensure our Union is accountable and making change;**

- 13. BE IT FURTHER RESOLVED, that CSUEU commits to push the CSU to provide equitable wages for positions that traditionally draw workers from communities of color;**
- 14. BE IT FURTHER RESOLVED, that CSUEU will protect and safeguard frontline staff who remain on campus during the COVID-19 pandemic with special attention to those duties involving cleaning and sanitizing, which expose employees to hazardous chemicals and put them at higher risk of contracting COVID-19.**

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