



Position: Ethnic Studies Faculty

Requested by: Professors Ware, Eck, and Dean Carranza

AB 1460

- California Assembly noted students of color have a longstanding demand for Ethnic Studies Program and that both students of color and white students benefit academically and socially from taking Ethnic Studies classes.
- Meeting this demand will accordingly improve our college's student engagement and community building, an essential part of Guided Pathways.
- In order to address the California Assembly Bill 1460 (AB-1460), the District Academic Senate (DAS) created a task force composed of the Ethnic Studies faculty from each of our 3 campuses.
 - Ethnic Studies Guidelines, Recommendations
 - Ethnic Studies Resolution

Cañada's Anti-Racism Framework

An antiracist is defined as one who is supporting an antiracist policy through their actions or expressing an antiracist idea.

Related College's antiracist goals:

- Critically examine our behaviors and college practices for the conscious and unconscious ways in which we contribute to systemic racism;
- Uplift stories and data about the impact of anti-Blackness, oppression, poverty, and racism in our communities;
- Re-imagine and build a community of learning and service based in anti-racism, social justice, and liberation.

Strategic Enrollment Management Plan

The college goals that align with the Strategic Enrollment Management Plan 2020-2023 supports the creation and growth of Ethnic Studies faculty and courses, which are

- To provide educational and student services programs that help students meet their unique academic goals; minimize logistical and financial barriers to success; and highlight inclusivity, diversity and equity.
- To build and strengthen collaborative relationships and partnerships that support the needs of, reflect and enrich our diverse and vibrant local community.
- To invest institutional resources on the structures, processes and practices that focus on a diverse student and staff population, promote excellence, equity, inclusion and transformative learning.

Cañada College's Values

- Cañada College's values demonstrate the unique truths and opportunities represented and valued by our college community such as transforming lives, providing high academic standards, creating a diverse and inclusive environment that supports student success in achieving their educational goals.
- An active Ethnic Studies department will support these directives by providing students the opportunity to more deeply understand equity and American group dynamics that help to shape us politically, economically and socially.

Educational Master Plan

- Aligns with Mission & Vision Statements as well as College Values
 - Cañada College's mission is to provide our community with a learning-centered environment, ensuring that all students have **equitable** opportunities to achieve their transfer, career education, and lifelong learning educational goals.
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- Ethnic studies are an interdisciplinary and comparative study of race and ethnicity with special focus on four historically defined racialized core groups: **Native Americans, African Americans, Asian Americans, and Latina and Latino Americans.**
 - This position and courses will play in integral part in our future **Umoja** Program (a support program specifically for Black students) through possible learning communities.

Guided Pathways

- While an Ethnic Studies faculty member will benefit all of our college's students, it holds even greater significance for the Human Behavior and Culture Interest Area.
 - Ethnic Studies will be a core part of the Interest Area's emphasis on "improving quality of life for others" and "planning the future of human societies".
- Students of color have a longstanding demand for Ethnic Studies programs
 - Both students of color and white students benefit academically and socially from taking ethnic studies classes.
 - Ethnic studies courses play an important role in building an inclusive multicultural democracy.
- Meeting this demand will accordingly improve our student engagement and community building - an essential part of Guided Pathways.

Our Need for an Ethnic Studies Faculty

- We will honor State legislation by creating Ethnic Studies courses for Fall 2021 with the intent of forming an Ethnic Studies program.
- In order to assure load, this position will partner with Sociology, History and/or Political Science per the Academic Senate of California Community Colleges (ASCCC) Minimum Qualifications 2018 Handbook.
 - Although, overall student course enrollments have declined, the number of students transferring to the CSUs is increasing (2015-2020).
 - This transfer rate has increased from 145 to 176 students. We anticipate that the number of transfer students needing to meet this new Ethnic Studies requirement will continue to increase.
 - Partnering with other Social Science disciplines will provide this new faculty member with more than a full load.
 - We anticipate this faculty member, like all other Social Science faculty, to be a highly qualified teacher in all modalities.