

Seeking Diversity for Students: Best Practices for Hiring

Grossmont College, February 2019

Activity (3-4 people per group; 10 minutes)

Goal: Create one interview question rooted in an equity framework.

Step 1 – Read the following equity framework:

WHO WE'RE SEEKING

Grossmont College seeks academic professionals who are dedicated to equitable and superior student success outcomes for all students. We are looking for candidates who will demonstrate a history and willingness to continue to learn about varied, relevant teaching/counseling and learning practices, assessment strategies, and educationally sound supports that will sustain a diverse and changing student body and college service area. We seek colleagues who create positive, engaging learning and development environments in class and throughout the college that challenge and support students to aspire to, and achieve, their full potential.

Step 2 – Review the following sample job functions (minimum, preferred, and other qualifications) from various full-time tenure-track faculty position announcements:

- A. Demonstrated ability to apply current learning theory and national science educational standards to develop, assess and implement innovative methods of science instruction. [Science Discipline]
- B. Experience using pedagogical approaches appropriate to teaching a diverse student population.
- C. Ability to take a leadership role in the furtherance of departmental, divisional, and campus affairs.
- D. Sensitivity to, and understanding of, the diverse language, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.
- E. Demonstrated ability to use technology in providing counseling services. [Counseling]

Step 3 – Select one job function above (most apply to any discipline). Use an equity framework to determine what *knowledge*, *skills*, and/or *abilities* are related to this job function. List them here:

Step 4 – Create one question that is either:

- Open-ended (e.g., depth and currency) **or**
- Hypothetical (e.g., creativity and problem-solving)

Write question here:

Step 5 – Determine components of an excellent answer and list them here: