

TABLE OF CONTENTS

- I. [Introduction](#)
- II. [Plans for the Committee](#)
- III. [Recruitment](#)
- IV. [Data for Justice](#)
- V. [Trainings](#)
- VI. [Pedagogy](#)
- VII. [Partnerships](#)
- VIII. [Public Statements](#)

I. INTRODUCTION

The UC-AFT Anti-Racism Committee was convened during the summer of 2020 amidst widespread protests in the United States and around the world following the murder of George Floyd by police that was filmed and shared widely on social media. Floyd's death joins a long list of recent killings of Black people in this country at the hands of police and/or citizens, including Breonna Taylor, Ahmaud Arbery, and Tony McDade.¹ Taking this moment as an overdue call to action, the UC-AFT Anti-Racism Committee seeks to address the racial politics of our union and propose changes that will actively engage in Anti-Racist work at every level of the union. We approach this charge with an intersectional framework that acknowledges the many ways that white supremacy overlaps and intersects with other categories of identity and structures of power.

II. PLANS FOR THE COMMITTEE

The inaugural committee gathered ideas and potential plans for development and action during the 2020-2021 academic year. Below are some of the committee's goals and ideas thus far. These plans are intended to be revised as necessary following dialogue with new committee members, UC-AFT statewide reps, and discussions with members on each campus.

¹ A list of more Black people who have been killed by police can be found here:
<https://sayevery.name/>

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

Inaugural Committee Work (Fall 2020-Spring 2021):

- Produce materials with Anti-Racist framing for Fall 2020 elections
- Write Preliminary Report with ideas and plans to date
- Respond to Trump's comments and efforts to ban anti-racist education
- Respond to the January 6 Insurrection. Co-author UC-AFT statement.
- Respond to violence against the AAPI community. Co-sign UC-AFT statement.

On-going Committee Work - Short/Medium term plans (2021-2022)

- Recruit more Committee members
 - Goal of at least 2 members per chapter (U18 + U17)
 - Increase BIPOC representation and voices
- Collect data via UC-AFT membership forms
 - Add race, ethnicity, and gender categories to UC-AFT new member forms
 - Solicit this data from existing members
 - Update the UC-AFT database for members to reflect this data
- Begin building a system that links ARC to all UC-AFT Committees
 - direct representation on the Committee or via delegates/ reps between the ARC and other Committees (ie Comms, Hearts, Policing, etc)
- Create plans for and begin implementing Anti-Racist resources for members
 - Workshops for members + leadership on Anti-Racist organizing practices
 - Connections to campus-based resources linked to Anti-Racist frameworks

On-going Committee Work - Long term plans/vision (2022 and beyond)

- Build anti-racist frameworks into every component of UC-AFT, thereby eventually making this committee irrelevant (or at least less pressing) because anti-racism activism will be infused and embedded in all of the work we do as a union.

Current topics/themes:

- Analysis of racial & ethnic demographics within UC-AFT
- Make a BIPOC recruitment plan for UC-AFT members and leadership positions
- Create BIPOC caucus within UC-AFT
- Apply an intersectional lens with a particular focus on Black, Indigenous, Latinx, Asian and Pacific Islander communities + religious/ethnic identities + gender + sexuality + citizenship status + language
- Pedagogy workshops/discussions for UC-AFT members (campus + statewide)
- Educational consultant trainings for UC-AFT members (campus + statewide)

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

- Librarian acquisitions and access strategies aimed at serving underrepresented and/or marginalized students
- Partner with UC-AFT Committees - Policing, Hearts, Comms, etc
- Austerity & Anti-Racism
- Equity, Labor, & Anti-Racism

Current meeting plan

Meetings will be held once per month with individual and collaborative work in between meetings as needed. Meetings are currently scheduled for the first Thursday of the month, 4-5pm PT.

III. RECRUITMENT

In order to adequately address the important and far-reaching issues related to the Anti-Racism Committee, we will need financial resources and an expansion of the committee members. The following commitments are requested from UC-AFT:

- Financial support (for trainings and development of materials)
- UC-AFT staff support and/or financial support for co-chairs of committee
- Increased representation of BIPOC members on the Committee
- More Committee members with capacity to devote time to the work

Plans for the future also include widely advertising and actively recruiting UC-AFT members who are interested in helping with any element of the Anti-Racism Committee.

