

District mandated diversity question

The San Diego Community College District has a very diverse student, faculty and classified professional population with respect to academic, socioeconomic, cultural, disability, gender identity, sexual orientation and ethnic backgrounds. Describe your professional development, community involvement, and professional experience working with these diverse groups.

Faculty questions from recent screening committees

Counselor: Through an equity and social justice lens, how would you ensure that Miramar College students who are most in need (disproportionately impacted) of transfer services can access them and benefit from them?

Child Dev: According to the California Community Colleges Chancellors' Office, disproportionate impact occurs when a subset of students based on student characteristics such as age, race, and gender are unjustifiably experiencing lower outcomes compared to the total student population. Explain a situation when you taught and/or mentored disproportionately impacted college-level or young students. Explain any practices you have implemented to support disproportionately impacted students.

STEM: Please tell us about your STEM classroom experiences that qualifies you for this position. Please make sure you tell us the number of years of experience and how you have implemented equity minded teaching and learning practices. And what did the practice lead to?

STEM: Describe an active-learning technique that you use and how it enhances the learning of physics for students from disproportionately impacted populations in the STEM major.

STEM: Please share any professional development activities and/or experiences regarding how you have personally fostered a classroom and/or campus culture that values & welcomes diversity, equity, and inclusion.

Humanities: What skills do you bring to the development and writing of inclusive lesson plans, course materials and/or curriculum?

Humanities: Please describe how you have addressed the needs of students in your classroom from diverse socio-economic, cultural, and ethnic backgrounds, including those with different levels of academic preparation and varying physical and learning disabilities.

Humanities: One of our current focuses has been on decolonizing our curriculum. What efforts have you made toward decolonization of your courses?

Social Science: Outline your perspectives on equity and anti-racist teaching practices. Please provide a specific example of how you use these teaching practices.

History: Explain how you incorporate historically underrepresented groups into your teaching of history.

Math: Around the country, community colleges have worked to eliminate placement of students into remedial math and English courses (in California this change has taken the form of AB 705 legislation). Please describe any knowledge or experience you have of such efforts. Include, if applicable, your own work with colleagues in making this change as well as teaching successes and challenges in this new paradigm.

BTCWI: Miramar recently approved a new Strategic Goal focused on diversity, equity, and inclusion. This goal will build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community. What DEI (diversity, equity, and inclusion) values and experience would you bring to this academic position? Provide specific examples and include any DEI professional development you have completed within the last 60 months.

BTCWI: What type of professional development have you completed in the past 48 months related to diversity, equity, and inclusion (DEI)? Please provide specific examples of the learning outcomes.

STEM: The Chemistry Department is increasing its efforts to raise the success rates of disproportionately-impacted students (e.g. Latinx and African-American) in its courses. If hired, what steps would you take in your classes to reach these students?

Music: Please outline your experience working with a diverse population of students when teaching music and give some examples of challenges that you have faced as an instructor and how you addressed these challenges.

Art: Please discuss how you create a diverse, collaborative, equitable, and inclusive learning environment, including but not limited to course design, in the fields of Ceramics/ 3-D Studio.

Fire: In the middle of the fire academy, one of your students shared with you that they cannot afford to pay the State Fire Training Certification Fee. The fee is approximately \$100.00. The student shared he did not receive the financial aid anticipated and already had to drop from a previous fire academy due to economic hardship and limited family support. You know there are future expenses the student will incur. How would you help this student to meet his educational goal?