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Dr. Linda Darling-Hammond
President
State Board of Education
1430 N Street, Room 5111
Sacramento, CA 95814

February 18, 2021

Dear CSUN President Beck and SBE President Darling-Hammond,

We are writing to express our concern that the [founders](#) of what appears to be a for-profit educational consulting firm, [Liberated Ethnic Studies Model Curriculum Institute \(LESMC\)](#), are using the name of California State University Northridge, and may be using legislatively-mandated instructional materials developed for the State Board of Education, for personal gain and to promote a highly politicized and divisive curriculum in K-12 classrooms throughout the state.

All three of LESMC's founders are also state employees: two are faculty in the Chicano/a Studies Department at CSUN — Theresa Montano and Stevie Ruiz — and the third, Guadalupe Carrasco Cardona, has taught in public high schools in California and is an adjunct lecturer at CSU Long Beach. In addition, in 2019 Montano and Cardona were members of the SBE-appointed Ethnic Studies Model Curriculum Advisory Committee and responsible for helping to develop the highly controversial and highly politicized first draft of the ESMC, which met with enormous criticism from the public, state legislators and the Governor, and was ultimately rejected by the SBE.

We believe the behavior of these LESMC founders is unethical and may well be in violation of state law, and we are asking you to investigate the following matters as they relate to CSUN and the State Board of Education, respectively:

- The LESMC website includes a webpage offering the “[Services](#)” of the LESMC’s “many dedicated Ethnic Studies scholars and practitioners throughout the state of California and throughout the United States” and advertises “packages and experts that can help you with your Ethnic Studies professional learning needs.” The offering of such services strongly suggests that LESMC is a for-profit educational consulting business. At the same time, the website’s “[Contact](#)” page (see attached screenshot) gives LESMC’s address as “California State University at Northridge, Department of Chicana/o Studies, 18111 Nordhoff St., Northridge, CA 91330” and provides an accompanying map with a marker placed in the middle of CSUN — clearly implying that LESMC is a project of CSUN’s Department of Chicana/o Studies. We believe that such a misleading use of the name of CSUN in order to imply a connection between the state university and their for-profit business may be a violation of these state laws:
 - [California Code, Education Code - EDC § 89005.5](#): **"No person shall, without the permission of the Trustees of the California State University, use this name [California State University], or any abbreviation of it or any name of which these words are a part, in any of the following ways: ... (B) To imply, indicate, or otherwise suggest that any product, service, or organization is connected or affiliated with, or is**

endorsed, favored, or supported by...the Trustees of the California State University or any educational institution administered by the trustees. The permission of the trustees is required before any name listed in this subdivision may be used for any commercial purpose...(C) Every person violating this section is guilty of a misdemeanor.”

- o [California Code, Government Code](#) - GOV § 19990: "**A state officer or employee shall not engage in any employment, activity, or enterprise** which is clearly inconsistent, incompatible, in conflict with, or inimical to his or her duties as a state officer or employee...Activities and enterprises deemed to fall in these categories shall include, but not be limited to, all of the following: (a) **Using the prestige or influence of the state or the appointing authority for the officer's or employee's private gain or advantage** or the private gain of another...”

- Until recently, the LESMC website hosted a webpage entitled “Principles,” which linked many conceptual terms to an 18-page “[Liberated Ethnic Studies Model Curriculum Coalition Glossary](#)” that, with the exception of a two-paragraph introduction and a few new entries, is identical to the language of the [Glossary](#) that was part of the first draft of the ESMC, including highly politicized and controversial entries such as the anti-Israel "Boycott, Divestment, Sanctions (BDS)" movement and “Capitalism.” We are concerned that as part of the curriculum design services offered to school districts, LESMC personnel may lift, in whole or significant part, instructional materials from the first draft of the ESMC that were developed with taxpayer dollars and are owned by the state.

We believe the LESMC founders must not be permitted to use the name of a state supported university and other taxpayer-funded resources for advancing their own personal and political interests, and we hope your respective offices will promptly investigate this matter.

