

Div Equi Incl Pow

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

Under Review | Fall 2024

Proposal Information

Status Active	Workflow Status In Progress Faculty Senate Approval, Faculty Senate Waiting for Approval Faculty Senate Approval Rick Holmes Nancy Middlebrook	expand ▲
	Changes <ul style="list-style-type: none">participantsRequirementsProgram DescriptionProposed Effective Term and YearSponsoring faculty/staff member Show All ▼	

Proposal Information

Proposed	Proposed
Sponsoring faculty/staff member	Sponsoring faculty/staff email
Stephanie Hands	ssmith@unm.edu
Existing	Existing
Sponsoring faculty/staff member	Sponsoring faculty/staff email
Nancy López	nlopez@unm.edu
College	Department
Provost Academic & Administration	U.S. and Global Diversity, Equity, Inclusion, and Power Requirement
	Campus
	Main Campus

Effective Term and Year

Proposed
Proposed Effective Term and Year
Fall 2024

Existing
Proposed Effective Term and Year
Fall 2023

Justification

Proposed
Program Justification

Every year this requirement is updated to reflect newly approved courses while deleting expired course not renewed. For more detail on process, please see attached memo.

Existing
Program Justification

See attached Memo with additional recommended courses for addition to the list of approved courses.

Program Category and Level

Program Category	Program Level	Degree, Minor, or Certificate Name
Program	Undergraduate	U.S. and Global Diversity, Equity, Inclusion, and Power Requirement

Degree Type
Undergraduate General Education Requirements

Degree/Certificate Level
Undergraduate

Proposed
Is this program also offered online?
No

Existing
Is this program also offered online?
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Associated Forms

Select any associated course forms that exist

Select any associated program forms that exist

Shared Credit and Dual Degree information

Interdepartmental Program

No

Catalog Information

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 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

Professional Credential/Licensure Program Information

Proposed

License/Certification associated with program

No

Existing

License/Certification associated with program

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Degree Information

Degree Hours

3

Minimum Major Hours

Professional Accrediting Bodies

Degree Requirements

Requirements

- Complete all 1 of the following
 - 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)
 - CJ318–Discourse, Culture, and Identities- (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 Womxn- (3)
 - FDMA436–Images of Womxn- (3)
 - GEOG1165–People and Place- (3)
 - GEOG1175–World Regional Geography- (3)

- GEOG440–Race and Geography- (3)
- GEOG364–Law, Place and Space- (3)
- GEOG464–Food, Environment, and Society- (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)
- HMHV1110–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)
 - 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)
 - ANTH334 - Colombia In War and Peace: Race, Class, and Gender at the Epicenter of Conflict and Peacemaking- (3)
 - ANTH1140 - Introduction to Cultural Anthropology- (3)
 - ANTH343 - Settler Colonialism in Palestine in the 21st Century- (3)
 - CRP474 - Culture, Place and Power in Community Development- (3)
 - ENG200 - Technology in Society- (3)
 - LLSS315 - Educating Linguistically and Culturally Diverse Students- (3)
 - LLSS321 - School and Society- (3)
 - LLSS456 - First and Second Language Development within Cultural Contexts- (3)
 - LTAM499 - Senior Honors Thesis- (3)
 - MGMT328 - International Management- (3)
 - MGMT457 - Diversity in Organizations- (3)
 - NURS407 - Nursing Care of Vulnerable Populations- (3)
 - OILS401 - Ethics and Diversity Training in the Workplace I- (1)
 - OILS402 - Ethics and Diversity Training in the Workplace II- (2)
 - RELG2110 - Eastern Religions- (3)
 - SIGN352 - Language and Culture in the Deaf Community, Part 1- (3)
 - SOCI308 - Sociology of Gender- (3)
 - SOCI422 - Sociology of Religion- (3)
 - SOCI452 - Community Organizing and the Struggle for Justice in America- (3)
 - SOCI307 - Nonviolent Alternatives- (3)
 - SPAN371 - Spanish of the Southwest- (3)
 - WGSS331 - Transnational Feminisms- (3)
- Earn at least 3 credits from the following:
- AFST303 - Black Liberation and Religion (3)
 - AFST307 - African Diaspora in the Southwest (3)
 - AFST309 - Black Politics (3)
 - AFST360 - The Harlem Renaissance (3)
 - AFST385 - The African World (3)
 - AFST388 - Blacks in Latin America (3)
 - AFST398 - Africana Philosophy and Methods (3)
 - AMST1120 - Introduction to Gender, Sexuality and U.S. Empire (3)
 - AMST1140 - Introduction to Critical Race and Indigenous Studies (3)

