

Advance Praise for the National Center's Report on Anti-Discrimination Clauses in Higher Education CBAs

Collective bargaining offers unions and institutions of higher education a mechanism for establishing comprehensive, legally binding anti-discrimination provisions. In contrast to aspirational declarations, negotiated contracts can manifest concrete commitments to equitable practices and equal opportunity. This important new study by the National Center provides valuable insights into this domain. The research highlights exemplary and innovative contractual language addressing discrimination, as well as other collaborative approaches undertaken by unions and administrators to combat discriminatory practices in academic settings. The study's findings are particularly relevant in the current sociopolitical climate, where diversity, equity, and inclusion initiatives on college campuses face increasing scrutiny and opposition. By codifying anti-discrimination measures within collective bargaining agreements, institutions and unions can establish a robust framework for maintaining equitable practices, even in the face of external pressures.

Ana Avendaño, Visiting Associate Professor of Law, CUNY School of Law

Anti-Discrimination Clauses in Higher Education Collective Bargaining Agreements will be an extremely powerful bargaining tool in pursuit of well-tailored examples of anti-discrimination contract provisions relevant to particular workplaces. The contractual anti-discrimination provisions concretely and efficiently presented in this work will carve out joint union-employer commitments to rid workplaces of arbitrary and pernicious discrimination. Picking up where legislatures leave off, these clauses will help unions and institutions build upon state and federal legislative foundations of justice. I cannot recommend this work highly enough.

Michael C. Duff, Professor of Law, Saint Louis University School of Law and co-director of the Wefel Center for Employment Law

Drawing on the treasure trove of the National Center's 2024 repository of collective bargaining agreements, this monograph provides tools for both

unions and employers in higher education. It is an excellent resource for negotiating provisions aimed at preventing, eliminating, and remedying employment discrimination in colleges and universities. With its many examples of contract provisions, the monograph can be used by negotiators to go above and beyond statutory minimums to create a collective bargaining agreement that advances towards the goal of inclusive, fair, and just institutions of higher education.

Risa L. Lieberwitz, Professor of Labor and Employment Law, School of Industrial and Labor Relations, Cornell University