

Diverse Cultures Graduation Requirement Draft Policy (April, 2007)

Goals and Outcomes

Minnesota State University, Mankato has adopted the following definition of diversity:

Diversity at Minnesota State University Mankato is a commitment to create an understanding and appreciation of diverse peoples and diverse perspectives; a commitment to create an academic, cultural, and workplace environment and community that develops mutual respect for all and celebrates our differences.

In keeping with spirit of this definition, all Minnesota State University, Mankato undergraduate students must satisfy a Diverse Cultures Graduation Requirement for graduation. This requirement is designed for students to achieve the following goals and learning outcomes:

Goal 1: To prepare students with course **content** and the analytical and reflective skills to better understand diversity in the United States and in other societies across the world.

Students will be able to:

- A. Master an understanding of diversity as defined by Minnesota State University, Mankato.
- B. Acquire a substantive knowledge base to identify the impact of oppression for individuals from diverse populations.
- C. Obtain the analytical skills necessary to make links between historical practices and contemporary U.S. societal issues of diversity.
- D. Apply the same method for interpreting diversity issues in the United States to understanding issues of diversity in other societies across the world.
- E. Develop an understanding of historical and contemporary social relations in specific societies across the world.

Goal 2: To give students learning opportunities to **experience** diversity with supervised reflection; to assist them in recognizing and responding to conditions of marginalized populations.

Students will be able to:

- A. Interact with individuals from diverse populations outside the classroom and to have the opportunity to reflect on such interactions.
- B. Demonstrate an acquisition of the basic knowledge and understanding of diversity related concepts so that the student's experience will have meaning and context.
- C. Integrate classroom knowledge with experiential learning in analyzing and responding to conditions of marginalized populations.

Goal 3: To aid students in their life-long responsibility to promote awareness, social justice, and inclusiveness.

Students will be able to:

- A. Obtain a firm knowledge base and skills that can be used to interpret issues of diversity in their professional and personal lives.
- B. Develop an adequate level of consciousness that allows for a life-long commitment to issues related to diverse populations.

Satisfying Goals and Outcomes

Purple (Content) courses - Satisfying Goal 1

- A. Purple courses meet the outcomes associated with Goal 1 and are primarily aimed at helping students learn content.
- B. Purple courses allow students to explore basic concepts such as oppression, prejudice, discrimination, racism and ethnocentrism and responses to each; civil liberties in the context of economic, political, social and educational issues of race, gender, sexual orientation, age, class and disabilities in a pluralistic society.
- C. Although Purple courses may focus primarily on one diverse group of people, the course content should relate the basic concepts and issues discussed to a variety of groups.
- D. Purple courses must meet at least 3 of the learning outcomes identified for Goal 1, including Outcome A.
- E. Purple courses may have experiential and reflective components, but the primary focus is on content.

Gold (Experiential and Reflective) courses - Satisfying Goal 2

- A. Gold courses meet the outcomes for Goal 2. Achievement of the Goal 2 outcomes requires students to have experiential encounters with diverse cultures and reflect on those experiences as part of the course requirements.
- B. Gold courses must also contain sufficient content regarding interactions with diverse populations to establish a context and conceptual base for the student to effectively reflect on the experiences.
- C. These courses should present content that allows students to explore basic concepts such as oppression, prejudice, discrimination, racism and ethnocentrism and responses to each; civil liberties in the context of economic, political, social and educational issues of race, gender, sexual orientation, age, class and disabilities in a pluralistic society.

Preparing to Satisfy Goal 3

- A. Achieving Goal 3 is a life-long process. A foundation for achieving Goal 3 will be established by completion of a baccalaureate degree at Minnesota State University, Mankato.

Diverse Cultures Graduation Requirement Guidelines

- A. Students pursuing a baccalaureate degree must take at least one (1) course for a minimum of 3 credits from the list of courses designated as Purple (Content) courses and at least one (1) course for a minimum of 3 credits from the list of courses designated as Gold (Experiential and Reflective) courses.
- B. One Purple course for a minimum of 3 credits satisfies the Diverse Cultures requirement for the AA or AS degree issued by Minnesota State University, Mankato.
- C. Transfer students who have taken between 33 and 63 credits will be granted up to 3 credits toward the Purple course requirement.
- D. Transfer students who have taken 64 or more credits or have already received an AA degree will be granted 3 Purple course credits and 3 Gold course credits, thus satisfying their entire Diverse Cultures Graduation Requirement.
- E. Students must take courses from at least two different disciplines to satisfy the Diverse Cultures Graduation Requirement.
- F. Students are encouraged to complete the Purple course requirement prior to completion of the Gold course requirement.

Procedures and Application

1. The Diverse Cultures Graduation Requirement will be effective beginning with the 2008 - 2009 academic year. Courses that met the university's previous Cultural Diversity requirement will not automatically be included in the list of Purple or Gold courses that meet the new requirement. Departments will need to submit course proposals to include these courses in the new requirement.
2. All course submissions for consideration as either Purple or Gold courses will be reviewed in a manner consistent with all other curricular proposals. All Purple and Gold course proposals must be submitted by completing an appropriate curricular proposal form.
3. An individual course may be either a Purple course or a Gold course, but not both.
4. No consideration will be given to proposals that limit participation to specific sections of a course. Only courses, not specific sections of courses, are eligible for the designation as Purple or Gold courses.
5. Any 100 - 400 level undergraduate course that meets the relevant goals and outcomes may be included among the Purple or Gold courses.

6. Courses without specific content (e.g., independent study, individual studies, directed readings, topics, internships, practicums and field experience courses) will not be considered Purple or Gold courses.
7. All Purple and Gold courses will undergo systematic assessment as established by the university's curricular committees. All departments and programs with Purple or Gold courses are expected to fully participate in the Diverse Cultures Graduation Requirement assessment process.