May 2021

This message was shared via UC-AFT field reps to campus/chapter lists:

“The UC-AFT Anti-Racism Committee was convened during the summer of 2020 amidst widespread protests in the United States and around the world following the murder of George Floyd by police that was filmed and shared widely on social media. Floyd’s death joins a long list of recent killings of Black people in this country at the hands of police and/or citizens, including Breonna Taylor, Ahmaud Arbery, and Tony McDade. Taking this moment as an overdue call to action, the UC-AFT Anti-Racism Committee seeks to address the racial politics of our union and propose changes that will actively engage in Anti-Racist work at every level of the union. We approach this charge with an intersectional framework that acknowledges the many ways that white

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

supremacy overlaps and intersects with other categories of identity and structures of power.

The Anti-Racism Committee is requesting more members to join the Committee to help with this important collective work. We are asking each UC-AFT Chapter to designate two representatives (ideally one each from U18 and U17) who will participate in the work of the Anti-Racism Committee for a term of 1 year. Meetings will be held once per month with individual and collaborative work in between meetings as needed. Meetings are currently scheduled for the first Thursday of the month, 4-5pm PT.

Please feel free to contact Megan Strom <mcstrom@gmail.com> with any questions and/or the names and contact information of people in your chapter who are interested and available in doing this work.”

IV. DATA FOR JUSTICE

Gathering and using data is a foundational part of our anti-racist practices.

We would like to develop a mechanism for collecting and utilizing data about our members and their priorities around issues of racial justice, perhaps partnered with the Committee on Policing.

We need to know about our bargaining unit - The UC offers some publicly available information about its labor force, but the portrait it presents is incomplete. Where are the gaps in the data that the UC shares? How can we amend and improve to capture the actual, on-the-ground experiences of our members and the racial power dynamics they confront on the daily basis? This data can be applied to bargaining and to support and develop grievances related to race, gender, and/or age discrimination in hiring, retention, promotion, salaries and benefits of lecturers and librarians.

- Examples: is churning just a bad labor practice or is it also a racist labor practice? Are particular groups/demos getting churned more than others? Since the UC doesn't track #s of continuing lecturers and senior librarians who are BIPOC, or the turnover rates through a racial lens, we should.
- Qualitative surveying vs. quantitative surveying - we need to supplement the quantitative data that UC generates with more qualitative data to capture people's experiences (ex. power imbalances of old, white male dept. chair vs.

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

young, queer latinx lecturer). That way we can tell the stories behind the numbers and probe how racism manifests in other, more subtle ways.

We need to know about our membership - What also remains unclear is whether there is a clear disparity between the demographics of our membership and those of the broader bargaining units that UC-AFT represents. Is our membership reflective of the diversity, such as it exists, within the UC lecturer/librarian faculty or are we, as a union and especially as union leadership, disproportionately white? Are we failing to organize and incorporate BIPOC lecturers and librarians in ways that might suggest racist practices or negligence within our union? Or is our membership reflective of the failures of UC hiring practices? More detailed data - both quantitative and qualitative - can help UC-AFT improve its recruitment, organizing, and leadership development of bargaining unit members, especially women and BIPOC.

Models exist for other units and unions of how to do this - UC-AFT, and specifically Unit 18 of UC-AFT, lags behind other bargaining units and union siblings in its attentiveness to data collection and membership demographics. This is a challenge, but also provides us several workable models for data collection practices that we can employ.

