



GEAR Area F Implementation Policy

[Policy Number]

[Responsible Office Name]

Applies to: Faculty

Supersedes: NA

Purpose of the Policy

Ethnic Studies is an interdisciplinary field connecting students' lived experiences (embodied knowledges) across disciplines; centering decolonization (challenging settler colonialism, racism & epistemic violence); and equipping students with tools to better understand social inequalities and structural forces that shape their lives while also providing them with tangible strategies to transform their communities. Ethnic Studies empowers research and engagement with racialized communities by focusing on activism, critical analysis of structural and institutionalized violence, and working for epistemic justice by uplifting ways of knowing and knowledges that have been historically marginalized in the academy. The disciplinary focus is defined in AB1460 as being on one or more of four groups: Native American Studies, African American Studies, Asian American Studies, and Latina and Latino American Studies.

At Humboldt State University Ethnic Studies disciplines are housed in two departments: Critical Race, Gender, and Sexuality Studies (Ethnic Studies Major Concentration and Minor) and Native American Studies. These two departments will be where courses that meet the AB 1460/Area F Requirement will be listed and maintained.

[AB 1460](#) was signed into law on August 17, 2020. This law provides an explicit pathway for implementation of an Ethnic Studies requirement in the CSU and supports the following goals and objectives:

- Students shall complete one three-unit lower-division or upper-division course in Ethnic Studies;
- Students obtain knowledge about the experiences of one or more of the four historically defined racialized core groups: Native Americans, African Americans, Asian Americans, and Latina and Latino Americans; and,

- Students acquire the knowledge and skills that will help them comprehend the diversity and social justice history of the United States and of the society in which they live to enable them to contribute to that society as responsible and constructive citizens.

Modifications or adaptations to the learning objectives are subject to the expert peer evaluation of Ethnic Studies faculty in Ethnic Studies departments, units, or programs (e.g., Native American Studies, African American Studies, Asian American Studies, Latina/o Studies, or Ethnic Studies).

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Policy Details

Area F Course Requirements

Each course must meet the following requirements to fulfill the AB1460 Ethnic Studies GE Requirement as stated in Executive Order 1100: CSU General Education Breadth Requirements ([EO 1100](#)):

- Must fulfill a minimum of three out of the five core competencies:

Core Competency #1: Analyze and articulate concepts such as race and racism, racialization, ethnicity, equity, ethno-centrism, eurocentrism, white supremacy, self-determination, liberation, decolonization, sovereignty, imperialism, settler colonialism, and anti-racism as analyzed in any one or more of the following: Native American Studies, African American Studies, Asian American Studies, and Latina and Latino American Studies.

Core Competency #2: Apply theory and knowledge produced by Native American, African American, Asian American, and/or Latina and Latino American communities to describe the critical events, histories, cultures, intellectual traditions, contributions,

lived-experiences and social struggles of those groups with a particular emphasis on agency and group-affirmation.

Core Competency #3: Critically analyze the intersection of race and racism as they relate to class, gender, sexuality, religion, spirituality, national origin, immigration status, ability, tribal citizenship, sovereignty, language, and/or age in Native American, African American, Asian American, and/or Latina and Latino American communities.

Core Competency #4: Explain and critically review how struggle, resistance, racial and social justice, solidarity, and liberation, as experienced, enacted, and studied by Native Americans, African Americans, Asian Americans and/or Latina and Latino Americans are relevant to current and structural issues such as communal, national, international, and transnational politics as, for example, in immigration, reparations, settler-colonialism, multiculturalism, language policies.

Core Competency #5: Describe and actively engage with anti-racist and anti-colonial issues and the practices and movements in Native American, African American, Asian American and/or Latina and Latino communities to build a just and equitable society.

- Must meet the following GEAR Program Learning Outcome: #12: Apply knowledge produced by voices and perspectives of marginalized communities to analyze systems of power and privilege and identify strategies for creating just and equitable societies.
- Shall have an Ethnic Studies course prefix such as Native American Studies (NAS) or Ethnic Studies (ES).
- Shall be managed by the respective department (CRGS or NAS) for which the course is listed with Department Chair approval over: selection of instructor, course days/times, and course offerings per semester.

Evaluation and Assessment

- Courses shall be evaluated to determine compliance with AB 1460 Core Competencies as needed with leadership from the HSU Ethnic Studies Council,

who will provide a report to the CRGS/NAS Department Chairs and the GEAR committee.

