

## MEMO

To: Thuy Nguyen

Cc: Resources & Revenue Council  
Community & Communications Council  
Advisory Council

Fr: Equity & Education Council

Date: December 11, 2020

Re: Ethnic Studies

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AB 1460 added Ethnic Studies as a general education graduation requirement for students in the CSU system. As the governance council tasked with bringing an equity lens to college policymaking, the Equity and Education Council recommends that the President work to bring Ethnic Studies to Foothill by

- placing high priority on hiring a full-time tenure-track Ethnic Studies faculty member;
- creating an administrative home for Ethnic Studies consistent with student, faculty, and staff needs, as expressed through student organizations, the Curriculum Committee, and the Academic and Classified Senates;
- arranging for ongoing administrative and budgetary support of Ethnic Studies;
- consulting with the Academic Senate and Curriculum Committee to provide any necessary administrative and budgetary assistance to faculty as they create, approve, and articulate Ethnic Studies curriculum; and
- directing resources as necessary to implement these recommendations.

More than any academic field, Ethnic Studies explicitly aligns with our stated goals of institutional and cultural equity transformation. Student testimonials speak to the transformative impact of Ethnic Studies on those from historically marginalized as well as historically dominant populations. Further, establishing a new academic department is a concrete and visible statement of Foothill's commitment to equity transformation.

Prepared by:

Bringing Ethnic Studies to Foothill enables our students to meet the new CSU general education requirement before transfer. With that legislated requirement, we anticipate student interest sufficient to support a full-time tenure-track faculty member in Ethnic Studies.

We also recommend providing budgetary support to faculty as they create curriculum. While it's true that writing curriculum is a regular responsibility of full-time faculty, we don't currently have any Ethnic Studies faculty. A request was approved to hire a part-time faculty member to write the curriculum, yet it's not possible to complete that process in time to meet curricular deadlines. Consequently, several faculty members have been working outside the regular responsibilities of their academic disciplines to create the necessary curriculum in time to offer Ethnic Studies courses to our students beginning Fall 2021. We note the cruel irony that these unpaid laborers are primarily faculty of color. We recommend compensating them for the work they're doing to bring Ethnic Studies to Foothill.