



Centering Antiracism, Social Justice, and Inclusion in Union Work

United Academics at UVM Workshop with Charles Toombs, Professor of Africana Studies at San Diego State University; President of the California Faculty Association (CFA)

Tuesday, April 4- 3pm. In person. Email info@unitedacademics.org to register.

This interactive and conversational workshop focuses on how centering antiracism and social justice can help achieve equity and democracy in union work and campus advocacy. We will examine how systemic racism, white privilege and white supremacy culture operate in organizations, and learn how to use and talk about diversity, inclusion, antiracism, social justice, power, whiteness, white privilege, and white supremacy culture in accountable and transformative ways. Race formation in the United States, the resulting racial narratives that are developed for non-white racial/ethnic groups, and the counter racial narratives non-white groups use to combat racism and its resulting oppressions are important considerations.

Where are the sites of power in unions and institutions. Who makes key decisions and policy? Does your union promote diversity—make performative statements--and yet diverse or underrepresented faculty are not part of major leadership and decision-making? Are there places in union by-laws, policies, and the collective bargaining agreement that can be revised to be more inclusive? Are there examples of anti-racism, social justice, and inclusion in your union? On your campus? How can we build on these? What are creative ways to include and bring in more underrepresented faculty in union work? What are steps to take to make your chapter more inclusive? How do you demonstrate to current leaders the importance of anti-racism, social justice, and inclusion in building union strength and union clout on your campus?

Practicing scenarios to help in interrupting whiteness in union and campus work. Let's brainstorm strategies for beginning—or continuing--the on-going process of antiracism, social justice, and inclusion in union and institutional transformation.

Honest and frank discussions of race and racial matters are paramount to eliminating systemic racism. How can we use the current racial moment/racial reckoning to propel systemic and structural transformation?