Institutional Racism Audit

Ethnic Studies Department

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| Date of Decision or Action | Questions We Have | Barrier presented | Solution presented | What we learned | Potential Action |
| Academic Senate Meeting  |  | Can’t hire Ethnic Studies faculty as there is no department to request (From Management) |  | Look for written policies that substantiate a management position |  |
| Academic Senate Meeting |  |  | President Kratochvil intervened and said that the senate could vote for an Ethnic Studies hire to be it's Box 2A Hired |  | Codify this process for requesting a faculty person when a department doesn’t exist |
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