



Dear Faculty Colleagues,

In the past few years, Curriculum Committees across the state have been urged by the [ASCCC](#) (Academic Senate for California Community Colleges) to consider how we might embrace IDEAA (Inclusion, Diversity, Equity, Accessibility, and Anti-Racism) as part of our review of COR's (Course Outlines of Record) and Curriculum more broadly.<sup>1</sup>

As our Curriculum Committee at CoC (College of the Canyons) had already developed a [Cultural Competence Checklist](#)<sup>2</sup> during the pandemic, this became a natural starting point for our discussions locally where we considered many facets of including this Cultural Competence Checklist as part of our review of COR's. The credit Curriculum Committee voted in Fall 2022 to make meeting this Checklist mandatory as we support broadening our understanding of our many disciplines to consider how each can become more inclusive. Specifically, as of Fall 2024 each COR reviewed by Curriculum<sup>3</sup> should demonstrate at least one aspect of Cultural Competence as noted on our Checklist linked above.

This letter is thus to inform you of these updates and to let you know that – as of Fall 2024 – any COR's which we review will now need to meet this Cultural Competence requirement. We

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<sup>1</sup> For example, the article "[Moving the Needle: Equity, Cultural Responsiveness, and Anti-Racism in the Course Outline of Record](#)" was published on ASCCC's site in November 2021 and was then highlighted at statewide Curriculum Institutes in Summer 2022 and beyond, along with many other sessions with complimentary topics.

<sup>2</sup> If the term "Cultural Competence" is new for you, it is a concept which falls under the umbrella of Culturally Responsive Pedagogy and was defined by Dr. Patricia Larke in her 2013 *Counterpoints* article "Culturally Responsive Teaching in Higher Education: What Professors Need to Know" as "Cultural Competence uses cultural characteristics, experiences, and perspectives of ethnically diverse students as conduits of teaching" (40). Our understanding of cultural competence relies on a broad definition of diversity which aligns well with the New York Department of Education: "embracing 'multiple expressions of diversity (e.g. race, social class, gender, language, sexual orientation, nationality, religion, ability', these become central assets that drive student learning and success to a higher level (quoted on page 3 of Allan Hancock College's "[Culturally Responsive Higher Education Curriculum Assessment Tool](#)"). An example of this quote in context can be found on page 10 of the New York State Education Department's [Culturally Responsive-Sustaining Education Framework](#).

<sup>3</sup> To clarify, not every single COR at CoC will need to demonstrate Cultural Competence as of Fall 2024. Rather, we will include reviewing for Cultural Competence as part of typical processes beginning in Fall 2024, which means new COR's reviewed by our Committee or any COR's on the 5 Year Revision List will need to meet this Cultural Competence requirement.



encourage you to utilize the Cultural Competence Checklist linked above as you create/review any COR in order to determine where Cultural Competence may best appear in that course outline. Further, the name of our “Submission Rationale” box (towards the beginning of the COR and only visible to those of who work at CoC) has now been changed to “Cultural Competence Rationale & Submission Notes,” and we strongly encourage you to add a sentence or two as to where you have determined at least one Cultural Competence element appears in your COR (whether a new addition or something already present).

That said, since Fall of 2022, our Curriculum IDEAA Subcommittee has pursued numerous training opportunities and has participated in many hours of discussions in order to be as prepared as possible to help guide our colleagues in this work. If you feel like you would like/need support in meeting our new Cultural Competence requirement, we are happy to help. Feel free to email any questions or concerns about this Cultural Competence requirement to me ([tricia.george@canyons.edu](mailto:tricia.george@canyons.edu)) or Patrick Backes ([patrick.backes@canyons.edu](mailto:patrick.backes@canyons.edu)), and we will be sure that someone from our IDEAA Subcommittee corresponds with you via email or meets you (in-person or via Zoom) for one-on-one coaching depending on your preference and need.

Please be assured that we welcome all questions, concerns, and considerations as we begin to implement this Cultural Competence requirement in Fall 2024 with any COR’s reviewed by our Curriculum Committee.

Sincerely,

Tricia K. George, Ph.D.

Curriculum Committee, Faculty Co-Chair

Professor of English