New Models for Achieving Diversity in Management, Unions and the Professoriate

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Recommended Citation
Available at: http://thekeep.eiu.edu/jcba/vol0/iss3/13
New Models for Achieving Diversity in Management, Unions and the Professoriate

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April 2008
The Council for Affirmative Action (CAA)

- CFA’s ongoing commitment to Affirmative Action
- Affirmative Action Committee
- Creation of the Council
- Increase organizational democracy
- Assist in building a faculty union that reflects the diversity of the state
- Assist in building a faculty that reflects the diversity of the state
Council Mission

☐ Provide leadership for achieving diversity
☐ Assist historically underrepresented groups gain access to CSU
☐ Monitor and make recommendations on issues related to affirmative action policies
☐ Develop diverse leaders at statewide and chapter levels
☐ Build statewide group of activists
Council Operating Principles

- CSU’s Non-discrimination Requirement
- Commitment to Equal Opportunity in:
  - Faculty Recruitment
  - Faculty Hiring
  - Faculty Compensation
  - All other aspects of employment in the CSU
- Inclusive and Fair in spirit and intent
- Stand up for securing, protecting and improving faculty rights
Council Operating Principles

☐ Stand up for Social Justice and Equality

☐ Give voice to those who feel they have no voice in our union and the CSU
Council Structure

- 3 Reps on the Board of Directors (BoD)
- 1 Assoc. Vice President to Statewide Officers
- 2 Additional Reps to the BoD
- 23-Member Council for Affirmative Action replaces 7-Member Affirmative Action Committee
- Caucus Affiliates
Caucus Affiliates

- CAA operates in conjunction with faculty caucus groups
  - Women’s, African-American, LGBT, Latino/a, Asian Pacific Islander, Disabilities, Teacher Education,
- Filial groups essential to keeping CAA connected to issues/concerns of marginalized faculty
- Provides an activist base for recruitment
Equity Conferences

- CAA hosted 2003, 2006 and 2008 Conferences
- Provide opportunity for marginalized faculty to have a voice
- Incubators for creation of faculty caucuses
CAA Impact on Union Leadership

2004 CFA Leadership by Gender
- Male: 47%
- Female: 53%

2007 CFA Leadership by Gender
- Male: 57%
- Female: 43%
CAA Impact on Union Leadership

2004 CFA Leaders by Race

- 23% White
- 77% Non-White

2007 CFA Leaders by Race

- 33% White
- 67% Non-White
CAA Impact on Union Leadership

2004 CFA Leadership by Ethnicity

- WHITE: 77%
- BLACK: 11%
- LATINO/A: 4%
- API: 2%
- OTHER: 6%

2007 CFA Leadership by Ethnicity

- WHITE: 68%
- BLACK: 10%
- LATINO/A: 20%
- API: 2%
- OTHER: 0%

Published by The Keep, 2008
Council Achievements

- CAA has become a positive force for union membership growth;
- Instrumental in identifying and growing statewide and campus based leaders;
- Instrumental in identifying inherent problems in the faculty evaluation process most affecting faculty of color and women.