Thank you for your consideration,

AMCHA Initiative
California Association of Scholars
Californians for Equal Rights

Cc: CSU Board of Trustees
CSU President Joseph Castro
CSU Executive Vice Chancellor and General Counsel Andrew Jones
State Superintendent of Public Instruction Tony Thurmond
State Attorney General Xavier Beccera
State Controller Betty Yee

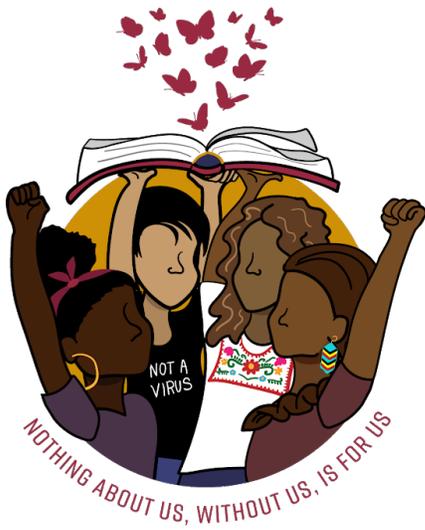
Contact Us.

We are happy to answer any questions about our project and to make the LESMC available to teachers and districts who are interested.

liberatedES@gmail.com

California State University at Northridge
Department of Chicana/o Studies
18111 Nordhoff St, Northridge, CA 91330





LIBERATED ETHNIC STUDIES

MODEL CURRICULUM COALITION

Glossary

The Language of Ethnic Studies

Ethnic Studies is a rigorous and vital scholarly discipline that can be taught to Kindergarteners and university graduate students alike. As in any scholarly discipline, it has terminology and concepts specific to the discipline of Ethnic Studies. These concepts include history and herstory, Latinx, indigeneity, coloniality, hegemony, intersectionality, and decoloniality and more. Of course, these concepts need to be taught in a way that is meaningful and meets the range and level of Ethnic Studies scholars. For example, while Kindergarteners may make meaning of the concept of intersectionality by talking about which characters in stories get to make decisions based on gender, race, and class, 9th graders might survey their classmates on their gender, race, and class demographics and how they self-rate the degree to which they feel their teachers listen to them.

The specialized terminology of Ethnic Studies is briefly defined in the Glossary. However, because each term often embodies significant complexity and interconnectedness with other Ethnic Studies concepts, teachers and students alike will need to study and revisit terminology often to deepen their understanding. Understanding that because Ethnic Studies is centrally interested in decolonization coupled with the fact we live in neocolonial society, schools, and ways of thinking and knowing about the world, we are asked to unlearn what we have been taught about society, schools, ways of thinking, language, and how we can know the world. Of course, decolonization requires we understand how we are colonized in order to undo colonization in ourselves, structures and in society.

A

acculturation- the process of taking on another group's culture.

ableism- discrimination that favors able-bodied people

activism- informed action or involvement as a means of achieving a political goal. Activism can manifest in the form of protests, demonstrations and direct actions, art and cultural production, lobbying and advocacy work, fundraising, writing, educational discussions, etc.

agency- the capacity of an individual to act freely and make independent choices in any given environment.

accompliceship- the process of building relationships grounded in trust and accountability with marginalized people and groups. Being an accomplice involves attacking colonial structures and ideas by using one's privilege and giving up power and position in solidarity with those on the social, political, religious, and economic margins of society. This is in contrast to the contested notion of allyship which is often performative, superficial, and disconnected from the anticolonial struggle.

American Indian- a member of any of the indigenous peoples of the western hemisphere, except those distinguished as Eskimos or Inuits.

androcentric- the privileging and emphasis of male or masculine interests, narratives, traits, or point of view, often in spaces where power is wielded.

anthropocentrism- the belief that human beings are the most important entity or species in the universe or human-centeredness.

anti-Blackness- societal and structural unwillingness to recognize Black humanity.

anti-Indigeneity-societal and structural unwillingness to recognize indigenous humanity especially in relation to self-determination, human and land rights.

Asian and/or Pacific Islander (API)- An identity marker often used in the United States to describe people of Asian and Pacific Islander descent.

assimilation- the process whereby a historically marginalized person or group voluntarily or involuntarily adopts the social, psychological, cultural, and political characteristics of a dominant group.

