

TO: Bakersfield College Administration

FROM: Equal Opportunity & Diversity Advisory Committee of Bakersfield College

RE: Memorandum on EODAC Recommendations on Ethnic Studies at Bakersfield College

In accordance with the ASCCC S21 Resolution #9.07, we, the Equal Opportunity & Diversity Advisory Committee, reaffirm that Ethnic Studies is an independent academic field with its own “foundational histories, frameworks, and epistemologies,” and that “ethnic studies is offered through ethnic studies departments and programs.” Thus, in our capacity as the committee charged with the duty of “actively assist[ing]/facilitat[ing] Bakersfield College’s cultural and institutional policies and practices that demonstrate a commitment to greater diversity and inclusion for all students, employees, and the community at large” and “educating and orienting the college about the issues and concerns related to diversity and equity while helping to create an inclusive, engaging, and conscious college culture,” and in light of recent directives from the California Community Colleges Chancellor’s office addressing racial equity and recent/pending state laws (AB 1460 and AB 1040, respectively) creating Ethnic Studies graduation requirements in California’s higher education institutions, we recommend the following:

- 1) That Bakersfield College takes a leading stance statewide and create an Ethnic Studies Department, making an emergency cluster hire of four fulltime, tenure-track faculty members with Minimum Qualifications (Master’s or Doctorate) in Ethnic Studies disciplines (e.g., Ethnic Studies, African American/Africana Studies, Asian American Studies, Chicana/o/x/Latina/o/x/La Raza Studies, and/or American Indian/Native American Studies);
- 2) That the hiring committee for these be led by the current EODAC faculty co-chair and the Dean of Social and Behavior Sciences, with tenured faculty volunteers selected from EODAC membership filling the remaining search committee positions;
- 3) That the new Ethnic Studies Department faculty immediately begin course development so that Bakersfield College can provide enough Ethnic Studies courses to its students given the fact that the expansion of the six courses approved for Area F cross-listing will not likely meet the demand already created by AB 1460 or the potential need that AB 1040 will fuel if it passes;
- 4) That BC place a moratorium on cross-listing non-Ethnic Studies courses as ETHN until the college employs the above subject matter experts to establish legitimate ETHN curriculum;
- 5) And that Bakersfield College and the District vacate any equivalencies granted in Ethnic Studies and refrain from granting equivalency in Ethnic Studies to faculty without minimum qualifications in Ethnic Studies disciplines (a Master’s and/or Doctorate in Ethnic Studies, African American/Africana Studies, Asian American Studies, Chicana/o/x/Latina/o/x/La Raza Studies, and/or American Indian/Native American Studies) until the above has been realized and the newly established Ethnic Studies faculty works with the Equivalency Committee to develop standards for evaluating equivalency in Ethnic Studies disciplines.

Bakersfield College has always “predicted the future by creating it,” as Dr. Sonya Christian says. There is student demand and community support for Ethnic Studies at our institution, where 82% of the student body identifies as people of color. Ethnic Studies courses will benefit the campus community by bringing greater diversity of thought and a multicultural focus to our curriculum that reflects the lived experiences of the populations we serve and recognizes the significance of our region’s past and present and how our local diversity has contributed to and still supports social movements for greater equity and inclusion.

Be it resolved that, in light of the current and future demand for Ethnic Studies courses on campus, we advise that Bakersfield College “dare mighty things” and take the necessary steps to hire Ethnic Studies faculty and provide them the resources they need to develop and implement curriculum as detailed above.

## SUPPORTING DOCUMENTS:

### Text of California AB 1040 (Pending Legislation)

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Article 2.7 (commencing with Section 78240) is added to Chapter 2 of Part 48 of Division 7 of Title 3 of the Education Code, to read:

#### Article 2.7. Ethnic Studies Courses

78240. (a) Commencing with the 2022–23 academic year, each community college district shall offer courses in ethnic studies at each of its campuses. The units earned by students for successful completion of these courses shall be eligible for transfer to count toward a baccalaureate degree and, if applicable, shall meet ethnic studies graduation requirements at the California State University. Each community college district shall collaborate with its academic senate in the development of these courses.

(b) Commencing with the 2024–25 academic year, each community college district shall require the completion of at least one course in ethnic studies of at least three units as a requirement for a student to obtain an associate degree for transfer. degree. A community college district shall not increase the number of units required to obtain an associate degree in order to implement this requirement.

