

# Div Equi Incl Pow

## U.S. and Global Diversity, Equity, Inclusion, and Power Requirement

Under Review | Fall Medical 2023

### Proposal Information

#### Status

Active

#### Workflow Status

In Progress

#### Faculty Senate Approval, Faculty Senate

Waiting for Approval | Faculty Senate Approval

expand ▲

Rick Holmes

Nancy Middlebrook

#### Changes

- Program Description
- Proposed Effective Term and Year
- Sponsoring faculty member
- Faculty email
- Program Justification

Show All ▼

### Proposal Information

Proposed

#### Sponsoring faculty member ⓘ

Nancy López

Proposed

#### Faculty email

nlopez@unm.edu

Existing

#### Sponsoring faculty member ⓘ

Existing

#### Faculty email

#### College

Provost Academic &  
Administration

#### Department

US & Global Diversity &  
Inclusion

#### Campus

Main Campus

### Effective Term and Year

Proposed  
**Proposed Effective Term and Year**  
Fall Medical 2023  
Validation Error: dateStart is not a valid term date. Here are some examples of valid terms: 2023-03-15, 2023-05-27, 2023-08-08, 2023-10-20, 2024-01-01

Existing  
**Proposed Effective Term and Year**  
Fall Medical 2006

## Justification

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Proposed  
**Program Justification**  
See attached Memo with additional recommended courses for addition to the list of approved courses.

Existing  
**Program Justification**

## Associated Forms

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Select any associated course forms that exist

Select any associated program forms that exist

## Program Category and Level

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Program Category	Program Level	Degree, Minor, or Certificate Name
Program	Undergraduate	U.S. and Global Diversity, Equity, Inclusion, and Power Requirement
Proposed New Graduate Program	Dual Degree	Proposed New Undergrad Degree/Certificate
No	No	No
Existing New Graduate Program		Existing New Undergrad Degree/Certificate
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## Catalog Information

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Proposed

#### **Program Description**

The University of New Mexico values learning outcomes related to diversity and inclusion. The aim of the three-credit hour "U.S. and Global Diversity and Inclusion, Equity, Inclusion and Power" undergraduate degree graduation requirement is to promote an understanding of the culture, history or current circumstances of diverse categories of people who have experienced historic inequitable treatment in the U.S. and/or in the global context. Courses that meet this requirement must have their primary emphasis on analyzing power in institutional/systemic/structural racism and/or colonialism/settler colonialism and/or other intersecting systems of oppression such as heteropatriarchy/sexism/gender; capitalism/class; nativism/ethnocentrism/immigration; heterosexism/homophobia/sexuality; ableism/disability; race/ethnicity/nationality and/or other axes of power. Courses must engage at least three of four learning outcomes identified in the syllabi checklist on the Division of Equity and Inclusion website. Courses can double-count with UNM General Education or other program courses that have met the aforementioned student learning outcomes. To satisfy the U.S. and Global Diversity, Equity, Inclusion and Power requirement, a grade of "C" or better is required in the course chosen from the approved course list.

Existing

#### **Program Description**

The University of New Mexico values learning outcomes related to diversity and inclusion. The aim of the three-credit hour "U.S. and Global Diversity and Inclusion, Equity, Inclusion and Power" undergraduate degree graduation requirement is to promote an understanding of the culture, history or current circumstances of diverse categories of people who have experienced historic inequitable treatment in the U.S. and/or in the global context. Courses that meet this requirement must have their primary emphasis on analyzing power in institutional/systemic/structural racism and/or colonialism/settler colonialism and/or other intersecting systems of oppression such as heteropatriarchy/sexism/gender; capitalism/class; nativism/ethnocentrism/immigration; heterosexism/homophobia/sexuality; ableism/disability; race/ethnicity/nationality and/or other axes of power. Courses must engage at least three of four learning outcomes identified in the syllabi checklist on the Division of Equity and Inclusion website. Courses can double-count with UNM General Education or other program courses that have met the aforementioned student learning outcomes. To satisfy the U.S. and Global Diversity, Equity, Inclusion and Power requirement, a grade of "C" or better is required in the course chosen from the approved course list.