B

Boycott, Divestment and Sanctions (BDS)- is a global social movement that currently aims to establish freedom for Palestinians living under apartheid conditions. Inspired by tactics employed during the South African anti-apartheid movement, the Palestinian-led movement calls for the boycott, divestment, and sanctioning of the Israeli government until it complies with International law. BDS proponents and organizers have called for the global community to boycott or withdraw support from Israel and companies associated with it. The second

component of BDS calls for governments, banks, universities, and other institutions to withdraw monetary support (divestment) from Israel and its companies. And finally, the third component—sanctions—asks international governments to hold Israel accountable for its actions through legislation, trade and military agreements, among other measures.

BIPOC - a term that stands for Black, Indigenous and People of Color that was meant to underscore the different experiences of Black people and Indigenous people as People of Color that also includes all People of Color.

C

capitalism- an economic and political system in which industry and trade are based on a “free market” and largely controlled by private companies instead of the government. Within Ethnic Studies, scholars are often very critical of the system of capitalism as research has shown that Native people and people of color are disproportionately exploited within the system. In a capitalist economy, surplus value (profit) is generated from human labor and everything is commodified.

character- A combination of qualities (i.e. mental, moral, ethical, etc.) that render a person distinctly unique.

Chicana/o/x- A contested social and political identity chosen by people living in the United States with Mexican and indigenous ancestry. The term with the ‘x’ is pronounced with an ‘-ex’ sound at the end of the word.

cisgender- a person whose chosen gender identity corresponds with their sex assigned at birth.

cisheteropatriarchy- a system of power that is based on the dominance of cisheterosexual men.

citizenship- a status granted to a person that has been recognized by a particular country as being afforded all the benefits, rights, freedoms, and access as a member or citizen of the country. Citizenship is also the relationship a person maintains with the country or state they are loyal to. Thus, citizenship also includes how citizens engage their communities through both political and non-political processes for the betterment of their community, state, and nation.

class- a category and identifier that denotes a person or group’s economic or social status.

classism- is the systematic oppression of subordinated class groups to advantage and strengthen the dominant class groups.

colonialism- a practice of domination whereby one country seizes control over another country or territory and its people via force, exploitation, and/or political control.

coloniality - a term used to include all of the types of colonialism and effects including, for example, dehumanization, domination, oppression, subjugation, theft, and traumatization etc.

community- a social group of any size whose members either reside in a specific locality, share government, and/or have a common cultural background, struggles, views, or history.

Community Responsive Pedagogy- the practice of teaching with the objective to meet the needs of a community. It is an approach of teaching to recuperate the education and learning of often marginalized diverse students in order to improve themselves, their families and their respective communities.

counter narrative- refers to the narratives that arise from the vantage point of those who have been historically marginalized. The idea of "counter" implies a space of resistance against the status quo.

consciousness raising/conscientization- the enhancement of one's knowledge, awareness, and concern around a particular social and/or political issue in order to advance social change.

critical consciousness - the ability, through understanding one's social and political condition, to act and change one's condition.

Critical Race Theory (CRT)- while manifesting differently, CRT is often engaged to offer a critical analysis of race and racism within a particular discipline, field, system of power, culture, etc. CRT draws on a collection of critical frameworks to better understand how race and racism are interwoven into the fabric of American society.

culture- the characteristics, creations, and knowledge of a particular group of people, place, or time. These characteristics include, but are not limited to, beliefs, customs, art, music, language, traditions, and religion.

cultural appropriation- the adoption of elements of a culture (i.e. clothing, jewelry, language/slang, iconography, textiles, sacred traditions, etc.) other than your own (often historically marginalized groups), without knowledge or respect for the original culture.