(c) (1) The chancellor shall develop and adopt appropriate regulations for the implementation of this section. The chancellor shall also develop and implement a plan to streamline the course and curriculum approval process, both at the state and local levels. The plan shall reflect an expedited state approval process for ethnic studies courses, programs, and certificates, and may include the elimination of an existing state course and program approval process. The plan shall reflect one of the following two options:

(A) A process of course and curriculum approval that enables community college districts to develop a course or program within one academic year and to offer that course or program the subsequent academic year.

(B) A process of course and curriculum approval that enables community college districts to develop a course or program within one academic semester and to offer that course or program the subsequent academic semester.

(2) The plan described in paragraph (1) shall also reflect the creation of a process that enables ethnic studies courses and programs to be portable among community college districts. This process shall enable a community college district to adapt, adopt, or adapt and adopt another community college district's approved ethnic studies courses, programs, and curriculum within one academic semester and to offer that course or program, or utilize that curriculum, the subsequent academic semester.

SEC. 2. If the Commission on State Mandates determines that this act contains costs mandated by the state, reimbursement to local agencies and school districts for those costs shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code.

## ASCCC Resolution #9.07 S21 Defining Ethnic Studies and its Four Core Disciplines

Whereas, The completion of an ethnic studies course—i.e., African American Studies, Asian American Studies, Latina/o American Studies, or Native American Studies— becomes a graduation requirement for all California State University baccalaureate degrees starting in Fall 2021 due to the passage of AB1460 (Weber 2019);

Whereas, Ethnic studies departments were autonomously established in 1968, becoming part of the curriculum of the University of California, California State University, and California Community Colleges systems, as evidenced by the establishment of departments, programs, and curriculum in course catalogs, schedules, and offerings, with faculty requirements officially listed in the California Community Colleges Chancellor's Office Minimum Qualifications for Faculty and Administrators in California Community Colleges handbook;

Whereas, With the recent passage of AB 1460, misunderstanding and infringement by non-ethnic studies faculty have arisen in the California Community Colleges system about the definition of ethnic studies, attempting to reduce it to a concept and confusing it with a social justice concept, and such confusion has allowed for attempts at encroachment upon ethnic studies by disciplines whose theoretical foundations and competencies lie in other disciplines with different foundational histories, frameworks, and epistemologies; and

Whereas, The recognition of ethnic studies as clearly defined and valid disciplines allows for the growth of ethnic studies disciplines within the California Community Colleges system in ways that align with current graduation requirements being established by the CSUs that recognize the autonomy of ethnic studies departments, programs, or combined administrative units with multiple departments as distinct disciplines and departments or programs conceived and referred to as a shared initiative;

Resolved, That the Academic Senate for California Community Colleges recognize, for the purposes of graduation and general education requirements, that ethnic studies is defined as an interdisciplinary and comparative study of race, ethnicity, and culture in the United States, with specific emphasis on four historically defined racialized core groups—Native Americans, African Americans, Asian Americans and Pacific Islanders, and Latina and Latino Americans—and that ethnic studies is offered through ethnic studies departments and programs, with disciplines focusing on the four autonomous core groups—including Chicana/o Studies, Latina/o Studies, La Raza Studies, African American Studies, Black Studies, Africana Studies, Native American Studies, American Indian Studies, Asian American Studies, Pacific Islander Studies, Filipino American Studies, and Central American Studies—each having distinct epistemologies, theories, and methodologies that center a critical ethnic studies lens and present this definition through a position paper by the Spring 2023 Plenary Session; and

Resolved, That the Academic Senate for California Community Colleges advocate that the definition of ethnic studies be written into the Program and Course Approval Handbook to support ASCCC Resolution 9.03 F20.

Resolution Passed on April 17, 2021

## Letters of Support



# CSU Bakersfield

Academic Affairs

Interdisciplinary Studies Program

Mail Stop: 22 EDUC  
9001 Stockdale Highway  
Bakersfield, California 93311-1022  
(661) 654-3420  
(661) 654-6911 FAX  
[www.csu.edu/interdisciplinary](http://www.csu.edu/interdisciplinary)

3 May 2021

Bakersfield College Administration & Equal Opportunity & Diversity Advisory Committee  
Bakersfield College  
1801 Panorama Dr.  
Bakersfield, CA 93305

RE: Establishment of an Ethnic Studies Program

Dear Bakersfield College Administration and Colleagues,

My name is Jorge Moraga, and I write this as a single faculty member, not as a representative for my program or for my affiliated University.