- Courses will also be evaluated to determine how they are meeting GEAR Program Learning Outcomes by the GEAR committee.
- The Ethnic Studies Council will work in partnership with the GEAR Committee to determine assessment requirements for meeting AB1460 and GEAR Program Learning Outcome #12 and auditing Ethnic Studies requirement courses for assessment purposes.

Faculty Qualifications

- Preferred qualifications for faculty shall first be faculty hired in Ethnic Studies departments, units, or programs (e.g., Native American Studies, African American Studies, Asian American Studies, Latina/o Studies, or Ethnic Studies) and second be faculty meet the stated submission requirements and have an agreed upon and signed MOU with Ethnic Studies departments as approved by Ethnic Studies Department Chairs (the CRGS or NAS department at HSU).

Review Process

- Courses originating from CRGS/NAS departments review process:
 - CRGS/NAS faculty shall propose courses with Ethnic Studies (ES) or Native American Studies (NAS) prefixes to department level curriculum committees;
 - Curriculum committees in CRGS or NAS shall review, modify, and approve courses with ES/NAS prefixes attempting to meet the Ethnic Studies Requirement;
 - Faculty proposing the course will submit the approved course to Curriculog for approval for course listing.
 - The proposal will need to be approved by the CRGS or NAS Department Chair before being reviewed by the Dean, GEAR and the ICC following the procedure outlined in the ICC bylaws.
- Courses originating from a department outside of CRGS/NAS must be cross-listed with CRGS/NAS per EO1100. Cross listed courses proposed to the ICC are

collaborative proposals and thus coordination between the departments is required prior to proposal of the course to the ICC as outlined.

- A faculty member who is developing the proposal will meet with the CRGS or NAS Chair to discuss a proposed course. Faculty interested in teaching courses that would satisfy the Ethnic Studies requirement must meet the below set of standards and requirements in order to be considered for cross listing.
 - Materials Needed:
 - A cover letter explaining the course for consideration, specifically evidencing how the course meets the standards of Ethnic Studies, why the faculty member is interested in teaching Ethnic Studies, how they incorporate Ethnic Studies pedagogy in their classroom, and how their discipline-specific field (i.e., English, History, Philosophy, etc.) will be de-centered.
 - A full syllabus (including weekly readings and assignments).
 - A short 2-pg. CV highlighting how the faculty member's teaching and research areas have interfaced with at least one of the traditional Ethnic Studies academic fields (i.e., African American/Black Studies; Asian American & Pacific Islander Studies; Native American and Indigenous Studies; Chicax and Latinx Studies).
 - Materials will need to be submitted to the Department Chair of CRGS or NAS for review.
- The CRGS or NAS Department Chair will propose the course to their respective Department Curriculum Committee for review, discussion, and approval for submission to curriculog.
- If the course is approved by the CRGS or NAS Department Curriculum Committee, then the proposing faculty member will submit the course to Curriculog.
- The course proposal should include a Memorandum of Understanding between the home department of the faculty member and the Ethnic Studies Department, reviewed and approved by the Dean of the College of Arts, Humanities and Social Sciences and, as needed, Deans from the Colleges from which the proposing faculty reside (College of Professional Studies or College of Natural Resources and Sciences). The MOU should note if the course will solely be listed under an ES or NAS designation (as

required by AB1460), and/or also cross-listed with the home department, if it will meet other major requirements, and that the proposing faculty's home department is willing to work in partnership with Ethnic Studies department and support the proposing faculty member to submit the course for listing in the ES or NAS Department.

- Once all documents are uploaded the CRGS or NAS Department Chair will provide an Ethnic Studies or NAS Course Prefix number for the course and will review and approve the course proposal via Curriculog.
- The proposal will then be reviewed by GEAR and the ICC following the procedure outlined in the ICC bylaws.

CRGS and NAS maintain the right to determine proposed course offerings and course frequency as well as instructor preference for courses that are housed in the ES Designated departments and/or meet the AB1460 requirement.

The HSU Ethnic Studies Council will continue to meet with the Dean of the College of Arts, Humanities, and Social Sciences to determine need, course offerings, and provide guidance to the CRGS and NAS Department Chairs about course demand and offerings for each year.

History *(required)*

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