Culturally Responsive/Relevant Teaching- a student-centered pedagogy that is grounded in cultural competence. This method of teaching stresses the importance of educators being culturally sensitive and actively working to include parts of their students' unique cultures and backgrounds into all aspects of teaching and learning.

cultural retention- the act of preserving or retaining the culture of a specific group of people, in particular the cultures of those that have been historically marginalized, or cultures that are feared of being lost or erased for a multitude of reasons.

cultural revitalization- is a process through which unique cultures regain a sense of identity through promoting heritage, languages or reviving traditions and customs.

cultural wealth- critical education scholar Tara Yosso introduced the term "cultural wealth" in 2005 in her work, "Whose Culture has Capital? A Critical Race Theory Discussion of Community Cultural Wealth." The term speaks to a broader framework that encompasses various forms of

cultural capital—aspirational, linguistic, familial, social, navigational, and resistance— that are used to empower people. More specifically, the framework is used to better understand and describe what knowledge, experiences, adversities, strengths, etc. students of color bring with them to educational settings.

D

decoloniality

decolonization- the process of undoing colonialism. In the very literal sense, decolonization it is the act of formerly colonized countries working to establish their own independence. However, decolonization or decolonize is frequently used to describe the un-learning of hegemonic and oppressive systems, practices, and ways of being in the quest for self-determination.

dehumanization- when a person or group of people are deprived of human qualities. This process is often carried out when a dominant group abuses power and denies opportunities and rights from another group.

democracy- a form of government in which the people maintain political power and have the ability to express their politics and views, and vote freely in an electoral process.

demographic imperative- refers to the racial demographics of a population that calls for a proportionate response.

diaspora- is the voluntary or forcible dispersal/movement of peoples from their homelands into new regions.

diasporic

disappeared groups - refers to Tuck and Yang's (2012) explanation of how settler colonial people destroy Indigenous people, their communities, and their rights to their land rendering them erased so that they may take their land.

double consciousness- This term was first coined by W. E. B. Du Bois in *The Souls of Black Folk* to describe how an individual's identity might be divided into several facets or levels of consciousness. As a theoretical framework, double consciousness reveals the psycho-social divisions in American society, it describes the feeling of having a double identity or "twoness". Thus, individuals see themselves through their own eyes and lens and also through the eyes of others and society more broadly.

E

empathy- the ability to understand another person's thoughts, experiences, and feelings from their point of view.

empire- A group of nations, states or territories, or a major political unit that is controlled by a single government, leader, or military dominion. Within the field of Ethnic Studies, scholars often study the implications of Western empires and expansion on people of color globally.

enculturation- the process of learning one's own group's culture.

environmental racism- is a type of discrimination where people of low-income or minority communities are forced to live in close proximity of environmentally hazardous or degraded environments, such as toxic waste, pollution, and urban decay.

Epistemology- Epistemology is the relationship between the would-be knower and the known. It is the answer to the questions, 'What is knowledge?,' 'Can we have knowledge?' and 'How do we know what we know?' Epistemology is the ways in which people know the world.

ethnicity- an identity marker based on ancestry, including nationality, lands/territory, regional culture, language, history, tradition, etc., that comprise a social group.

Eurocentric/Eurocentrism- a worldview that privileges and centers the thoughts, practices, knowledge, history, systems of beliefs, and customs of the western world and people of western European descent more specifically.

equality- is a state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights, and equal access to social goods and services.

equity- unlike equality where everyone is treated the same, equity is providing students, and people in general, with what they need to thrive. Equity is the promotion of fairness and takes into consideration different backgrounds, learning styles, and material realities to account for what each individual student needs to succeed.

F

federal recognition- a status granted to Native American tribes that have gone through the process of being recognized by the U.S. federal government and have been granted sovereignty. There are over 300 federally recognized tribes across the U.S.

Filipina/o/x- an identity marker for people who identify as having ancestry in the Philippines. Instead of using Filipina or Filipino, the "x" renders the term gender neutral. The term with the 'x' is pronounced with an '-ex' sound at the end of the word.

First Peoples- any of the indigenous peoples or Indian/Native communities of Canada.

folx - a gender neutral way of saying folks that is meant to be inclusive of oppressed groups

G

gender- western culture has come to view gender as a binary concept, with two rigidly fixed options— men and women. Instead of the static binary model produced through a solely physical understanding of gender, a far richer tapestry of biology, gender expression, and gender identity intersect resulting in a multidimensional array of possibilities. Thus, gender can also be recognized as a spectrum that is inclusive of various gender identities.

genocide- the intentional systematic destruction of an entire national, ethnic, racial or religious community. Moreover, the United Nations offers a much more expansive definition of this term that encompasses the various ways in which genocide manifests.