- CFA Equity Conference Reports - <https://www.calfac.org/equity-conference> - in 2015, CFA's Board of Directors passed a resolution adopting Anti-Racism and Social Justice Transformation, boldly and formally declaring its commitment to a full racial equity and social justice agenda and the recognition of intersectionality as principle and practice of this transformation. Since then, the CSU Equity Conference of the CFA has been tracking the demographics of the labor force as well as the student body at the CSUs. Special reports have also examined Faculty Grievances by race/ethnicity, Distribution of Race/Ethnicity by Hire Year Appointment, Student to Faculty Ratio by Race/Ethnicity, Promotion by Race and Gender, and a number of other metrics that get closer to addressing the racial justice concerns of the CFA.
- LAUC Survey - every three years
 - José Barragan (UCB) might be able to help us get this data
- AFSCME - as part of its organizing practices in the wake of the Janus decision, AFSCME has made a strong commitment to racial justice, using data to enhance pre-existing demands. For example, as part of their battle against outsourcing/subcontracting, they used hiring and membership data to show that

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

outsourcing wasn't just a bad labor practice, it's a racist practice that disproportionately impacted AFSCME's black and brown members.

- Need to get links for this data

Among the short-term goals of this committee will be to draw up a proposal for data collection practices that we might employ as a union. We might also want to put together a qualitative survey and press the need for support from CFT, etc.

V. TRAININGS

At the Statewide Council Meeting on July 11, 2020, UC-AFT President Mia McIver proposed that UC-AFT participate in trainings related to Anti-Racism. This proposal was in response to the May 25, 2020 murder of George Floyd by police and the ensuing protests in the United States and around the world. Mia's proposal for trainings led to a robust discussion at the Council meeting about the need for an Anti-Racism Committee to explore how trainings could work in tandem with other Anti-Racist practices in our union. Mia later sent an email to the inaugural committee members explaining the committee's context and charge and also including the information about the training suggestions she put forward at the July 2020 Council meeting. The email text was copied onto a Google Doc and added to the Anti-Racism Committee Google Drive. The full text can be found [here](#). A portion of the email is pasted below:

“At the July Council meeting, there was rightful skepticism of diversity trainers and a suggestion that UC-AFT members might already be doing anti-racist work they could share with us as union leaders. If we have members who work with organizations to develop and implement anti-racist practices, I'd be thrilled to collaborate with them. We may find, however, that the transformations we need to undergo can't be undertaken entirely internally. In case it's useful, here are the two trainers who have been highly recommended to me: Nanci Luna Jiménez (<https://ljist.com/>) and Heather Hackman (<https://hackmanconsultinggroup.org/> recommendation from Meghan O'Donnell copied and pasted below and CFA resolution attached).”

The UC-AFT Principles of Community (adopted in Fall 2020) includes a requirement for anti-bias training to be required by all those assuming leadership duties in UC-AFT:

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

“In service of upholding the aforementioned principles, within the first 30 days of assuming leadership duties in UC-AFT (elected and volunteer) all leaders across locals and the statewide organization will present documentation of anti-[bias training](#) within the past 2 years.”

Structural support - mandatory or voluntary?

- link to 2020 AFT convention resolution 3 & 22 re: required EDI training + Anti-Racism/anti-bias training as listed in the Principles of Community (passed at the Fall Statewide meeting) and required for all new leadership positions
- How keep track/enforce?
- Campus specific vs. statewide - member engagement?

Organizational support

- Monthly meetings of the ARC to update progress on all proposals (modeled after the 2020 CFL Resolutions re: Racial Justice Committee)
- Link to project on institutional memory of our union

VI. PEDAGOGY

As part of a holistic approach to anti-racist practices, pedagogy discussions and trainings with members could include how to use anti-racist practices in the classroom. There are various approaches we have considered including initial assessment via surveys, compiling and posting resources to the UC-AFT website, creating member-led workshops on anti-racist teaching practices (general and discipline specific), developing syllabus statements, and arranging for invited speakers and trainings for members.

Pedagogy approaches are envisioned to be a combination of Statewide measures and Campus-specific events as appropriate for each campus.

Resources:

- A. [Restorative Justice in Education](#) (2021, Harvard Education Press)
- B. [The Intersectionality Wars](#) (2019, Vox)
- C. [Race to the Bottom](#) (2017, Kimberlé Crenshaw)
- D. Racial Formation (2014 edition updated w/ intersectional lens) (Omi & Winant)

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

- E. Relational Formations of Race (2019, Eds Natalia Molina, Daniel Martinez Hosang, and Ramón A. Gutiérrez)
- F. Anti-Racist Writing Assessment Ecologies (2015, Asao B. Inoue)
- G. Teaching to Transgress: Education as the Practice of Freedom (1994, bell hooks)
- H. A Different Mirror (2008 edition, Ronald Takaki)
- I. [Anti-Racist Solidarity: Kenosha's Labor History](#) (2020, Martha Grevatt)
- J. [Racial Bias in Scientific Fields](#) (2020, Harvard) - list of resources
- K. [Skypeascientist](#) (2020)
- L. [NCORE statement to members](#) (June 2, 2020)

VII. PARTNERSHIPS

What other organizations/committees do we want to partner with?