I am the senior ranking Ethnic Studies faculty at California State University, Bakersfield (CSUB). I earned my Ph.D. in American Studies with specializations in Comparative Ethnic Studies, Latina/o Studies, and race and gender in U.S. (sport) media studies. I began my tenure track position in fall 2017, hired by the Interdisciplinary Studies Program to help create new curriculum in the academic field of Ethnic Studies and Latina/o/x Studies.

In my brief time at CSUB, I have taught our campuses' very first Ethnic Studies (ETHS) designated courses, have assisted with the implementation process of Assembly Bill 1460, and have taught close to 500 students. A majority of these students (~300) enrolled in my upper division "Ethnicity and Culture" course, a class that also satisfies our GE program's Junior Year Diversity Reflection (JYDR) requirement. The multiple JYDR sections I have been assigned to teach has been the primary gateway for meeting and working with Bakersfield College (BC) graduates. I have been most impressed with the quality of students that BC culminates, many of whom take my class and provides CSUB's "native" student population with invaluable insights and experiences they would otherwise not be privy to.

It is with this experience that I humbly submit my support for the establishment of an Ethnic Studies Program at Bakersfield College.

At CSUB, there is currently a proposal to create our own Ethnic Studies Department. While it is currently being deliberated at the Academic Senate, the proposed department will allow ETHS faculty the institutional support and resources needed to provide our students with an invaluable education rooted in the purposeful origins and premise of Ethnic Studies. At the moment, we are two (in the fall we will be three) faculty, each one of us trained in one of the four traditional areas of Ethnic Studies—African American Studies, Asian American and Pacific Islander Studies, Chicana/Latina Studies. We are excited to hire a Native American Studies scholar in the near future who will ensure our campus has *at least one* faculty member trained within the academic fields that make up a complete Ethnic Studies curriculum.

Given the intimate dynamics of BC and CSUB, that is, our county's shared local history of anti-racism and labor activism, as well as the historical richness of Kern County's peoples and cultures, it is my hope that our respective campuses can further create opportunities that nurtures our student's intellectual and socio-cultural well being. As formidable institutions in the state of California, our respective campuses of higher learning must be willing to provide all students from all socio-economic, racial, national, and ethnic backgrounds an opportunity to investigate the complex histories of the United States, the contributions of Black Indigenous and Communities of Color, and to have the theoretical and critical thinking skillsets to not only understand American society and culture, but become active agents of change for our community's ongoing commitment to ensure social justice.

As I [wrote last year for Bakersfield Life Magazine](#),

“Yes, [Kern County] is diverse (geographically, culturally, ethnically, racially), but are we capable of appreciating, valuing and learning from what makes us ‘diverse’ without a critical reckoning of the origins and development of settler-colonial racism and white supremacy in dominant U.S. culture, ideology and institutions? Without a holistic, critical and intersectional analysis of American history and society, the importance of studying, preserving and respecting the over 73 different cultures that coexist in Kern County will continue to remain outside the history books and our collective political conciosuness....Ethnic Studies—the grassroots movement that powerfully reenvisioning education 50 years ago---provides the means to combat inequality, injustice and ignorance.”

I truly believe that with the simultaneous creations of Ethnic Studies programs/departments, as academic units that remain true to the field of Ethnic Studies, its pedagogy and activist commitments, that our students will become the leaders that our state and country profoundly need right now.

Among the many lessons that the history of Ethnic Studies has revealed, it is that it is always in need of constant defense of its very existence. Every generation, however, has met the challenge to ensure that Ethnic Studies is made accessible to our students. In this struggle, we are not alone, and we must remain vigilant to ensure that Ethnic Studies finds a space without our academic and cultural programming, but not at the expense of its intellectual, activist, and loving fundamentals.

I look forward to future conversations and to intentionally building with you all in the journey that lies ahead. Thank you for your time and consideration.

Sincerely and respectfully,

A handwritten signature in black ink that reads "Jorge E. Moraga". The signature is written in a cursive style with a large initial "J" and a stylized "M".

Jorge Moraga, Ph.D.  
Assistant Professor, Interdisciplinary Studies Program  
9001 Stockdale Highway  
Bakersfield, CA 93311  
California State University, Bakersfield

Email: [jmoraga@csub.edu](mailto:jmoraga@csub.edu)  
Phone: 661-510-2502 (c)

April 9, 2021

Bakersfield College Administration  
BC Equal Opportunity & Diversity Advisory Committee  
1801 Panorama Drive  
Bakersfield, CA 93305

To whom it may concern:

On behalf of the Cesar Chavez Foundation, I am writing to strongly support establishment of an Ethnic Studies Program at Bakersfield College.