H

hate crime- according to the Federal Bureau of Investigation (FBI), a hate crime is defined as “a criminal offense against a person or property motivated in whole or in part by an offender’s bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.”

hate incident- while similar to hate crimes, hate incidents are acts of bias against race, religion, disability, sexual orientation, ethnicity, gender, or gender identity, however, they do not meet the legal definition of a crime.

hegemony- the dominance or influence of one group over another, often supported by legitimating norms and ideas. Hegemony describes the dominant position of a particular set of ideas and their tendency to become commonsensical and intuitive, thereby inhibiting the dissemination or even the articulation of alternative ideas.

herstory- is a term used to describe history written from a feminist or women’s perspective. Herstory is also deployed when referring to counter narratives within history. The prefix “her” instead of “his” is used to disrupt the often androcentric nature of history.

heteropatriarchy- a system of society in which men and heterosexuals (especially heterosexual men) are privileged, dominant, and hold power.

history- the study of the past, including, but not limited to: events, people, cultures, art, languages, foreign affairs, and laws.

holistic humanization

homophobia- discrimination, dislike, prejudice, hatred, and a range of other negative feelings and/or actions expressed towards people that identify or are perceived as gay, lesbian, bisexual, or queer.

humanization- the recognition of the dignity, rights, and overall human qualities of a person. Humanization occurs when power is used to offer opportunity to people that have been marginalized.

human rights- are the inalienable and basic rights that belong to all human beings from birth until death, these include: freedom, democracy, liberty, education, water, shelter, etc.

hxrstory- pronounced the same as “herstory,” hxrstory is used to describe history written from a more gender inclusive perspective. The “x” is used to disrupt the often rigid gender binarist approach to telling history.

hybridities- a term used to describe the crossing, intersection, and mixing of two or more distinct cultures, often to form new identities.

I

identity- the qualities, expressions, beliefs, physical traits, cultures, and social statuses that comprise a person and/or group of people.

ideology- A set/system of social, political, economic, and/or psychological beliefs, values, and ideals that characterize a particular culture, school of thought, organization, or people.

imperialism- the extension of one nation’s dominance, power, or rule over another via policy, ideology, influence (social, economic, religious, etc.), or military.

Indian- relating to or denoting indigenous peoples of North, Central, and South America, especially those of North America. Historically the term has been used as a slur or pejorative, however, there are some indigenous people that have reclaimed the term. For example, the use of “California Indian” has become more common to describe Native Americans in the state.

indigeneity- while “indigenous” has been used to describe people who are native to a specific land or locale, indigeneity builds upon that definition. Indigeneity is a framework and practice of seeing and understanding the world through an indigenous lens.

Indigenous- refers to the native and original people of a particular land or territory.

inequality- is the existence of unequal opportunities and rewards for different social positions or statuses within a group or society.

inequity- lack of equity; unfairness; favoritism or bias.

In Lak’ech - A concept from Mayan culture, *In Lak’ech* was popularized by Chicano playwright Luis Valdes who put it into a poem. An excerpt from this poem was recited by students in Arizona schools Mexican American Studies programs until it was outlawed by the state legislature in 2010 for “politicizing students and breeding resentment against whites.”

intradisciplinary- working within a single discipline.

interdisciplinary- research conducted by educators and scholars that involves the intersection and integration of two or more disciplines with the goal of pushing knowledge production and theorizing beyond their disciplinary bounds.

internalize- the process of absorbing or incorporating often external beliefs, values, attitudes, and/or behaviors into one's nature and consciousness.

intersectionality- an analytic framework that is used to describe how the interlocking of systems of power disproportionately impacts those with multiple marginalized identities.

institutional racism- the systemic normalization or legalization of racism and discrimination. This often emerges via the unequal and inequitable distribution of resources, power, and opportunity. Institutional racism is also referred to as systemic and/or structural racism.

institutions- an organization, establishment, foundation, society, or the like, devoted to the promotion of a particular cause or program, especially one of a public, educational, or charitable character.