- Comms - link Anti-Racism organizing & language with broader union goals and platforms (esp equity)
- Work with the Hearts Committee + Committee on Policing
 - Already collaborating with Committee on Policing re: survey to collect experiences with police on campus + race/ethnicity data
- There is an in-active Committee on Staffing - that could be re-invigorated? May or may not be a fruitful collaboration
- Other unions
- Campus coalitions
 - Senate Faculty (via solidarity networks, Faculty Associations, etc)
 - Campus organizations and resources already engaged in this work
- Other organizations
- UC-AFT Executive Board/Council Members?
- [Transformative Justice and Education Center - UC Davis](#)
 - Housed in the school of Education
 - Co-Directors: Dr. Maisha T. Winn & Dr. Lawrence T. (Torry) Winn
 - Restorative justice + racial justice → transformative justice
 - 4/15/21 Webinar (co-Marshall's of Picnic Day virtual)
 - Student-engaged courses (Ed studies + DEI + Library)
 - <https://aas.ucdavis.edu/redefining-community-engagement>
 - https://blackchildlegacy.org/wp-content/uploads/2021/02/BCLC_Strategy_Evaluation_February_2021.pdf

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

- How do they engage students? Students are at the heart of their work. The center is meant to be a haven for equity-oriented scholars, researchers, young people
 - Interns spend time at center and engage with community
 - Also funds graduate students
 - **Equity-oriented approach and racial justice - the focus is on how to apply this to all different disciplines and teaching**
- <https://tje.ucdavis.edu/tools-educators>
- <https://tje.ucdavis.edu/current-projects>
- <https://tje.ucdavis.edu/people>
- <https://www.hepg.org/hep-home/books/restorative-justice-in-education>
- Please follow us on IG: @tjecenter

VIII. PUBLIC STATEMENTS

The Anti-Racism Committee may want to write, publish, and circulate public statements about current events that relate to Anti-Racist causes. After participating in a few public statements in the inaugural year of the Committee, there have been requests from members for additional statements in response to current events (ie Palestine 2021).

Having specific ARC members be in charge of organizing and writing these statements and to consult with the rest of the committee (and UC-AFT Statewide leadership as appropriate) seems like it would be a good idea going forward.

The ARC was affiliated with three public statements in the 2020-2021 academic year:

- [1\) Election framing and statements for California election \(November 2020\)](#)
- [2\) UC-AFt Statement on Capitol Invasion \(January 2021\)](#)
- [3\) UC-AFT Statement on Atlanta Murders, White Supremacy and Misogyny \(March 2021\)](#)

1) Election framing and statements for California election (November 2020)

“The most urgent and immediate task ahead of us is the 2020 election, in which the lives of the most vulnerable and marginalized will be on line. Not only has the bigot who currently resides in the white house has done tremendous damage to racial justice, immigrants rights, and LGBTQ equality, there are important ballot propositions in

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

California, both those that would advance the cause of racial justice and those that could potentially set it back for years. We propose to make election mobilization part of an anti-racist framework for UC-AFT because it is one way we can mobilize to reduce harm on a large scale.”

In less than a month, the Anti-Racism Committee created a [two-page](#) election “Fact sheet” that was distributed across the state in conjunction with the UC-AFT Statewide endorsements. The full text of this fact sheet is [here](#) and also pasted below.

Future fact sheets could detail events members can join, resources for how to organize a phone bank or GOTV campaign, explanations of the ballot measures, etc.