Ethnic Studies at Bakersfield College would advance one of our core missions of preserving my father's legacy by educating people in California and the nation about his life and values. Through the National Chavez Center, Chavez Foundation owns and manages two historic properties in or near the Central Valley—my dad's original headquarters at the "Forty Acres" near Delano and La Paz, where he lived and labored his last quarter century at Keene, part of which is now the Cesar E. Chavez National Monument we administer in partnership with the National Park Service.

Our endeavors through the National Chavez Center promoting my father's dedication to serving others closely parallel the work and mission of Bakersfield College, which would be greatly enhanced by an Ethnic Studies Program. The place and populations we both serve are closely tied to the history and contemporary challenges confronting ethnic minorities, in particular immigrants, farm workers and communities of color. Such a program of study at Bakersfield College would offer students greater understanding of the significant contributions of Mexican American and Filipina/o Americans, among others, who played central roles in making Kern County history.

I look forward to seeing Bakersfield College using an Ethnic Studies Program to continue down its path towards greater diversity, equity and inclusion in both word and deed.

Sincerely yours,



Paul F. Chavez  
President

# DOLORES HUERTA FOUNDATION

May 3, 2021

Bakersfield College Equity Committee  
1801 Panorama Dr,  
Bakersfield, CA 93305

**RE: Ethnic Studies – Letter of Support**

Dear Bakersfield College Equity Committee,

The Dolores Huerta Foundation is pleased to support the efforts around Ethnic Studies at Bakersfield College. The work that members of the BC community are doing to create an Ethnic Studies program at the college is essential to the main campus and rural communities it serves.

The Dolores Huerta Foundation (DHF) has worked in the community for 18 years inspiring and organizing communities to build volunteer organization empowered to pursue social justice. Our education program is working to dismantle the School-to-Prison Pipeline by establishing a leadership model of educated and empowered parents and youth who advocate for educational justice through student-centered policies that promote health and racial equity for students of color. Amongst these policies is the need to have a diverse curriculum that is authentic and culturally responsive to the families and youth of the San Joaquin Valley. DHF currently has 12 established chapters of volunteer organizations known as Vecinos Unidos (Neighbors United) in Kern, Fresno, Tulare, and LA County (Antelope Valley) with parent education committees and youth working across 17 school districts understanding the importance of education justice.

Ethnic studies, promotes respect and understanding among **all** ethnic groups, supports student success and teaches critical thinking skills. Additionally the course provides students with the opportunity to learn about their respective culture in the context of the history of the United States and gives students of color dignity and pride when they learn about the achievements of the culture they identify with. The San Joaquin Valley is rich in multicultural migration, political activism, and significant social movements that shaped not only the San Joaquin Valley and the state of California, but also the United States, as we know it today. Consider the impact BC students in classrooms at the Delano Center, for example, taking Ethnic Studies courses and learning about the purposes and histories of local activism related to the Grape Strike, the Delano manongs, and the formation of the United Farm Workers.

We look forward to seeing your work come to fruition. We hope that the DHF can collaborate with your future Ethnic Studies faculty on the mutually beneficial work of educating our students and our community about the lived experiences, struggles, and contributions of racially disenfranchised peoples in the Central Valley and, more broadly, the United States of America.

Sincerely,  
Ashley De La Rosa  
Education Policy Director



P.O. Box 2087 ♦ Bakersfield, CA 93303 ♦ P: (661) 322-3033 ♦ F: (661) 322-3171  
[www.doloreshuerta.org](http://www.doloreshuerta.org)

# Filipino American National Historical Society

## Delano Chapter (FANHS/Delano)

550 Woollomes Ave., Ste. 103, Delano CA 93215 fanhs.delano@gmail.com



To Whom It May Concern:

I am president of the Delano chapter of the Filipino American National Historical Society. I am writing to voice my support for the creation of an Ethnic Studies program at Bakersfield College.

The rich cultural heritage of the southern San Joaquin Valley is far too often overlooked in local academics. The Filipino American experience, in particular, is of special significance in terms of immigration narratives like Carlos Bulosan's *America Is in the Heart*, contributions to social and political movements including the fight for farmworkers' labor rights in the 1960s and the establishment of the UFW, and the founding of cultural and community centers in the northern and southern ends of the Central Valley that still serve as gathering places and spaces of cultural celebration and preservation.

I believe that an Ethnic Studies program at Bakersfield College would serve our community well and make sure that BC students get to engage with the rich multiculturalism that is so prevalent right here in their own communities.

