**Ethnic Studies Institutional Racism Assessment Scope of Work**

**Case Study Statement:**

Since the early 1990’s, Los Medanos College sought to establish an Ethnic Studies Department and hire a full-time Ethnic Studies faculty member. On October 24, 2016, the Academic Senate approved a Social Justice and Ethnic Studies hire at the behest of administration and the Ethnic Studies Social Justice Taskforce. Per the administration request, this included a new department chair position and the new department of Social Justice and Ethnic Studies.

The Academic Senate Ethnic Studies Institutional Racism Taskforce would like this case study to answer the following questions as a foundation to larger antiracism institutional work:

1. If the Social Justice and Ethnic Studies Department and hire was supported by both the academic senate and the college administration, why did it take over six years for the department to receive institutional support?
2. Why did it take over six years to hire an Ethnic Studies faculty member?

**Goals of Ethnic Studies Institutional Racism Assessment:**

1. To determine if the delay in supporting the formation of the Social Justice Ethnic Studies Department was in part due to institutional racism.
2. If it is determined that institutional racism played a role in any setbacks and roadblocks that prevented the timely formation of the Social Justice Ethnic Studies Department and Ethnic Studies faculty hire, then the assessor will document each place within college processes that institutional racism influenced the equity work from being completed.
3. The assessor will share their report, and there will be spaces held for discussion about it and lessons learned from the process. The assessment will offer a set of recommendations for the college to implement in their institutional practices and processes that will allow our community to move forward in a more equitable and racially just fashion. This case study will contribute to the larger college goal of developing an antiracist institution.