PROPOSITIONS LINKED TO RACIAL JUSTICE IN CALIFORNIA IN NOV. 2020

Dear UC-AFT members,

UC-AFT’s Committee on Anti-Racism would like to draw members’ attention to state-wide ballot propositions that address racial justice issues in California. While it’s vital that we work to develop anti-racist practices in our union, we also need to align ourselves with wider anti-racist initiatives. So here are our recommendations on Propositions 15, 16, 17, 20, 22, and 25. We include both explanations for the vote and actions that locals or individuals may want to take.

In solidarity,
UC-AFT Committee on Anti-Racism

Yes on Proposition 15

SUPPORT FOR PUBLIC SCHOOLS AND TAX REFORM

Endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

What it would do (from CFT web site): “When it passes, Prop 15 will reform decades-old tax law that allows corporations to avoid paying property taxes at fair market value, resulting in public education and community services losing \$7 to \$12 billion each year from uncollected corporate property taxes. Prop 15 will correct this inequity, while also protecting homeowners and renters, small businesses, and agricultural property.”

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

CLF analysis:

https://www.cft.org/sites/main/files/file-attachments/clf_prop-15_schools_and_communities_first.pdf

How to get involved: Organize your UC-AFT local, or UC Union Coalition, or UC students and workers to join virtual phone banks sponsored by CFT: <https://www.cft.org/volunteer>

Yes on Proposition 16

SUPPORT AFFIRMATIVE ACTION

Endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

What it would do (from CFT web site): “A “yes” vote supports this constitutional amendment to repeal Proposition 209 (passed in 1996) which prohibited the state from discriminating against or granting preferential treatment to persons on the basis of race, sex, color, ethnicity, or national origin in public employment, public education, and public contracting.”

CLF analysis:

https://www.cft.org/sites/main/files/file-attachments/clf_prop-16_affirmative_action-aca_5.pdf

How to get involved: Use this from the Yes on Prop 16 campaign to organize a “text bank” or “phone bank” training for UC-AFT members, UC Union Coalition members, or UC campus events (see examples on the list from such schools as UC Merced):

<https://www.mobilize.us/voteyesonprop16>

Yes on Proposition 17

SUPPORT PAROLEES RIGHT TO VOTE

Endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

<https://yeson17.vote/>

How to get involved: The campaign seems primarily to be enlisting volunteers to support them on social media, but there may be other ways.

No on Proposition 20

AVOID THE ROLL BACK OF CRIMINAL JUSTICE REFORM

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

Endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

<https://noprop20.vote>

CLF analysis:

https://www.cft.org/sites/main/files/file-attachments/clf_prop-20_restricts-parole.pdf

How to get involved: The campaign seems primarily to be enlisting volunteers to support them on social media, but there may be other ways.

No on Proposition 22

SUPPORT LABOR RIGHTS AND FIGHT GIG ECONOMY EXPLOITATION

No position endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

What it would do (from the CFT web site): “A “no” vote opposes this ballot initiative, meaning California Assembly Bill 5 (signed into law in 2019) could be used to decide whether app-based drivers are employees or independent contractors.”

CLF analysis:

https://www.cft.org/sites/main/files/file-attachments/clf_prop-22_gig_company.pdf

How to get involved: Organize your UC-AFT local, or UC Union Coalition, or UC students and workers to join a virtual phone bank sponsored by Rideshare Drivers United

<https://act.drivers-united.org>

Proposition 25

This proposition is highly contested among racial justice activists. Instead of an endorsement, we have included resources here for both the Yes and No vote.

KQED analysis of Yes and No positions:

<https://www.kqed.org/news/11841209/proposition-25-would-end-cash-bail-so-why-are-some-progressive-groups-against-it>

CA Court information on the bail alternative: <https://www.courts.ca.gov/pretrial.htm>

YES - END CASH BAIL

Endorsed by: California Federation of Teachers (CFT) & California Federation of Labor (CLF)

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

<https://yesoncaprop25.com/>

CLF analysis:

https://www.cft.org/sites/main/files/file-attachments/clf_prop-25_referndum_to_overturn_end_of_cash_bail.pdf

How to get involved: The campaign seems primarily to be enlisting volunteers to support them on social media, but there may be other ways.