I have great hopes for such efforts at our local higher education institutions, and I look forward to seeing them come to fruition.

Yours truly,

A handwritten signature in black ink, appearing to read 'Alex B. Edillor'.

Alex B. Edillor

President

Filipino American National Historical Society,-Delano

# Friends of Allensworth

Friends of Allensworth  
2400 March Ave  
Bakersfield, CA 93313  
[info@friendsofallensworth.com](mailto:info@friendsofallensworth.com)

April 2, 2021

To Our Friends at Bakersfield College:

On behalf of the Friends of Allensworth, I am writing in support of the establishment of an Ethnic Studies program at Bakersfield College. Such a program would be an invaluable addition to the college's curriculum and our community.

As a nonprofit that works in cooperation with California State Parks to raise awareness of the town of Allensworth and support the interpretive program at the Colonel Allensworth State Historic Park, we provide educational programming regarding the founding of the town as a Black farming community in the early 20<sup>th</sup> Century and the importance of the contributions of African Americans to California as well as America.

The impact of the African American presence in the Central Valley is important in our collective story, and it would be great if more college-level curriculum focused on the Black experience both locally and nationally, especially through a critical lens as provided in an Ethnic Studies program and coursework.

The prospect of Ethnic Studies at Bakersfield College is exciting, and the potential for collaboration between BC's future Ethnic Studies faculty and the Friends of Allensworth is even more encouraging because it would allow us another avenue for fulfilling our mission as stewards of Allensworth's rich and important history.

The Friends of Allensworth supports and commends your efforts to bring Ethnic Studies to your campus and, more importantly, to our shared community.

Warmest regards,

Sasha Biscoe  
President  
Friends of Allensworth



# UNITED FARM WORKERS

29700 Woodford-Tehachapi Rd. • P.O. Box 62 • Keene, CA 93531

Telephone: (661) 823-6105 • Fax: (661) 823-6174

email: [execoffice@ufw.org](mailto:execoffice@ufw.org) • [www.ufw.org](http://www.ufw.org)

April 30, 2021

To Our Friends at Bakersfield College:

On behalf of the United Farm Workers, I am writing in support of the efforts to bring Ethnic Studies to Bakersfield College. The need for such a program is apparent given the timeliness and importance of both antiracist and pedagogies focused on the experiences of ethnic minority populations in the United States. I am excited by the prospect of our organization's history and work being featured in the curriculum, making the potential for collaboration between the UFW and Bakersfield College's future Ethnic Studies faculty an exciting possibility.

The UFW is proud to support Bakersfield College's work with our underserved, rural, and immigrant populations, and we are especially happy to see the college pursue the development of an Ethnic Studies curriculum that will reflect those experiences and help students understand them in invaluable ways.

In Solidarity,

Teresa Romero, President  
United Farm Workers

**Si Se Puede!®**

*Founded by Cesar E. Chavez (1927-1993)*





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April 9, 2021

Bakersfield College Administration and Equal Opportunity & Diversity Advisory Committee.

Bakersfield College  
1801 Panorama Dr.  
Bakersfield, CA 93305

RE: Establishment of an Ethnic Studies Program

Dear Friends,

I write on behalf of the UFW Foundation in support of Bakersfield College's pursuit of an Ethnic Studies program.

BC's vigilance and ongoing efforts regarding the improvement of equity and expansion of higher education in the communities it serves are admirable, and it is heartening to know that members of your college community are striving to include greater diversity in your curriculum that will include locally and culturally relevant content for your students.

For 15 years, the UFW Foundation has mobilized farm workers and their organizations across the country to advocate for more equitable policies, such as immigration reform, pesticide protections, heat standards, hazard pay and other worker protections. Additionally, we engage constituents in systemic change to break the cycle of poverty while also providing critical services. Notably, one of the UFW Foundation's offices is located in Bakersfield, California. As such, many of our staff members and volunteers have attended or are attending Bakersfield College.

Given Kern County's diverse population and its historical significance as the home of the farm worker movement, students would greatly benefit from an ethnic studies curriculum. The UFW Foundation is encouraged by BC's innovations in education and outreach, and we look forward to the establishment of an Ethnic Studies program there.

Sincerely,

Diana Tellefson Torres  
Executive Director

Additional Support (Letters Forthcoming)

Sociedad Juarez Mutualista Mexicana

Tejon Indian Tribe

The Central California Yokuts Native American Graves Protection and Repatriation Act  
Coalition (5-Tribe Coalition)