#### **Admissions Requirements**

#### **Graduation Requirements**

## **Program Information**

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Proposed

#### **Degree Type**

Undergraduate General Education Requirements

Existing

#### **Degree Type**

Proposed  
**Program Type**  
Undergraduate

CIP Code ⓘ

CIP Title ⓘ

Existing  
**Program Type**  
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## Professional Credential/Licensure Program Information

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Proposed  
**Licensure Information**  
Neither

Existing  
**Licensure Information**  
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## File Uploads

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Proposed

**Executive Summary Upload**

**Associate Provost Memo**

**Proposal File Upload**

- Form C Updates US & Global Diversity Equity Inclusion & Power Requirement Last Updated 2022.10.29 NL.pdf
- Form C Flowchart 2022.10.22.pdf
- Side by Side Comparison UNM Gen Ed Div Req 2022.10.29.pdf
- FSCC Remarks López Diversity Requirement 2022.02.11 1000MST López Remarks C2944 & C 2945 (1) (1).pdf

Existing  
**Proposal File Upload**

## Degree Information

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Proposed  
**Degree Hours**  
3

**Minimum Major Hours**

Existing  
**Degree Hours**

**Professional Accrediting Bodies**

## **Degree Requirements**

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## Degree Requirements

- Earn at least 3 credits from the following:
  - AFST1110 - Introduction to Africana Studies (3)
  - AFST1120 - Race in the Digital Age (3)
  - AFST2140 - Black Women in the African Diaspora (3)
  - AFST303 - Black Liberation and Religion (3)
  - AFST307 - African Diaspora in the Southwest (3)
  - AFST360 - The Harlem Renaissance (3)
  - AFST385 - The African World (3)
  - AFST398 - Africana Philosophy and Methods (3)
  - AMST1120 - Introduction to Gender, Sexuality and U.S. Empire (3)
  - AMST1150 - Introduction to Southwest Studies (3)
  - AMST331 - Politics of Sex (3)
  - ANTH310 - Language and Culture (3)
  - ANTH330 - Principles of Cultural Anthropology (3)
  - ANTH332 - Indigenous Peoples of South America (3)
  - ANTH445 - Country Music and Cultural Politics (3)
  - ANTH448 - The Anthropology of Music and Sound (3)
  - ARTH310 - Global Photographies (3)
  - ARTH492 - American Landscapes (3)
  - CCS332 - Introduction to Chicana Studies (3)
  - CCS342 - Race, Culture, Gender, Class in New Mexico History (3)
  - CCS362 - Chicana and Chicano Movement: El Movimiento Chicano (3)
  - CCS364 - Raza Genders and Sexualities (3)
  - CCS384 - Community-Based Learning in Chicana and Chicano Studies (3)
  - CCS460 - Chicanos and Latinos in a Global Society (3)
  - CCS490 - Advanced Seminar in Chicana and Chicano Studies (3)
  - CJ313 - EcoCultural Communication: Humans and "The Environment" (3)
  - CJ314 - Intercultural Communication (3)
  - CJ317 - International Cultural Conflict and Community Building (3)
  - CJ318 - Language, Thought and Behavior (3)
  - CJ319 - Language and Culture (3)
  - CJ326 - Gender and Communication (3)
  - CJ469 - Multiculturalism, Gender and Media (3)
  - COUN330 - LGBTQ Issues in Education and Human Services (3)
  - CRP355 - Policing the City, From Albuquerque to Rio (3)
  - ECON2220 - Economics of Race and Gender (3)
  - ECON335 - Health Economics (3)
  - ENGL2540 - Introduction to Chicanx Literature (3)
  - ENGL2650 - World Literature I (3)
  - ENGL2670 - African American Literature (3)
  - ENGL2660 - World Literature II (3)
  - ENGL365 - Chicana-o Cultural Studies (3)
  - ENGL397 - Regional Literature (3)
  - ENGL465 - Chicanx Literary Studies (3)
  - ENGL474 - Contemporary Southwestern Literature (3)
  - FCS484 - The Sociocultural Context of Families (3)
  - FDMA336 - Images of (Wo)men (3)
  - FDMA436 - Images of (Wo)men (3)
  - GEOG1165 - People and Place (3)
  - GEOG1175 - World Regional Geography (3)

