

From: PresidentsOffice@calpoly.edu
Subject: Important Message from the President
Date: November 15, 2019 at 5:26 PM
To: undisclosed-recipients;

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CAL POLY

Office of the President

Dear Campus Community:

Yesterday afternoon, the executive board of the Cal Poly SLO Chapter of the California Faculty Association (CFA SLO) sent an email (copied below) to its members alleging that earlier this quarter a faculty member of color was pulled over by campus police in an incident of racial profiling. This is the first the university has heard of this allegation.

We, the university administration, take any and all incidents of racial injustice and inequity extremely seriously. We are troubled to learn of these allegations, and our concern is with following our processes for investigating them and supporting the alleged victim.

If any member of our campus is harmed, we want and need to know about it. We will do all that we can to support them, bring about justice, and ensure their ongoing safety, wellbeing and comfort. We can only do this if incidents are reported, which allows us to launch an investigation, hold accountable those who are responsible, and take corrective action to help ensure similar incidents don't happen again.

Immediately upon learning of the allegation in the CFA SLO email, we

made an initial search through fall quarter incidents and found no traffic stop or other UPD interaction matching the description detailed in the email.

The university will continue to investigate this matter - but we have no other information beyond what is in the CFA SLO email. We are seeking additional details that would help pinpoint the date and time of the alleged interaction, so that we can reference saved body camera and dash camera footage, which UPD uses to record and log officer stops and interactions throughout their shifts. Dash cams are automatically activated and the footage logged at the time a squad car turns on its lights or siren to initiate a stop.

CFA SLO's suggestion that the university does not care about incidents of racism on Cal Poly's campus is inaccurate, inflammatory and destructive at a sensitive time on our campus. We implore the CFA SLO to work with the university as partners in addressing incidents of racism and injustice and holding accountable those responsible.

We have asked the CFA SLO for additional information and details that will help the university investigate the allegations. However, they have been unwilling to provide any further information. We find it frustrating that CFA SLO would raise such a serious allegation, while refusing to provide any details - even the date of the alleged incident - that could help the university investigate the allegations.

Given the situation, the university intends to hire an impartial, third-party investigator to review the allegations and establish the facts. We are willing to work with CFA SLO on choosing that investigator. We believe the serious nature of these allegations warrants requesting that the

California Deputy Attorney General conduct the review. We will take all action - including the full extent of legal recourse - to discover the facts surrounding the allegations. If the allegations are substantiated, those responsible will be held accountable and there will be serious consequences as warranted.

We ask that anyone with information about this incident report it to the Office of Equal Opportunity, Academic Personnel and the Office of University Diversity and Inclusion.

Sincerely,

Jeffrey D. Armstrong
President

Email from CFA SLO:

Dear Campus Community:

It is with great distress that the Cal Poly SLO Chapter of the California Faculty Association (CFA SLO) reports that earlier this quarter a faculty member of color was pulled over by campus police and handcuffed. We suspect that the faculty member was racially profiled since the faculty member was given no reason for being stopped. After the faculty member's person and vehicle were searched for weapons, the faculty member was released with no citation nor an apology. The treatment that this faculty member was subjected to was disturbing and humiliating and the faculty member's dignity was severely compromised. The faculty member continues to fear being randomly stopped again by campus police.

The faculty member came to the CFA because of the loss of confidence in the institution of Cal Poly and for fear of possible retribution for lodging a complaint to the University regarding the campus police. According to Article 16 (Non-Discrimination) and Article 37 (Safety) of the Collective Bargaining Agreement (CBA), faculty in the CSU should expect to be treated without consideration for their ethnicity or color and that they should not fear for their personal safety while on campus whether it be from private individuals or from the police. Being profiled, being randomly stopped by the campus police, and fearing for retribution for complaining violates both of the above articles in the contract. These issues are not unique to Cal Poly. The statewide CFA convened a Safety Task Force a number of months ago to address such issues and, given the discomfort many faculty of color feel with the police on numerous campuses, the task force is considering alternatives to traditional policing on CSU campuses to mitigate these problems.

Given these events and given that faculty expectations of non-discrimination and safety have not always been met at Cal Poly, CFA SLO is asking any faculty to report to the chapter at (CFA_SLO@calfac.org) or Neal MacDougall, the Faculty Rights Chair (at nmacdougall@calfac.org) any past occurrences of inappropriate treatment or discrimination that has occurred on campus that might be a violation of Articles 16 and 37 as described above. If such incidents occur in the future, we should also be contacted. We not only wish to ensure that the university be made aware of what is happening but also that the university be held fully accountable for resolving these issues and ensuring that they do not reoccur as has been the case historically. Alternatively, the statewide CFA office has a website where members may anonymously report bias-related incidents upon which the union can act.

The chapter and the faculty member are currently considering next steps and we ask everyone to respect the privacy of the faculty member to prevent an even greater loss of dignity and to help ensure the faculty member's safety in the community. We also ask that faculty, staff, and students watch out for each other and that if you see something, you should say something. We are a community and it is imperative that we come to grips with what continues to happen on campus in a meaningful and honest way. Given how little progress has been achieved to date at Cal Poly, we must start depending on ourselves as a community of faculty, staff and students to do the real work of racial justice and social transformation that this campus so sorely needs and demand more progress from ourselves and the administration.

Executive Board

Cal Poly SLO Chapter

California Faculty Association

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