

California Academy of Sciences and

Cal Academy Workers United

Management's Counter-Proposal

January 9, 2025

DECOLONIAL EDUCATION

The Academy and CAWU share the values of, and intend jointly to work toward, dismantling white supremacy culture and addressing the colonial legacies of the Academy itself, of scientific research and museums more generally, and of the legacies of white supremacy in San Francisco on the communities served by the Academy. To further these values and achieve these goals the Academy will provide periodic educational events on these topics, the content and frequency of which will be conducted by mutual agreement in consultation with the Union through the JLMC. Any bargaining unit staff involved in planning or developing such educational events will be provided with appropriate paid time.