

DISC resolution for CFA-SFSU

Resolution to Endorse Defend Immigrant Student Coalition Spring 2026 Demands:

Whereas, the Defend Immigrant Student Coalition was formed in Spring 2026 and is made up of ten student organizations to work together to share resources and information in order to effectively protect the undocumented and immigrant population at San Francisco State University; and

Whereas, the Defend Immigrant Student Coalition works closely with the Dream Resource Center;

Therefore, be it resolved that the CFA-SFSU Executive Board endorses and supports the Student Union's demands as follows:

1. Allocate a permanent, standalone physical location exclusively to the Dream Resource Center.
2. Expand and institutionalize emergency grants and scholarships for undocumented and mixed-status students.
3. Ensure culturally sustaining mental health and wellness services for undocumented and mixed-status students.
4. Implement Mandatory Undocu-Ally, Immigrant Justice, and Racial Sensitivity Training for all University personnel.
5. Adopt and publicly post a Safe Campus and Non-Cooperation Policy regarding Immigration Enforcement.
6. Designate safe spaces and implement emergency response procedures for immigration enforcement incidents.
7. Establish a non-retaliation policy protecting students, faculty, and staff engaged in advocacy and activism.
8. Formalize student representation and consultation in University decision-making.
9. Ensure degree completion for students affected by deportation or forced absence.
10. Establish a public timeline and annual reporting process for all coalition demands, and

Therefore, be it resolved that the CFA-SFSU commits to organizing with the Defend Immigrant Student Coalition, and

Therefore, be it resolved that officers of CFA-SFSU will take the appropriate steps to secure statewide CFA's endorsement at the coming Spring Assembly.

full DISC language

Campus Without Fear Campaign Demands

1. Allocate a permanent, standalone physical location exclusively to the Dream Resource Center.
2. Expand and institutionalize emergency grants and scholarships for undocumented and mixed-status students.
3. Ensure culturally sustaining mental health and wellness services for undocumented and mixed-status students.
4. Implement Mandatory Undocu-Ally, Immigrant Justice, and Racial Sensitivity Training for all University personnel.
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7. Establish a non-retaliation policy protecting students, faculty, and staff engaged in advocacy and activism.
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9. Ensure degree completion for students affected by deportation or forced absence.
10. Establish a public timeline and annual reporting process for all coalition demands.

San Francisco State University Shall:

I. **Allocate a permanent, standalone physical location exclusively to the Dream Resource Center.** The University shall designate a permanent, standalone physical space solely for the Dream Resource Center that is not shared with or housed within the Community Inclusion space or any other campus unit. This space shall include private and secure rooms for confidential advising appointments, immigration legal consultations, and mental health support. Additionally, at least one private office and one community space with sufficient capacity to host workshops and student support groups. The University shall hire at least one additional full-time professional staff member dedicated exclusively to the Dream Resource Center, and this position shall not be reassigned to other campus units or responsibilities. The University shall identify and publicly designate the physical location of the Dream Resource Center within six (6) months of agreement to this demand and shall open the dedicated Dream Resource Center no later than Fall 2027.

II. **Expand and institutionalize emergency grants and scholarships for undocumented and mixed-status students.** While the Dream Resource Center currently administers an emergency fund with limited eligibility and a maximum award of \$500, the University shall designate and allocate recurring institutional funds specifically for emergency grants and scholarships for undocumented and mixed-status students. These funds shall increase the maximum award to meet students' actual financial needs, shall not require a Social Security number, and shall

have broad eligibility criteria covering tuition, housing, food, transportation, and legal or health-related emergencies. The University shall fund these programs through the reallocation of existing equity, retention, and student success resources where necessary and shall publish an annual report detailing the total funds allocated, the number of students served, the average award amount, and the types of expenses covered. Budget constraints shall not be used to suspend, limit, or reduce this support, as financial assistance for undocumented and mixed-status students is essential for retention, academic success, and degree completion.

