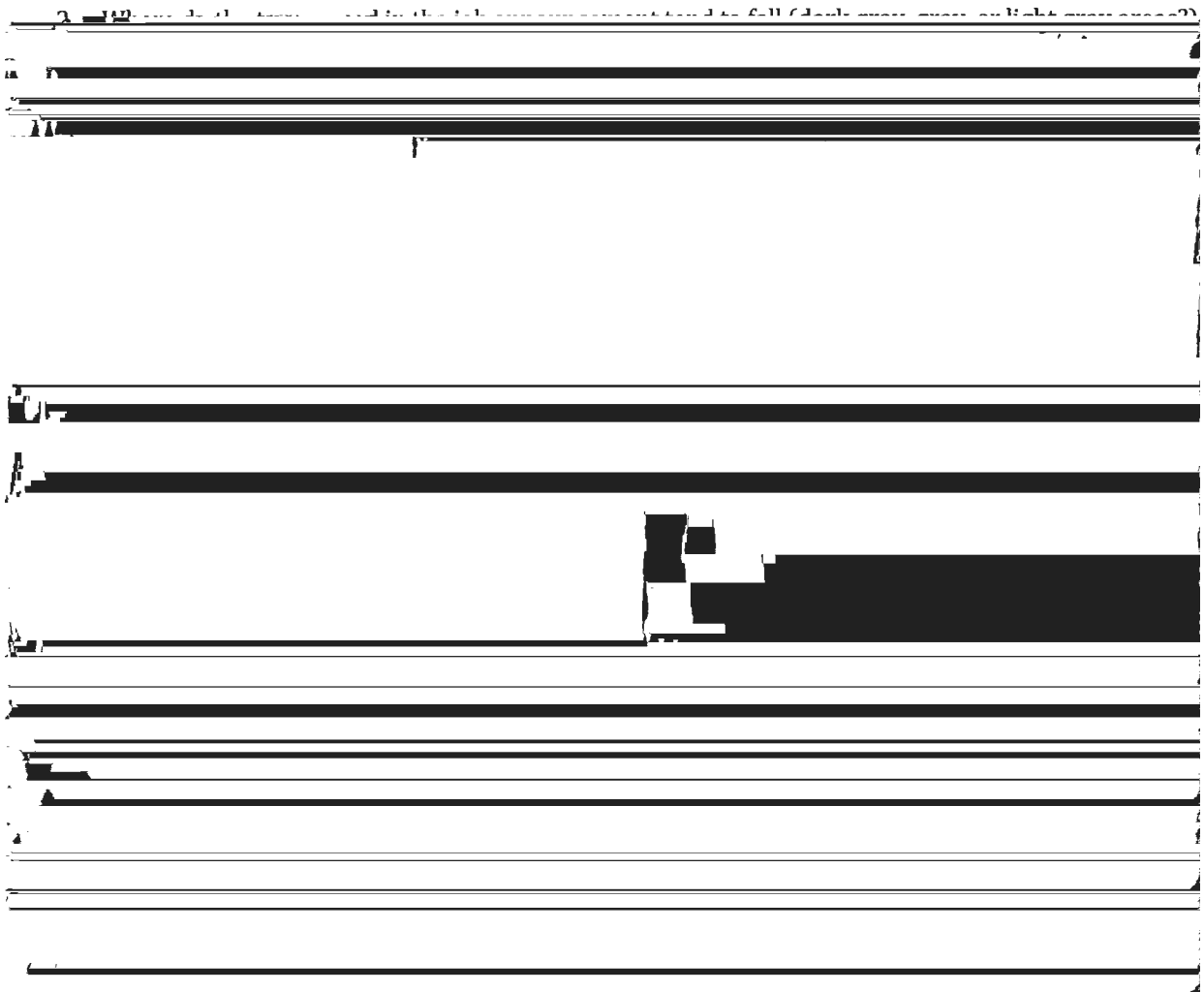


**Prompts for Discussion:**

1. What patterns do you see emerge in the table?



3. When these terms do appear, are they listed as “desired” qualifications or are they considered “essential” qualifications?

EXEMPLAR COLLEGE INSTRUCTOR MATH Full Time Tenure Track

BA

[Exemplar] College is seeking a full-time tenure track faculty member in mathematics. The

ideal candidate will share Exemplar's commitment to educating its racially and socioeconomically diverse student population. We currently enroll around 27,000 students, the majority of whom are from racially minoritized populations. 45% of Exemplar College's students are Latino, 6% are African American, 5% are Filipino, 13% are Asian American, 2% Native

RESPONSIBILITIES AND QUALIFICATIONS

Responsibilities for this position include teaching basic-skills and college-level mathematics courses, including Intermediate Algebra, College Algebra, Statistics, and Calculus and related courses. The ideal candidate will be knowledgeable about culturally-responsive pedagogical

**Minimum Qualification**

[REDACTED]

Master's Degree in Mathematics or Applied Mathematics; OR Bachelor's Degree in either of

Applied Mathematics, Physics, or Mathematics Education; OR the

[REDACTED]

[REDACTED]

equivalent; OR possession of a fully satisfied (Life) California Community College Instructor's  
Credential in Mathematics. Evidence of responsiveness to and understanding of the racial,  
socioeconomic, academic, and cultural diversity within the community college student

## EXPLANATION OF SAMPLE FACULTY POSITION ANNOUNCEMENT

Institutional priority of educating  
racially diverse population is

### SAMPLE FACULTY POSITION ANNOUNCEMENT

#### EXEMPLAR COLLEGE, INSTRUCTOR-MATH, Full-Time, Tenure Track

designation means to the  
College in terms of  
accompanying responsibilities.

of Southern for Urban Education Rossier School of Education All Rights Reserved The

#### BACKGROUND

Specific data on the  
demographics of the College's  
population are provided so that



## Checklist for Creating Equity-Minded Position Announcements

### Does the position announcement...

- Mention your institution's minority-serving status (e.g., Hispanic-Serving Institution

~~U.S. Hispanic SSI, Asian American Native American Pacific Islander Serving~~

- Include statements about your institution's interest in attracting candidates from racially minoritized groups?

- Include statements about your institution's values regarding equity, diversity, and inclusion?

~~1. Mention specific competencies related to equity, equity-mindedness, and diversity that~~

potential candidates should possess?

- Include other language that signals the importance of racial/ethnic equity and diversity?

- Describe the specific position with language to include a commitment to equity, diversity and inclusion?