

## Open letter in support of the African American community at CSUF

We strongly condemn the choice made by the student in the CSUF chapter of Phi Sigma Kappa fraternity to use a racial slur. We are compelled to make this statement because we believe that the failure to unequivocally and strongly condemn hate speech constitutes a position of its own — a position of indifference and complicity.

As a university community our obligation is, however, greater than condemnation. Education is our mission. In the coming weeks, we commit to create opportunities for our members to further educate themselves on how racism and its manifestations impact the different communities on our campus. We will also urge our members to attend the Black Student Union Town Hall on Monday, October 21 so our members can learn more about the issues our African American students face.

We also believe that creating an environment where everyone has the opportunity to learn requires personal and institutional accountability. We demand immediate and transparent action on the part of the university to hold accountable those responsible for the use of hate speech.

Not holding accountable individuals and institutions who have used rhetoric that harms and attempts to dehumanize a group of students who have historically been denied access to education reinscribes existing inequalities and social hierarchies. We believe CSUF, as a Minority-Serving Institution, must do better.

Signed in solidarity:

African American Faculty and Staff Association (AAFSA);  
Asian American and Pacific Islander Faculty and Staff Association (AAPIFSA);  
Chicano/Latino Faculty and Staff Association (CLFSA);  
Office of First Year Experience;  
Pride Alliance - LGBTQ+ Faculty and Staff Association;  
Undocumented Allies Faculty and Staff Association (UAFSA);  
Veterans Staff and Faculty Association (VSFA);  
Researchers and Critical Educators (RACE).