

### 4.3.2 Values Statement

#### Senate Discussion August 18, 2021

Santa Rosa Junior College values inclusion, diversity, equity, and anti-racism (IDEA). These values are intentionally and mindfully reflected throughout this policy and procedure to ensure that the College's instruction, programs, and services are provided by a diverse and highly qualified faculty that is responsive to our students' needs and experiences

These hiring processes were developed to recruit and hire faculty members who represent a wide range of cultures and experiences with:

- Discipline expertise
- Demonstrated excellence in teaching and pedagogical techniques
- Knowledge and demonstrated application of IDEA pedagogy
- ~~Teaching efficacy and soft skills drawn from a wide range of cultures and experiences~~
- ~~soft skills such as~~ Effective social, written and verbal communication skills; personal attributes that enable a faculty member to interact effectively and harmoniously with other people

OR Social, written and verbal communication skills that enable them to interact effectively with other people

- The above qualifications are met by persons who represent a wide range of cultures and experiences?