Islamophobia- hatred, discrimination, fear, and prejudice against Muslims and the overall religion of Islam.

L

Latina/o/x- terms used to identify men (Latino) and women (Latina) with ancestry in Latin America—Spanish speaking countries in the Caribbean and Americas. Latinx differs from Latina/o as the “x” renders the term gender-neutral and more inclusive. Thus, the term can be used by women, men, gender non-binary and trans identifying people. The term with the ‘x’ is pronounced with an ‘-ex’ sound at the end of the word.

LGBTQIA- lesbian, gay, bisexual, transgender, queer, intersex, and asexual.

liberation- the state of freedom. Within the context of Ethnic Studies, liberation is often used to describe social movements (i.e. Black Power, BDS, and others) whose aim is to achieve freedom through equal rights and justice.

M

master narrative- is generally described as the colonially-derived story of events emphasizing monolithic, Eurocentric, and androcentric perspectives.

matriarchy- a government or social system in which women hold primary power, authority, and social privilege.

Mestiza/o- a term used to identify someone of mixed race ancestry, often European and Native American or Latin American.

microaggression- a small or subtle comment or action that consciously or unconsciously expresses a prejudiced attitude, bias, derogatory, or hostile attitude towards a member of a historically marginalized group.

migration- movement of people, voluntarily or involuntarily, from one region to another.

multidisciplinary- research conducted by educators and scholars from different disciplines that are working collaboratively and drawing on each other's disciplinary expertise for a particular project.

N

Native American- a member of any of the indigenous peoples of North, Central, and South America.

naturalization- the legal process by which a person gains citizenship to a country.

neocolonialism - the imposition of economic, political, social, and cultural policies, norms, and power often on formally colonized peoples imposed in order to control and subjugate.

neocolonial ideologies- systems of ideas that promote, for example, hierarchies, binaries, dualisms, and concepts such as authenticity and purity in contemporary use.

neoliberalism-

Nepantlas- is a Náhuatl word that was adopted by Chicanx writers, scholars, and feminists to describe an "in-between space." Chicana feminist, Gloria Anzaldua, was among the first to advance theorizing on the term, defining it as, a precarious space where transformation can occur. The term can be used to describe a variety of identity-related issues, including, race, gender, language, etc. Nepantla is the recognition of confusion, chaos, and messiness in one's understanding of self and the world. Nepantla also provides room for self-reflection to better understand and work through this liminal space.

net worth by race- the disparity or inequality of wealth among races, specifically when it comes to financial capital in resources, income and savings.

O

oppression- prolonged unjust and/or cruel exercise of authority or power over another person or group. Also, a sense of being weighed down in body, mind or spirit.

The Four "I"s of Oppression- the four "I"s of oppression are: ideological oppression (an idea, concept, or theory whose qualities advocate for or can be interpreted as causing harm or upholding the views of a dominant group at the expense of others), institutional oppression (the belief that one group is superior than another and that the more dominant group should

determine when and how those on the margins are incorporated into institutions within a society), interpersonal oppression (how oppression is played out between individuals), and internalized oppression (the internalization of the belief that one group is superior to another).

P

patriarchy- a system of society in which men are privileged, dominant, and hold power.

pedagogy- the study of how skills and knowledge are exchanged between within an educational setting (i.e. classroom, workshop, training, etc.). Pedagogy is the method and practice of teaching.

People of Color- someone who is not white. People of color as a collective identity emerged as a response to systemic racism and to assert resistance and solidarity against white supremacy. People of color are a global majority.

political- Beyond relating to the affairs of government, political also describes the broader ideas, values, interests, and principles of a particular person, group, or party.

post-imperial-

power- the ability or capacity to direct, influence, or determine behavior (social, political, economic, etc.) via authority and control.

pow wow- a Native American intertribal gathering where indigenous people honor their cultures through fellowship, dance, eating, singing, socializing, performing rituals, among other activities.

praxis- a cyclical process through which theory is transformed into practice and then reflected upon.

pre-contact- is a term often used to describe civilizations and environments prior to colonialism or contact with an outside culture and non-indigenous people.

privilege- a special advantage or benefit not enjoyed by everyone. Within systems of power, privilege is often inherited and is informed by one's identity.