III. **Ensure culturally sustaining mental health and wellness services for undocumented and mixed-status students.** The University shall ensure that the Counseling Center offers accessible, trauma-informed mental health services specifically tailored to the needs of undocumented, DACA recipient, and mixed-status students. Services shall include bilingual counselors, trauma-informed care, training for all counselors on immigration-related stress and fear, and dedicated support groups for undocumented and mixed-status students. While the Counseling Center currently offers some bilingual and culturally aware services, the University shall formally expand these offerings, ensure sufficient staffing to meet student demand, provide clear information on availability to all students, and report annually on the number of students served, the types of services offered, and student satisfaction.

IV. **Implement Mandatory Undocu-Ally, Immigrant Justice, and Racial Sensitivity Training for all University personnel.** The University shall integrate annual Undocu-Ally, Immigrant Justice, and racial sensitivity training into existing professional development requirements for faculty, staff, administrators, and campus police, including all personnel who may interact with immigration enforcement agencies. This training shall include, at minimum, instruction on FERPA and student data privacy, institutional obligations to protect undocumented and mixed-status students, trauma-informed and culturally responsive practices, racial and cultural humility, and the University's official protocol for responding to the presence of Immigration and Customs Enforcement (ICE) on campus. Campus police shall receive specialized training specific to immigration enforcement interactions. The University shall provide written documentation of the content, frequency, and completion of all trainings, and shall publicly report annually on training implementation and compliance. These trainings shall be developed in consultation with the Defend Immigrant Students Coalition and relevant campus partners and shall not be optional or voluntary.

V. **Adopt and publicly post a Safe Campus and Non-Cooperation Policy regarding Immigration Enforcement.** The University shall adopt a formal policy that prohibits voluntary collaboration with ICE or any law enforcement agency on campus unless presented with a valid judicial warrant or court order. The policy shall include written protocols detailing how the University will respond if immigration enforcement is present on campus or nearby, including the designation of private safe spaces for

students, staff, and faculty to seek refuge. The University shall provide clear, accessible communication to all students regarding their privacy rights, including confidentiality of student records, interactions with law enforcement or ICE, and available support resources. This information shall be publicly posted, distributed in multiple accessible formats, and included in staff and faculty training. All University personnel shall be trained on the policy, and violations of the policy shall carry defined consequences. The Defend Immigrant Students Coalition shall be consulted in the development, implementation, and annual review of this policy to ensure it effectively protects undocumented, DACA, and mixed-status students.

VI. Designate confidential safe spaces and implement emergency response procedures for immigration enforcement incidents. The University shall identify and maintain private, secure locations across campus where students, faculty, and staff can seek refuge if Immigration and Customs Enforcement (ICE) or other law enforcement agencies are present on campus or in its immediate vicinity. The designated spaces must be accessible 24/7 and lockable from the inside. Information on how to access designated safe spaces must be widely communicated through trusted university channels, while the exact locations shall remain confidential and shared only at the point of need to prevent misuse or targeting. Additionally, The University shall implement a formal emergency response protocol that includes controlled campus access or temporary campus lockdown procedures to limit exposure and protect the safety of all students when enforcement is confirmed. The protocol shall include clear communication to students, staff, and faculty, training for

campus personnel on implementation. All procedures and access instructions shall be publicly documented and accessible, and the University shall consult with the Defend Immigrant Students Coalition in developing, updating, and reviewing these safety measures.

VII. Establish a non-retaliation policy protecting students, faculty, and staff engaged in advocacy and activism. The University shall adopt and publicly post a formal non-retaliation policy guaranteeing that no student, faculty member, or staff member shall face disciplinary action, academic penalty, revocation of degree, termination of employment, or any form of institutional retaliation for participating in lawful advocacy, organizing, or activism related to immigrant justice and student rights. The policy shall explicitly include transparent reporting procedures for students, faculty, and staff who experience threats, intimidation, or retaliation while supporting undocumented, DACA recipient, or mixed-status students, and shall establish a clear, timely investigation process with specified consequences for any University employee or administrator who violates this policy. The University shall provide training to administrators, faculty, and staff on this policy and ensure consistent enforcement to protect academic freedom, federal freedom of speech and expression, and student engagement.

