

Recommendations of the Black Studies and Ethnic Studies Task Force

1. **We recommend** Academic Affairs establish an Ethnic Studies Department no later than **Fall 2021** to include the following **five Program Majors**:
 - [Asian American and Pacific Islander American Studies](#)
 - [African American Studies](#)
 - [Chicanx and Latinx Studies](#)
 - [Native American and Indigenous Studies](#)
 - [Ethnic Studies](#)
2. **We recommend** the following faculty staffing needs for The Ethnic Studies Department:
 - One Department Chair
 - One full-time Program Coordinator for each Program Major (5 total)
 - One additional full-time faculty for each program major
3. **We recommend** current full-time SRJC Black Indigenous People of Color (BIPOC) faculty with the academic expertise, to fulfill the immediate department faculty needs that would be effective Spring 2021, including the Department Chair and Program Coordinators. These faculty will inform the implementation of recommendations 4, 5, and 6.
4. **We recommend** hiring at least *two* full-time African American faculty *immediately* to meet the faculty staffing need for the African American Studies program, to be included in the 2021-2022 staffing request.
5. **We recommend** hiring at least two full-time Native American Indigenous faculty *immediately* to meet the faculty staffing need for the Native American Indigenous Studies program, to be included in the 2021-2022 staffing request.
6. **We further recommend** hiring full-time BIPOC faculty for any other Program Majors in need of a faculty Program Coordinator, to be included in the 2021-2022 staffing request and no later than the 2022-2023 staffing request.
7. **We recommend** the [development of an African American Studies Major *immediately*, for submission to the Curriculum Committee Spring 2021.](#)
8. **We recommend** the [development of Asian American and Pacific Islander American Studies and Ethnic Studies Majors](#), to be included in the 2021-2022 staffing request and no later than 2022- 2023 staffing request.
9. **We recommend** the Ethnic Studies Department be a part of the Behavioral and Social Sciences academic cluster.
10. **We recommend** hiring a full-time dedicated BIPOC Academic Counselor with an expertise in Ethnic Studies, to be included in the 2021-2022 staffing request. Our preference is for an African American counselor.
11. **We recommend** the Academic Senate collaborate with AFA to negotiate with the District equitable reassign time for the Ethnic Studies Department Program Coordinators.