

**Statement from the Department of Public Administration on its Commitment to Deliver
Quality Instruction on Systemic Racism in the Criminal Justice System.**

Dear Academic Senate Chair and Members of the Academic Senate:

- We stand with the Black community in grief and outrage surrounding the killings of Breonna Taylor, George Floyd, Ahmaud Arbery, Tony McDade and countless others. We condemn racism, police brutality, and injustice in all forms.
- We recognize that Black, Indigenous, and People of Color are often presumed dangerous and guilty. This presumption along with particular laws and police practices have resulted in the increased risk of stop, seizure, arrest, use of force, incarceration, execution, and wrongful arrest/conviction of people of color.
- Our CSUDH campus is fundamentally shaped by the long-standing history of racial injustice, including through police violence, that our neighboring communities have been subjected to. To that end, President Parham stated in his email entitled, *From Tragedy to Transformation: Thoughts on Confronting Racism*,

The social justice roots that this university was founded on run deep in our campus DNA. Yet, if we become passive spectators to our history, instead of active participants in actualizing the full promise and possibility of our educational mission to challenge biases and assumptions, confront bigotry and prejudice, eradicate cultural ignorance, and help students, staff, and faculty realize a greater measure of our common humanity, then we have not completely fulfilled the legacy we have been blessed to inherit.

- We agree with President Parham that it is incumbent upon institutions of higher education to establish instructional frameworks that specifically address this endemic problem. We are also inspired by The Equal Justice Initiative, which reminds us that “we need a new era of truth and justice that starts with confronting our history of racial injustice.”
- To that end, the faculty of the Department of Public Administration — in recognition of the necessity in education to address systemic racism in the criminal justice system — reaffirms its commitment to deliver quality instruction for students enrolled in the Criminal Justice Administration (CJA) major at CSU Dominguez Hills.
- The Department understands it is necessary to enhance instruction on the inequities that Black, Indigenous, and People of Color routinely experience in the criminal justice system, including through police violence. We are committed to educating our CJA and PUB students inside and outside of the classroom about the structural inequities and injustices that plague our public institutions and communities. We remain dedicated — now and in the future — to engaging students in education and public service that promotes social justice through scientific research and critical analysis of public policy.

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- To further enhance the CJA program in light of the historical movement focused on systemic injustice in the criminal justice system today, we propose that we will further examine and commit to the following:
 - We will revise the CJA curriculum so that all CJA majors are required to complete CJA 460: Gender, Race, and the Administration of Justice. As background, our new CJA curriculum was fully implemented during the 2019-2020 academic year; at that time, we created CJA 460 as an elective course.
 - We will review our existing CJA curriculum and coursework to ensure that discussions surrounding inequities of Black, Indigenous, and People of Color in the criminal justice are integrated throughout the curriculum.
 - We will ensure that our existing required courses, particularly, CJA 340: Criminal Justice and the Community, CJA 342: Legal and Ethical Foundations of Justice Administration, and CJA 445: Policing and the Administration of Justice, include explicit learning outcomes pertaining to systematic racialized injustice in the criminal justice system.
 - We will consider proposing a new CJA concentration in Race, Policing, and Community Relations. The new concentration would be designed utilizing existing courses and may be augmented with additional elective courses related to these topics.
 - We will identify courses offered across campus that focus on culture, race and ethnicity, inequality, and ethics, with the aim of adding these to our current list of CJA electives.
 - We will develop mandatory training for all CJA faculty that addresses the historical and contemporary role of systematic racism in the criminal justice system.
 - We will explore opportunities to provide continuing education courses on social justice, ethics, and/or the science of criminal investigation at low-cost or no-cost to law enforcement and attorneys in our neighboring communities.
 - We will continue our efforts to provide the campus community with ongoing symposia and events that focus on systemic racism, police brutality, and ethics.
 - Specifically, the Department will deliver relevant symposia via the Public Policy Institute (PPI) and the CSUDH student chapter of the National Organization of Black Law Enforcement Executives (NOBLE). The PPI and NOBLE have presented symposia to students and faculty on implicit bias and other relevant social justice issues.

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- Additionally, the Social Justice Distinguished Speaker Series will continue to invite prominent socio-legal scholars to the campus who will further the conversation on police misconduct, systemic racism, and injustice throughout the criminal justice system. Select recent speakers included: James Forman, Jr. at Yale Law School who spoke on “Confronting Mass Incarceration,” and Nikki Jones at UC Berkeley who spoke on “The Gender of Police Violence: An Intersectional Analysis.”
- Furthermore, The American Society for Public Administration (ASPA), Southern California Chapter and PPI will carry on its tradition of hosting an annual student professional dinner at CSUDH wherein professionals from government agencies speak about their careers and the value of their education. Previously, officers from LAPD and LASD gave presentations that included police culture as well as ethics issues in their discussions. We will encourage future guest speakers to address systemic inequities in their respective disciplines.
- Moreover, in order to ensure that our Department’s proposed response is not just symbolic and reactionary, we will use our collective expertise as scholars, researchers, and educators to assess the effectiveness of these proposed ideas. Our goal is to provide CJA majors with the ability to engage critically and develop awareness of these pressing issues informed by quality research and scholarship.
 - Therefore, in line with our Department’s exemplary existing tools for assessment, we will require our incoming CJA freshman and transfer-students to complete a required survey that records their baseline understanding of systemic racism, police violence, and injustice in the criminal justice system.
 - Additionally, CJA majors will be required to complete this same survey in their final year of the program, likely as part of their requirements for CJA 490: Capstone in Criminal Justice Administration.
 - We will also ensure that attendees of our future symposia and events are invited to fill out a survey that allows us to understand their learning experience around these issues.
 - We will review our assessment results, in order to assess which efforts are or are not effective in engaging our students, faculty, and the campus community on systemic racism in the criminal justice system and which inspire reform.
- Finally, we welcome collaborative initiatives with colleagues across campus to accomplish our efforts. To begin this conversation with our Toro community, we share some scholarly resources on the historical and contemporary effects of systemic racism and injustice throughout the legal system.

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Select Readings

- *The new Jim Crow: Mass incarceration in the age of colorblindness* by Michelle Alexander
- *Freedom is a constant struggle* by Angela Davis
- *Locking up our own: Crime and punishment in Black America* by James Forman, Jr.
- *The limits of community policing: Civilian power and police accountability in Black and Brown Los Angeles* by Luis Daniel Gascón and Aaron Roussell
- *Invisible no more: Police violence against Black women and women of color* by Andrea J. Ritchie
- *Just mercy: A story of justice and redemption* by Bryan Stevenson
- *The End of Policing* by Alex S. Vitale