- AMST1150 - Introduction to Southwest Studies (3)
- AMST331 - Politics of Sex (3)
- ANTH1140 - Introduction to Cultural Anthropology (3)
- ANTH310 - Language and Culture (3)
- ANTH330 - Principles of Cultural Anthropology (3)
- ANTH332 - Indigenous Peoples of South America (3)
- ANTH334 - Colombia In War and Peace: Race, Class, and Gender at the Epicenter of Conflict and Peacemaking (3)
- ANTH343 - Settler Colonialism in Palestine in the 21st Century (3)
- ANTH445 - Country Music and Cultural Politics (3)
- ANTH448 - The Anthropology of Music and Sound (3)
- ANTH468 - Navajo Expressive Culture (3)
- ARCH450 - Design Leadership (3)
- ARTH310 - Global Photographies (3)
- ARTH492 - American Landscapes (3)
- CCS310 - Immigration and Assimilation (3)
- CCS332 - Introduction to Chicana Studies (3)
- CCS342 - Race, Culture, Gender, Class in New Mexico History (3)
- CCS360 - Chicano Latino Civil Rights (3)
- CCS362 - Chicana and Chicano Movement: El Movimiento Chicano (3)
- CCS364 - Raza Genders and Sexualities (3)
- CCS370 - Chicana and Chicano Cultural Studies (3)
- CCS460 - Chicanos and Latinos in a Global Society (3)
- CCST2110 - Introduction to Chicana and Chicano Studies (3)
- CJ313 - EcoCultural Communication: Humans and "The Environment" (3)
- CJ314 - Intercultural Communication (3)
- CJ318 - Discourse, Culture, and Identities (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)
- CRP474 - Culture, Place and Power in Community Development (3)
- ECON331 - Economics of Poverty and Discrimination (3)
- ECON335 - Health Economics (3)
- ENG200 - Technology in Society (3)
- ENGL2540 - Introduction to Chicanx Literature (3)
- ENGL2560 - Introduction to Native American Literature (3)
- ENGL2650 - World Literature I (3)
- ENGL2660 - World Literature II (3)
- ENGL2670 - African American Literature (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 Womxn (3)
- FDMA436 - Images of Womxn (3)
- GEOG1165 - People and Place (3)
- GEOG1175 - World Regional Geography (3)
- GEOG364 - Law, Place and Space (3)
- GEOG440 - Race and Geography (3)

- GEOG464 - Food, Environment, and Society (3)
- GEOG466 - The City (3)
- GEOG475 - Geography of New Mexico and the Southwest (3)
- GNDR2110 - Introduction to Women, Gender, and Sexuality Studies (3)
- HED482 - Social Determinants and Multicultural Health (3)
- HIST1180 - Survey of Modern Latin America (3)
- HMHV1110 - Social Contours of Health (3)
- LING331 - Language in Society (3)
- LING359 - Language and Culture (3)
- LLSS315 - Educating Linguistically and Culturally Diverse Students (3)
- LLSS321 - School and Society (3)
- LLSS443 - Children's Literature (Literatura Infantil) (3)
- LLSS456 - First and Second Language Development within Cultural Contexts (3)
- LLSS457 - Language, Culture, and Mathematics (3)
- LTAM360 - Latin American Culture and Society (3)
- MGMT306 - Organizational Behavior and Diversity (3)
- MGMT328 - International Management (3)
- MGMT457 - Diversity in Organizations (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)
- NATV1150 - Introduction to Native American Studies (3)
- NATV2110 - Sociopolitical Concepts in Native America (3)
- NATV2140 - Research Issues 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)
- NATV325 - Tribal Government (3)
- NATV326 - Tribal Gaming (3)
- NATV348 - Native American Activism (3)
- NATV385 - Indigenous Worldviews (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)
- NATV445 - Politics of Identity (3)
- NATV461 - Community-Based Learning in Indigenous Contexts (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)
- NMNC1220 - Health Care Participant (3)
- NMNC3220 - Health Care Participant (3)
- NURS407 - Nursing Care of Vulnerable Populations (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)
- POLS309 - Black Politics (3)
- POLS377 - Population Policy and Politics (3)
- PORT2211 - Brazilian Culture in English: Music, Art, Film and Literature in Translation (3)

- PSYC374 - Cultural Psychology (3)
- PSYC408 - Psychological Research with Diverse Populations (3)
- RELG2110 - Eastern Religions (3)
- RELG303 - Black Liberation and Religion (3)
- SHS459 - Culturally Responsive Practices in Speech, Language and Hearing Sciences (3)
- SIGN2125 - Introduction to Signed Language (3)
- SIGN352 - Language and Culture in the Deaf Community, Part 1 (3)
- SOCI2315 - The Dynamics of Prejudice (3)
- SOCI307 - Nonviolent Alternatives (3)
- SOCI308 - Sociology of Gender (3)
- SOCI415 - Inequality and Power (3)
- SOCI420 - Race and Inequality (3)
- SOCI422 - Sociology of Religion (3)
- SOCI424 - Race, Class and Crime (3)
- SOCI430 - Intersectionality: Race, Gender, Class for Social Policy (3)
- SOCI452 - Community Organizing and the Struggle for Justice in America (3)
- SPAN2120 - Spanish IV (3)
- SPAN352 - Spanish Grammar in Society (3)
- SPAN371 - Spanish of the Southwest (3)
- SPAN459 - La Cultura Avanzada de Nuevo México (3)
- SPAN489 - La literatura de Nuevo México (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)
- THEA468 - Navajo Expressive Culture (3)
- WGSS304 - Feminist Theories: Identity, Knowledge and Power (3)
- WGSS325 - Race, Class and Feminism (3)
- WGSS331 - Transnational Feminisms (3)
- WGSS336 - Queer Theories (3)
- WGSS337 - Transgender Studies (3)
- ARTS446 - The Politics of Performance (3)
- Complete the following:
 - OILS401 - Ethics and Diversity Training in the Workplace I (1)
 - OILS402 - Ethics and Diversity Training in the Workplace II (2)
- Students may elect to take the following two courses instead of options listed above. Students **MUST** take BOTH course for this to fulfill the requirement.

Grand Total Credits: 3

Concentrations

Program Concentrations

Code

Title

Concentration Required

N/A

Emphases

Emphasis required

N/A

Emphasis Hours

Emphasis Rules

No Rules

Sample Degree Plan

Proposed

Sample Degree Plan Upload

- MemoTo_FSCC_2023_1116_Amended.docx

Existing

Sample Degree Plan Upload

Program Learning Outcomes

Learning Outcomes

Learning Outcomes - Must meet 3 of 4 learning outcomes for approval. More information: diverse.unm.edu, click "JEADI Education" or email: 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.