

Sample Faculty DEIA Interview Questions

1. Mt. San Jacinto College has a diverse academic, socioeconomic, cultural, disability and ethnic constituency. Please provide examples of how you could support cultural and ethnic diversity to ensure equitable outcomes for students.
2. MSJC is a Hispanic Serving Institution (HSI) that enrolls and serves more than 50% Hispanic identifying students. Tell us how this designation would inform your teaching, learning, leadership, and service.
3. Please describe your familiarity with retention/transfer programs (such as Puente, Umoja, First Year Experience, and/or other student support programs). How do you see yourself participating in and supporting these programs?
4. Students possess a variety of learning styles. What types of culturally responsive teaching methods and resources would you use to strengthen student engagement in your teaching so that students from a variety of backgrounds can be successful learners?
5. Innovative technologies, services, spaces, and/or programs are what help keep (list subject or discipline) relevant for today's diverse students. Share an experience where you took the lead on implementing an innovative response in your classroom that provides both remote and in person student success.
6. MSJC has a diverse student population. How do you help create an inclusive community in your classroom? How do you manage different perspectives and challenges to course content to inspire students to approach topics with curiosity and open-mindedness?
7. How do you navigate uncomfortable conversations in the classroom? Please provide an example of how you have responded to ensure that differences were valued, encouraged, and supported.
8. What are some ways you ensure that students are culturally affirmed and validated in your (list discipline) classes?
9. Please share how would you expand under-represented student populations in the (list discipline) program through community outreach? Be specific.
10. Given the variety of backgrounds and ability levels of community college students, what is your teaching philosophy and how have you applied it? Describe those experiences that have shaped your approach to teaching.
11. Please explain your understanding of diversity and equity within the California Community College system. Please describe how you would implement that understanding into your instruction?
12. How would you describe your current thinking about diversity, and how has your thinking changed over time?