VIII. Formalize student representation and consultation in University decision-making. The University shall ensure that undocumented and mixed-status

students are formally included in relevant decision-making bodies, including but not limited to committees and advisory boards that impact student policies, resources, and programs. The Defend Immigrant Students Coalition shall be consulted in advance of any policy changes affecting undocumented, DACA recipient, or mixed-status students. Specifically, a representative from IDEAS shall be appointed by the Dream Advisory Board, to hold a formal seat on the San Francisco State Board of Directors as a Student Representative, and the administration shall hold at least two meetings per semester with IDEAS, with one of those meetings including members of the Defend Immigrant Students Coalition. Meeting schedules, agendas, and outcomes shall be documented, and written summaries shall be shared with participating student representatives to ensure transparency and accountability.

IX. Ensure degree completion for students affected by deportation or forced absence. The University shall establish a formal policy guaranteeing that any student who is deported, forced to leave the country, or otherwise prevented from physically attending campus during their final year will be provided full access to complete their degree virtually. This shall include remote access to all required courses, academic advising, library resources, tutoring, and support services, as well as any necessary accommodations for deadlines, exams, and graduation requirements. The University shall develop this policy in consultation with the Defend Immigrant Students Coalition, publicly post it, and ensure all relevant staff and faculty

are trained on its implementation to prevent disruptions to the student's ability to graduate.

X. **Establish a public timeline and annual reporting process for all coalition demands.** The University shall publish a detailed timeline for the implementation of each demand presented by the Defend Immigrant Students Coalition, including measurable benchmarks, responsible offices, and expected completion dates. The University shall provide an **annual report** summarizing progress on all demands, detailing actions taken, funds allocated, programs implemented, and outcomes achieved. Additionally, the University shall host an **annual town hall meeting** with the Defend Immigrant Students Coalition to review progress, gather feedback, and discuss next steps. This reporting and engagement process shall be publicly accessible and transparent, ensuring the Coalition and the broader student body can monitor accountability and institutional follow-through.

Student Union resolution for CFA-SFSU

Resolution to Endorse Student Union Fall 2025 Demands:

Whereas, the Student Union was formed in Fall 2023 and since its inception has worked hand-in-hand with CFA-SFSU with the knowledge that faculty working conditions are student learning conditions; and

Whereas, the Student Union has worked collectively and democratically, informed by their experience of austerity on campus, to resist cuts and imagine a future SFSU where students can participate in a more democratic education; and

Whereas, in Fall 2025 the Student Union hosted a General Assembly with 98 attendees to vote and amend the language of the demands below, and in Spring 2026 the Student Union hosted a General Assembly with 180 attendees to vote on actions and negotiators; and

Whereas, the course cuts, class cap raises, and layoffs of lecturer faculty have impacted students dramatically, such that entire departments such as Anthropology have been cut while tuition continues to be raised 6% yearly; and

Whereas, amidst these austerity cuts, the Student Union is opposed to the millions of dollars of their tuition money being spent on the contract with Open AI; and

Whereas, the Student Union affirms every student, faculty, and worker's First Amendment right to free speech and right to protest

Whereas, the Student Union finds the University administration's response to potential ICE presence on campus insufficient; and

Whereas, the Student Union is opposed to the conditions of student housing on campus especially as it ties into skilled worker's working conditions;

Therefore, be it resolved that the CFA-SFSU Executive Board endorses and supports the Student Union's demands as follows:

1. Fund Our Education
2. Student and Faculty Oversight Of The AI Budget
3. Protect Free Speech
4. Protect SFSU From ICE
5. Fund Our Dorms, and

Therefore, be it resolved that the CFA-SFSU commits to organizing with the Student Union around mass actions and administration negotiations.

full SU language

Demand 1: Fund Our Education

Class caps—the total number of students allowed to take a class—have been raised overnight without notifying the department chair. Right now, the classes are being expanded by 5 seats, but it sets a dangerous precedent.

