

California State University, Fullerton (CSUF) Alumni Association
Guiding Principles for Social Justice

The CSUF Alumni Association and its Board of Directors values its diverse alumni network of different races, ethnicities, experiences, and abilities. Diversity can be understood as the differences within groups, which includes race, gender, ethnicity, (dis)abilities, strengths, preferences, cultures, and beliefs. Further, diversity refers to the historically marginalized populations that have been underrepresented in Alumni Association activities and efforts. Saying we value diversity does not in and of itself result in greater diversity. The active ingredients needed to create a more diverse community requires that we create an **inclusive, transformational, just, and equitable** environment for all members of the Titan Alumni community. The definition of those ingredients is as follows:

- I. **By inclusive** we mean every individual Alumni and Alumni group is welcomed, respected, supported, and valued to fully participate. Diversity and equity efforts alone do not achieve our goals for a more equitable environment, inclusion is the ultimate outcome. Inclusive efforts will become essential to the core mission and goals of the CSUF Alumni Association.
- II. **By just** we mean equipping the Alumni Association with the tools to both recognize systemic inequalities and support our mission to eradicate them. *Social Justice* is a communal effort dedicated to creating and sustaining a fair and equal society in which each person and all groups are valued and affirmed. It also encompasses efforts to end systemic oppression against marginalized groups and promote efforts to empower individual and communal action in support of restorative justice.
- III. **By transformational** we mean engaging in the process of unlearning racism and relearning tools and steps to address systemic inequalities. Transformational learning also requires that we tap into the purveyance of ideas, thoughts, and experiences that empower the Alumni and the Alumni Association as resources for ongoing learning. Building on the term inclusive, engaging in this transformational and collaborative process is how we can create a more inclusive environment.
- IV. **By equitable** we mean fair treatment, access, opportunity, and advancement for all Titan Alumni while eliminating barriers that have prevented full participation and success for historically underrepresented communities, with a specific emphasis on marginalized Alumni communities, including Black/African American, Native American/Indigenous, and Latinx. Equity implores us to explore and rectify the root causes of inequities, not just to name them.

Therefore, the CSUF Alumni Association recognizes the importance of being actively inclusive, equitable, and an anti-racist organization that creates a safe and inclusive environment where individuals from all backgrounds can authentically engage in alumni activities and, most importantly, in Board of Director decisions that impact alumni and in turn, the university. In our charge to create an inclusive, just, transformational, and equitable experience, this document serves as a foundational tool to guide the Alumni Association to facilitate dialogue and recommendations on how to eliminate those inequities.

The CSUF campus has engaged in activities to address these issues for many years, and it recently renewed its commitment across campus has manifested significant progress. It is time for the CSUF Alumni Association to formally stand with CSUF and the Titan community to say: This is the chief goal among all goals we seek to achieve. It is also work for which we want to be held accountable. And so, as the official representative organization of the Titan Alumni community, the Alumni Association's primary charge is to provide accessible experiences through which alumni and prospective alumni are empowered to engage in activities and make their voice heard as alumni. That charge cannot be achieved when anyone in the Titan Alumni Family experiences marginalization, systemic racism, or any form of discrimination, or when our structures reinforce inherited exclusions and privilege.

To be an actively inclusive, equitable, and anti-racist organization, we must engage in transformative intersectional work with, among, and between various Alumni communities that are consistently relegated to the margins of our society. We cannot separate the conversations between racial justice and justice for all marginalized groups when oppression and liberation are interconnected.

With this document the CSUF Alumni Association aims to amplify our denouncement of all hateful legacies and actions that pit us against each other or that create a society that perpetuates bias or minimizes our inherent value as human beings. This document and its content signal our commitment to fully acknowledge and recognize systems of racism and injustice that we inherited, and which will remain embedded in our organizational culture if we are not intentional in our daily efforts to eradicate them.

To begin work on these efforts, the Alumni Association has created an inaugural **Diversity, Equity, and Inclusion (DEI) Taskforce** to examine challenges and opportunities for creating a more inclusive, transformational, just, and equitable CSUF Alumni Association.

- **DEI Task Force Vision:**
 - To help the Alumni Association create an inclusive, transformational, just, and equitable Board that engages, retains, and supports the growth of the Alumni Association and its members.

- **DEI Task Force Mission:**
 - To help the Alumni Association intentionally create an inclusive, transformational, just, and equitable experience for Titan Alumni through Board of Director organizational learning and growth, while continuously improving accountability measures.

The CSUF Alumni Association has also identified the following initial areas of focus to strategically create and foment a robust foundational framework so that DEI becomes standard practice:

1. Synergy with CSUF campus DEI efforts:
 - Continuously conduct an analysis of CSUF campus DEI and social justice efforts to ensure that our DEI initiatives are independent, intentional, and not duplicative of campus efforts, and where applicable complementary.

2. Alumni Association DEI Organizational Assessment:
 - Continual assessment of the following, based on best-practices, for their commitment to upholding and functionally integrating DEI values: Association Vision and Mission, Strategic Plan, By-Laws, financial planning, and other key processes and procedures.
 - Identify DEI continuing education opportunities for members of the Board of Directors.

3. Alumni engagement and outreach:
 - Continual data assessment of alumni, member, and Board of Director demographics to assess our audience, leadership roles, and opportunities for growth.
 - Assessment of marketing, outreach, and alumni engagement, specially to underrepresented alumni populations.

4. Student engagement and outreach:
 - Continual data assessment of our Association student related programs (e.g., scholarship program, etc.) for their commitment to upholding and functionally integrating DEI values.
 - Assessment of marketing, outreach, and student engagement, specially to underrepresented student populations.

References and guiding documents:

- [CSUF's Guiding Principles for Social Justice](#)
- CSUF University Policy Statement (UPS) [100.007: Diversity, Inclusion, Equity, and Social Justice at CSUF](#)
- [John Lewis Institute for Social Justice](#)