

Draft Diversity Prompt

The EEOAC would seek Academic Senate approval to remove the current diversity prompt from the NEOGOV faculty application and insert the proposed draft prompt below into the application procedures section, so that each candidate can submit a statement that is not space limited:

Santa Rosa Junior College is an Equal Opportunity Employer with a commitment to diversity. Our Mission states “SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.” We strive to be a model for equity and inclusion, effectively supporting students and employees from diverse socioeconomic and cultural backgrounds who possess a range of abilities, academic preparation, and life experiences.

Please reflect on two or three examples of how you have or would create, modify, and/or perform one or more of the following to meet the needs of a diverse student population:

- Curricula;
- Learning activities;
- Teaching/counseling practices;
- Library research services or collection development;
- Literary efforts (e.g. original scholarly works); and/or
- Budgetary and/or planning processes

(Please send comments and feedback to [Nancy Persons](#) prior to 5-15-2019 for consideration.)

A senator asked if there are examples of diversity prompts for administrators and classified staff. While the EEOAC has not discussed these yet, below are samples of how these prompts might look. Please note that these have not been reviewed yet and are samples the committee has obtained from other community colleges:

Administrator Application

Santa Rosa Junior College is an Equal Opportunity Employer. Our Mission states “SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.” We strive to be a model for equity and inclusion, effectively supporting students and employees from diverse socioeconomic and cultural backgrounds who possess a range of abilities, academic preparation, and life experiences.

Please reflect on two or three examples of how you have developed programs, and/or modified or would modify policies, procedures, leadership and/or business practices to meet the needs of a diverse college community.

Classified Application

Santa Rosa Junior College is an Equal Opportunity Employer. Our Mission states “SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.” We strive to be a model for equity and inclusion, effectively supporting students and employees from diverse socioeconomic and cultural backgrounds who possess a range of abilities, academic preparation, and life experiences.

Please reflect on two or three examples of how your qualifications and experiences have prepared you to effectively interact with individuals who may have a different background than yours (e.g., racial, ethnic, cultural, religious, gender, sexual orientation, socioeconomic, disability, etc.).