R

race- a social construct created by European and American pseudo-scientists which sorts people by phenotype into global, social, and political hierarchies.

racism- the belief in the superiority of one race over another. Racism manifests when power is used to deny access, rights, and/or opportunities to a particular group or person based on their racial background.

redlining- a discriminatory practice by which banks, insurance companies, lenders, etc., refused or limited home loans, mortgages, and insurance policies to historically marginalized groups (often Black people) to aid in the segregation of cities.

resilience- the ability to recover and/or adapt in the face of extreme adversity, trauma, stress, and difficulty.

resistance- an act of dissent or defiance aimed at an oppressive force.

S

self-determination- the process by which a person establishes their own agency and motivation with the hope of controlling their own life.

self-reflection- meditation or serious thought about one's character, actions and motives.

settler-colonialism- non-Indigenous people who did and do occupy stolen land through the genocide and erasure of Indigenous peoples who benefit from***

sexuality- a person's sexual orientation or preference.

sexism- discrimination based on someone's sex or gender, often women and girls.

social- of or relating to the broader society, a specific community, or group.

social construct- an idea or system that has been created and broadly accepted by people in society; an idea or system that is not naturally occurring or inherent.

social justice- The equitable distribution of resources (*rights, money, food, housing, education, etc.*) to every individual regardless of ethnicity, class, gender, sexual orientation, religion, language, or nationality.

solidarity- unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.

speakers' triangle- a method used in public speaking to engage an audience. The speakers' triangle often requires speakers to be mindful of their movements (walking and gestures) as they develop their speeches. For example, if giving a persuasive speech with a three-prong argument, the speaker might start in one position for their first argument, move to another end of the room for the second, and shift to another position for the third, creating a triangle.

stereotype threat- according to psychologists Claude Steele and Joshua Aronson, stereotype threat is, "being at risk of confirming, as self-characteristic, a negative stereotype about one's group." Within the context of their research, Steele and Aronson studied Black and White students' performance on academic tests. They concluded that because Black students are often stereotyped as inherently "less competent" or lacking intellectual capacity, they would at

times feel a desire to disengage from the learning process and perform those negative stereotypes, thus, impacting their performance on academic and standardized tests.

systemic racism-

T

transdisciplinary- research conducted by educators and scholars from different disciplines working together to create and innovate something entirely new that moves beyond existing disciplinary boundaries.

(trans)national

transphobia- discrimination, dislike, prejudice, hatred, and a range of other negative feelings and/or actions expressed towards people that identify or are perceived as transgender.

tribal sovereignty- the innate authority of indigenous tribes to maintain power and govern themselves within the United States, as recognized by the U.S. federal government.

V

violence- the manifestation of extreme aggression in the form of damaging physical force, hostile actions, or use of one's power to inflict emotional and psychological harm.

W

whiteness- a social construct that has served as the foundation for racialization in the United States. Whiteness is the antithesis of Blackness, and is commonly associated with those that identify as white. However, Whiteness is much more than a racial identity marker, it separates those that are privileged from those that are not. Whiteness can manifest as a social, economic, political, and cultural behavior and power. For example, the "standard" or cultural "norm" are often always based on whiteness and by extension white culture, norms, and values.

white supremacy- the belief that white people are inherently superior and represent the dominant race. It is an operationalized form of racism that manifests globally, institutionally, and through systems of power.

Womanism- a term that was coined by Alice Walker in response to mainstream feminism's focus on White women. Womanism emerged as a distinct space to advocate and fight for issues concerning Black women.

X

xdisciplinary- The term signifying that Ethnic Studies variously takes the forms of being interdisciplinary, multidisciplinary, transdisciplinary, undisciplinary, and intradisciplinary, in

diverse academic and everyday contexts. The holistic, humanistic, loving and critical praxis approach for teaching Ethnic studies.

xenophobia- prejudice and hatred, drawn from irrational fear, against people from a different country.