

Job Description Draft Language

DEAN

Demonstrated commitment to: diversity, equity, and inclusiveness. Strong management and administrative skills, in conjunction with a vision for the future with a commitment to promoting diversity as evidenced by prior successful and innovative measures.

FACULTY

Demonstrated commitment to: the teaching mission of the department levels [INSERT DEPARTMENT] promote diversity and inclusion among our students, faculty, staff, and community. We seek candidates whose research, teaching, and/or service have prepared them to fulfill our commitment to inclusion, and have given them the confidence to fully engage students from a wide spectrum of backgrounds.

CLASSIFIED

Demonstrated commitment to: fostering equity and inclusion, and ability to communicate and work effectively with students, faculty staff, and community members of diverse backgrounds, cultures, languages and abilities.

DISTRICT – On some of the Classification Specification

Demonstrated sensitivity to, and knowledge and understanding of, the diverse academic, socioeconomic, gender, cultural, disability, and ethnic backgrounds of the students served by the District, and sensitivity to, and knowledge and understanding of, groups historically underrepresented, and groups who may have experienced discrimination.