- GEOG440 - Race and Geography (3)
- GEOG364 - Law, Place and Space (3)
- GEOG464 - Food and Natural Resources (3)
- GEOG466 - The City (3)
- GEOG475 - Geography of New Mexico and the Southwest (3)
- GNDR2110 - Introduction to Women, Gender, and Sexuality Studies (3)
- HIST1160 - Western Civilization II (3)
- HIST1170 - Survey of Early Latin America (3)
- HIST1180 - Survey of Modern Latin America (3)
- HIST360 - History of the University of New Mexico (3)
- HIST442 - Queer History (3)
- HMMV1110 - Social Contours of Health (3)
- LING331 - Language in Society (3)
- LING359 - Language and Culture (3)
- LLSS443 - Children's Literature (Literatura Infantil) (3)
- LLSS457 - Language, Culture, and Mathematics (3)
- MGMT306 - Organizational Behavior and Diversity (3)
- MGMT308 - Ethical, Political and Social Environment (3)
- MGMT469 - American Indian Business and Management (3)
- MLNG1110 - Approaches to Languages and Cultures (3)
- MLNG459 - Languages Capstone (3)
- MUS445 - Country Music and Cultural Politics (3)
- MUS448 - The Anthropology of Music and Sound (3)
- MUS468 - Navajo Expressive Culture (3)
- MUSE477 - Music Education and Diversity (3)
- NATV1150 - Introduction to Native American Studies (3)
- NATV2110 - Sociopolitical Concepts in Native America (3)
- NATV2315 - Indigenous Language Revitalization and Community Renewal (3)
- NATV300 - Research Methods in Native American Contexts (3)
- NATV305 - Indigenous Self-Determination in Education (3)
- NATV326 - Tribal Gaming (3)
- NATV348 - Native American Activism (3)
- NATV385 - Indigenous Worldviews (3)
- NATV325 - Tribal Government (3)
- NATV402 - Education, Power and Indigenous Communities (3)
- NATV423 - Self Determination and Indigenous Human Rights (3)
- NATV436 - Environmental Ethics and Justice in Native America (3)
- NATV462 - Native American Oral Tradition and Language Reclamation (3)
- NATV474 - Seminar: Applying Traditions of Native American Philosophy (3)
- NATV480 - Building Native Nations: Community Revitalization, Culture, Decolonization, and Indigenous Thought (3)
- NMNC3220 - Health Care Participant (3)
- OILS403 - Ethics and Diversity Training in the Workplace (3)
- PCST307 - Nonviolent Alternatives (3)
- PH101 - Introduction to Population Health (3)
- PH102 - Global Health Challenges and Responses (3)
- PHIL453 - Asian Studies Thesis (3)
- POLS376 - Health Policy and Politics (3)
- POLS377 - Population Policy and Politics (3)
- POLS453 - Asian Studies Thesis (3)
- PSYC374 - Cultural Psychology (3)
- RELG303 - Black Liberation and Religion (3)

- RELG453 - Asian Studies Thesis (3)
- SOCI2315 - The Dynamics of Prejudice (3)
- SOCI354 - Introduction to Latin American Society I: Social Sciences (3)
- SOCI420 - Race and Inequality (3)
- SOCI430 - Intersectionality: Race, Gender, Class for Social Policy (3)
- SPAN352 - Spanish Grammar in Society (3)
- SPCD311 - Disability and Film (3)
- SPCD411 - Social Construction of Disabilities (3)
- SPCD459 - Teaching Bilingual-Multicultural Special Education (3)
- SPCD460 - Introduction to Bilingual-Multicultural Special Education (3)
- WGSS304 - Feminist Theories: Identity, Knowledge and Power (3)
- WGSS325 - Race, Class and Feminism (3)
- WGSS326 - Gender and Communication (3)
- WGSS337 - Transgender Studies (3)
- WGSS326 - Gender and Communication (3)
- NATV461 - Community-Based Learning in Indigenous Contexts (3)
- NMNC1220 - Health Care Participant (3)
- POLS309 - Black Politics (3)
- SPAN2120 - Spanish IV (3)
- THEA468 - Navajo Expressive Culture (3)

**Grand Total Credits: 3**

## Concentrations

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### Program Concentrations

**Code**

**Title**

Proposed

**Concentration Required**

N/A

Existing

**Concentration Required**

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## Emphases

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Proposed  
**Emphasis required** ⓘ  
N/A

## Emphasis Hours

Existing  
**Emphasis required** ⓘ  
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## Emphasis Rules

No Rules

# Sample Degree Plan

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Sample Degree Plan Upload

# Program Learning Outcomes

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Proposed  
**Learning Outcomes**

**Learning Outcomes** - Must meet 3 of 4 learning outcomes for approval. More information: [diverse.unm.edu](https://diverse.unm.edu), click "JEADI Education" or email: [usglobaldiversity@unm.edu](mailto:usglobaldiversity@unm.edu).

1. Analyzes versus merely describes issues from multiple critical perspectives as well as evaluates, and interprets and critically reflects on one's own biography, social location, identity and position in contemporary U.S. society or in a global context.
2. Explain and analyze the dynamics of historical and contemporary inequality, oppression, and resistance of marginalized groups in either local and/or global societies and how these dynamics shape individual lives and impact the larger social structures of their communities (e.g., settler colonialism, sexism, racism, ageism, heterosexism, classism, nativism, etc.).
3. Describe and explain critical literacy and ethics pertaining to the dynamics of diversity, inclusion and justice with respect to race, sex, gender, class, sexual orientation, ethnicity, faith, ability, residence, language, etc. in the U.S. and/or global context.
4. Describe and explain inequities and unequal treatment of various social groups that are socially constructed and politically defined using the categories of race, ethnicity, ability, faith, sex, sexual orientation, gender, residence, language, etc.

Existing  
**Learning Outcomes**