

Faculty Equity Coordinator

Faculty Equity Coordinator Description

In consultation with the Academic Committee for Equity and Success (ACES), IPC, Academic Senate, and the Office of Instruction are pleased to announce the position of Faculty Equity Coordinator.

The Faculty Equity Coordinator will serve as faculty lead and co-chair for the Equity and Antiracism Planning Council (EAPC), help lead college efforts to support equity in student outcomes, and support collaborative efforts to achieve college-wide equity and antiracism values, goals and priority-setting.

Application

Review the duties and desired qualifications listed below. Interested persons may apply by answering the following three questions in approximately one page.

1. Why are you interested in being the Equity Faculty Coordinator and co-chair of the newly established Equity and Antiracism Council (EAPC) pilot?
2. What has been your experience with Cañada's Academic Committee for Equity & Success (ACES), the college Task Force on Antiracism, or other similar equity and antiracism efforts at Cañada or elsewhere?
3. What unique contributions would you bring to the position?

Core Responsibilities

In this leadership position, the Faculty Coordinator's responsibilities exceed those of serving on a college committee and are different from those enumerated in [Appendix D1](#) of the AFT contract.

Serve as faculty representative tri-chair of the Equity and Antiracism Planning Council

- Co-Chair the Equity and Antiracism Planning Council.
- Ensure the EAPC fulfills its responsibilities to create and monitor the SEA Program Plan and the larger equity and antiracism goals of the college, especially as they relate to faculty and instruction.
- Collaborate with co-chairs to build capacity for achieving our equity and antiracism goals. For example: develop and provide council member orientations, training opportunities, and other materials.
- As needed, submit a Comprehensive Program Review or Annual Update as a part of the college's regular evaluation and resource request process related to equity and antiracism initiatives of the college.

Serve in a campus leadership capacity on matters pertaining to equity and antiracism, especially as they relate to faculty and instruction.

- Serve as a member of the Instructional Planning Council (IPC).
- As needed, attend and participate in meetings with other participatory governance bodies, including the Planning and Budgeting Council (PBC) and Academic Senate.
- Attend Division meetings as needed to further the work of the EAPC and the College Equity and Antiracism plan.

- Attend college-wide strategic planning meetings, such as the Leadership Retreat.
- Collaborate with other councils, campus initiatives, work groups, and programs (e.g. SSSPC, ASCC, Cultural Center, Dream Center, Dreamers Task Force), to support and advance equity and antiracism goals, especially as they relate to faculty and instruction.
- In collaboration with college administrators and the PRIE Office, ensure the college is in compliance with state regulations, federal rules, and other guidelines specific to student equity, accreditation processes, and other relevant accountability mandates.

Other duties as assigned.

Provide leadership in faculty professional development focused on equity and antiracism, especially as it relates to faculty and instruction.

- Collaborate with the Professional Development Planning Committee, Teaching and Learning Coordinators, Instructional Technology, student services, and others to develop and provide relevant, high-quality professional development opportunities that address inequities, racism and bias in teaching and learning practices, curriculum design and pedagogy.
- Collaborate with the Office of Planning, Research and Institutional Effectiveness (PRIE) to conduct and present the results of inquiry into equity in student access, success and completion as well as the design and results of evaluations of interventions to address inequity, racism and bias on campus.
- Collaborate with EAPC co-chairs and other councils and committees to identify and promote participation in highly relevant and effective District and outside conferences and trainings, such as IDEAL, NCORE, CORA Courses and others.

Communicate effectively and regularly with all constituencies regarding equity and antiracism initiatives, progress, and goals.

- Regularly review, update and maintain (keeping all information accurate and current) the College EAPC website.
- Respond to requests for information.
- Monitor and help share-out updates, memos, and guidance on the Student Equity and Achievement Program (SEAP) and Plan).

Desirable qualifications include:

A strong interest in, and/or experience with, interventions, resources, and/or professional development related to equity, antiracism, the SEAP Plan, and/or College core values of liberation, social justice, etc.. especially as they relate to faculty and instruction.

A willingness to commit to engage with a courageous mindset and from a place of humility, whereby the candidate is able to engage in difficult and uncomfortable conversations, be open to learning, and center the needs of voices of BIPOC, LGBTQIA+, undocumented and other minoritized communities.

Hours	15/week
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Compensation	6 unit reassignment (.4 fte), Part-time faculty paid hourly (non-instructional load rate). Note: Amount of reassigned time to be determined pending hiring of an Equity Director.
Term	2 years, renewable

Responsible Administrator

Vice President of Instruction