

# **Div Equi Incl Pow**

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

Under Review | Fall 2025


# Proposal Information

Status

Active

Workflow Status

In Progress

Refresh  **Form Submission, Proposer** collapse ▼  
Submitted for Approval | Proposer

✓ Sarah Nezzar | 10/29/2024 11:58 AM

**Department Chair Approval, U.S. and Global Diversity, Equity, Inclusion, and Power Requirement**  
Approved | Department Chair

✓ Assata Zerai | 11/12/2024 6:28 AM

**Registrar Technical Check Approval, Registrar Technical Check**  
Approved | Registrar Technical Check

— Michael Raine

✓ Maggie Sumruld | 11/12/2024 8:57 AM

**College/School Approval, Provost Academic & Administration**  
Approved | College or School approver

✓ Pamela Cheek | 1/27/2025 3:29 PM

**Library Approval, Main Campus Library**  
Approved | Library Approval

✓ Sever Bordeianu | 1/28/2025 8:50 AM

**FSCC Member notification, Faculty Senate Curriculum Committee**  
Notification Sent | Faculty Senate Curriculum Committee Member

- ☒ Antoinette Abeyta
- ☒ Joe Anderson
- ☒ Randi Archuleta
- ☒ Laura Belmonte
- ☒ Justin Bendell
- ☒ Isabella Goss
- ☒ Sara Ice
- ☒ Megan Jacobs
- ☒ Joan Lucas
- ☒ Justine Ponce
- ☒ Mary Rice
- ☒ John Russell
- ☒ Jennifer Schneider
- ☒ Julia So
- ☒ SueNoell Stone
- ☒ Jonathan Wheeler

**Faculty Senate Curriculum Committee Approval, Faculty Senate Curriculum Committee**  
Approved | Faculty Senate Curriculum Committee Chair

— Janet Vassilev

✓ Nicole Capehart

FSCC voted to approve.

3/31/2025 9:26 PM

**Provost Approval, Main Campus Provost**

Approved | Provost

✓ Pamela Cheek | 4/15/2025 1:45 PM

**Faculty Senate Approval, Faculty Senate**

Waiting for Approval | Faculty Senate Approval

Nancy Middlebrook

Theresa Sherman

**External Review - HED CIP code approval, External Review**

Approval | HED CIP code approval

Michael Raine

Anna Gay

**Reg. Final Approval/Processing, Registrar**

Approval | Registrar final approval

Michael Raine

Maggie Sumruld

**Notification, Proposer**

Notification | Proposer

Sarah Nezzar

**IDI Notification**

Notification

IDI

**EMRT notification, EMRT users**

Notification | EMRT user

Enrollment Mgt Reporting Team

**Notification, LoboTrax Team**

Notification | LoboTrax Staff

Sherri DeLeve

Paula Freitag

Hannah Epstein

Allie Martinez

Glenda Johnson

**Changes**

- participants
- Requirements
- Proposed Effective Term and Year
- Program Justification
- Sample Degree Plan Upload

## Proposal Information

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**Sponsoring faculty/staff member**

Stephanie Hands

**Sponsoring faculty/staff email**

ssmith@unm.edu

**College**

Provost Academic &  
Administration

**Department**

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

**Campus**

Main Campus

## Effective Term and Year

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Proposed

**Proposed Effective Term and Year**

Fall 2025

Existing

**Proposed Effective Term and Year**

Fall 2024

## Justification

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Proposed

**Program Justification**

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

Existing

**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.

## Program Category and Level

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**Program Category**

Program

**Program Level**

Undergraduate

**Degree, Minor, or Certificate Name**

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

**Degree Type**

Undergraduate General Education Requirements

**Degree/Certificate Level**

Undergraduate

**Is this program also offered online?**

No

## Associated Forms

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Select any associated course forms that exist

Select any associated program forms that exist

## Shared Credit and Dual Degree information

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**Interdepartmental Program**

No

# Catalog Information

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## 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.

## Admissions Requirements

## Graduation Requirements

# Professional Credential/Licensure Program Information

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## License/Certification associated with program

No

# Degree Information

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## Degree Hours

3

## Minimum Major Hours

## Professional Accrediting Bodies

# Degree Requirements

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## Requirements

- Complete 1 of the following
  - 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)
    - **ARTS446 - The Politics of Performance (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)
- **HIST2110 - Survey of New Mexico History (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)
- **MUSC1110 - Music Appreciation: Jazz (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)
- **POLS376 - Health Policy and 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)
- **SOC415 - Inequality and Power (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 OILS 401 and 402. Students MUST take BOTH course for this to fulfill the requirement.

**Grand Total Credits: 3**

## Concentrations

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### Program Concentrations

**Code**

**Title**

### Concentration Required

N/A

## Emphases

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### Emphasis required

N/A

### Emphasis Hours

### Emphasis Rules

No Rules

## Sample Degree Plan

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Proposed

### Sample Degree Plan Upload

- MemoTo\_FSCC\_2024\_1016\_Both\_Signed.pdf

Existing

### Sample Degree Plan Upload

- MemoTo\_FSCC\_2023\_1116\_Amended.docx

## Program Learning Outcomes

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### 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.