- Larger classes means that there needs to be fewer classes, and therefore fewer lecturers and fewer faculty. It also makes it much easier to remove classes if there aren't students filling the classes.
- Some classes that are major requirements only have one section on the schedule for Spring 2025.
- SFSU policy states that seminar classes cannot have more than 25 people. These changes are violating school policy.
- It's possible that class minimums—the number of students a class needs to have in order to continue—are also being raised. This is another way to make it "justifiable" to cut more classes and more lecturers and faculty. .

Reducing the classes that are being offered also means the diversity of classes is being decreased, and there are fewer opportunities to take classes on specialized subjects that reflect the interests of faculty/lecturers and the students.

The English department has only 4 faculty members and many other departments (i.e. Political Science, Cinema, etc.) has NONE. The fewer classes there are, the easier it is for the admin to cut lectures. That also means the lecturers and faculty who are still here are going to have more work to do in order to meet the needs of the students.

To ensure that money at SFSU is being spent in the best interest of students and faculty, such as paying faculty, we demand that SFSU release detailed financial records to create financial transparency.

The Action

1. Do not cut degrees
2. Do not continue to increase class caps
3. Do not increase class minimums.
4. Do not fund the university with a tuition hike.
5. Give faculty control of class caps.

Demand 2: Student and Faculty Oversight of AI Budget

The CSU spent 17 million dollars in spring 2025 on AI as an “essential priority.” Students and faculty had to find out over the same email about the university’s decisions. We can’t take the money out, but there is talk of even more spending down the line that we can prevent. Mahoney herself has said her vision for SFSU is “an AI flagship school.”

The Action

1. The contract with OpenAI does not get renewed until control over policies regarding AI on campus and budget is shifted to student/faculty control.
2. The use and funding of AI is determined by each department; departments that do not use AI do not have to fund AI.
3. AI cannot be required in any course taught through SFSU.
4. OpenAI and the university discloses how student information has been used for AI.

Demand 3: Protect Free Speech

At CSULA and UC Berkeley, the university gave the federal government a list of names of faculty that had talked about Palestine, and these people were put under investigation. We want to make sure that this doesn’t happen on our campus. We want to make sure that students and faculty are able to talk about the issues that are important to members of the community without fear of being reported/face repercussions. The CSU is currently under federal investigation for anti-semitism, which is why it has handed over the list. It has agreed to fully comply.

The Action

1. Release a public statement that SFSU will not hand over any names of students or faculty related to identity or political action to the federal government.
2. Remove the 12-2 time restriction on speaker usage.

Demand 4: Defend Students Against ICE

SFSU's response to ICE in the Bay Area has been lackluster, but it doesn't have to continue to be. Students and staff have already begun the work of compiling information, setting up Rapid Response Networks, and doing Know Your Rights Training. SFSU just needs to put funding into it and spread the word. Rather than tell students to call the police (UPD), SFSU should be spreading information about the on campus resources, as well as resources for the wider SF area.

There should be monitoring that can report if ICE is on campus, and to cut down the number of false claims, The university should also ensure that everyone on campus knows what's going on quickly and reliably.

The Action

1. Fund student and faculty efforts to build a rapid response network within SFSU.
 - a. Integrate SFSU resources with broader SF and Bay Area resources.
2. Spread know your rights information.
3. Provide training for professors on protecting students and other vulnerable parties.
4. Replace the use of UPD in response to ICE.

Demand 5: Fund Our Dorms

The state of the older dorms is at this point a matter of both comedy and deep concern. Students have reported black mold, animals, rust, and faulty appliances. The Mary Ward and Mary Park dorms have been deemed unlivable during the academic year. However, students needing on campus housing during the summer semester are put in the Marys. The fact that the school finds this ok is reprehensible.

The Ask

1. Students needing on campus housing during the summer semester will be placed in other housing besides the Marys.

2. A third party will inspect ALL the dorms and write a detailed report of the issues that will be used to build a plan forward for improving the conditions of living on campus.
3. Solutions will be both sustainable for long-term use, and improve accessibility on campus.
4. 'Band-aid' solutions will only be used if absolutely necessary to maintain the function of the dorms.