NO - THIS WILL LEAD TO MORE INCARCERATED BIPOC

Endorsed by: NAACP, Defund Police San Diego, and the American Bail Coalition

<https://stopprop25.com/>

Defund Police San Diego:

<https://www.instagram.com/defundpoliciesd/>

KNOCK analysis:

<https://knock-la.com/vote-no-on-prop-25-cash-bail-sb-10-bad-cd9fe3d3af19>

2) UC-AFT Statement on Capitol Invasion (January 2021)

UC-AFT President Mia McIver reached out to the Chair of the Anti-Racism Committee and the Chair of the Committee on Policing for feedback on UC-AFT's public statement about the insurrection. The ARC worked collectively to provide timely edits, including adding the language of white supremacy in the statement. The full statement as released by UC-AFT is [here](#) and also pasted below.

UC-AFT Statement on Capitol Invasion

January 7, 2021

Yesterday began with news that Rev. Raphael Warnock and Jon Ossoff had been elected to represent the State of Georgia in the United States Senate. As representatives of UC-AFT, the labor union for teaching faculty and librarians at the University of California, we are proud that activists from the labor movement, particularly activists of color, contributed to these victories.

~ UC-AFT ANTI-RACISM COMMITTEE PRELIMINARY REPORT ~

Last updated 5/27/21

Then, our members watched in horror as armed terrorists stormed the U.S. Capitol in an apparent attempt to overthrow our legitimate government. UC-AFT abhors the coup attempt. Its perpetrators and enablers endangered our Congressional representatives, our civil servants, and our electoral process. In the past, Capitol police have forcibly dragged out unarmed activists with disabilities who were protesting healthcare cuts; they have shot rubber bullets at and arrested thousands of peaceful Black Lives Matters activists. Yesterday, they appeared to usher a violent, racist insurrection in to the very seat of our government. We are deeply concerned by these disparate reactions.

We join the CFT and AFT in condemning the attack in Washington, D.C.

The President, who incited the attack, should be removed from office.

The reckless Senators and Representatives who supported the President's baseless objections to the election results and condoned the assault should resign.

Those who committed crimes in the course of storming the Capitol should be held accountable.

We call for a full investigation into the failure of the Capitol police to adequately prepare for a planned and publicized event. We demand that peaceful protesters be treated with at least the same deference shown to armed insurgents.

We know that white supremacist violence is endemic to American history - the rule rather than the exception. We take this moment to affirm our commitment to strengthening democracy, advancing labor and racial justice, and ensuring educational equity. We urge our members to join us in organizing for these goals and protecting the peaceful transfer of power to the legitimately-elected Biden administration.

Mia L. McIver, President
Katie Arosteguy, Vice President for Grievances
John Rundin, Vice President for Legislation
Daniel School, Vice President for Organizing
Miki Goral, Secretary-Treasurer
Kendra K. Levine, Chair, Committee on Policing
Megan Strom, Chair, Anti-Racism Committee

3) UC-AFT Statement on Atlanta Murders, White Supremacy and Misogyny (March 2021)

UC-AFT President Mia McIver reached out to the Chair of the Anti-Racism Committee for feedback on UC-AFT's public statement about Anti-Asian hate and violence in response to the Atlanta shooting and the growing incidents of Anti-Asian hate crimes. The ARC did not meet collectively about this statement. The Chair approved the UC-AFT statement without edits. The full statement as released by UC-AFT can be found [here](#) and is also listed below.

UC-AFT Statement on Atlanta Murders, White Supremacy and Mysogyny (sic)

March 18, 2021

UC-AFT deplores the murders of eight people in the Atlanta area this week. Most of those killed were women of Asian descent. We are sickened, heartbroken, and angry for the victims, survivors, and their loved ones. The attack seems to have been motivated by a deadly mix of misogyny and racism. It is not an isolated event but the latest in a pervasive, sometimes unrecognized history of violence against Asian-Americans. Anti-Asian racism has been condoned and perpetuated recently by public figures with enormous power, and rising numbers of white male supremacist (sic) attacks have terrified AAPI communities. We categorically denounce such bigotry and bloodshed and stand united with our members and their communities who are mourning, stunned, and scared today. We extend embraces of love and solidarity to all who are grieving and rededicate ourselves to #StopAsianHate and #StopAAPIHate.