

**Mt. San Antonio College
Human Resources**

Faculty Equity Minded Interview Questions

The following sample interview questions aim to provide candidates with the *opportunity* to demonstrate whether and how they exemplify the characteristics of equity-minded competence. We emphasize ‘opportunity’ because there is no guarantee that the question will elicit the intended response, only that it gives candidates a chance to speak to equity-minded characteristics.

Possesses Cultural Competence

1. As an instructor, how do you create a classroom culture that intentionally welcomes and supports students from different racial/ethnic and socio-economic backgrounds?
2. Given all the candidates have similar interests in teaching, education, and experience, what distinguishes you as a good fit for our students?
3. How do you draw upon your students’ prior knowledge, backgrounds, and lived experiences?

Engages In Critical Self-Reflection to Ensure Ongoing Improvement

1. What do you feel are two or three teaching strategies that you use to ensure that your students have an enriching learning experience in your class? How do you determine whether these strategies result in this outcome?
2. What strategies do you use to reflect on your teaching?
3. What criteria do you use to determine whether you are succeeding as a teacher? How do you determine whether, and in what ways, you are meeting these criteria?
4. Do you currently look at outcomes data for your students to identify inequities in outcomes by race and ethnicity? Please describe your process of doing so or how you could do it, if you don’t already.

Focuses On Instructor/Institutional Responsibility

1. What strategies do you use to get to know your students?
2. How do you consider the varying experiences and identities of your students on a daily basis?
3. Recall a time when you noticed your student was struggling in class and in jeopardy of failing. What did you do?
4. What does equity mean to you? How do you enact your definition of equity in your classrooms?
5. If you noticed a pattern of racialized outcomes, what would you do? For example, if you notice that your white students tend to speak more than your black students, what would you do?
6. In your experience, what are the challenges faced by racially minoritized students in higher education? What strategies have you used to address these challenges, and how successful were those strategies?
7. Tell me about an instance where you adapted your teaching or mentoring approach in order to work effectively with a racially minoritized student.
8. How are you prepared to meet the expectations of both teaching and out-of-the-classroom work, including the implementation of campus- or state-level reforms that impact the work of the department (e.g., developmental education redesign, online learning)?

Positively Uses Position and Knowledge to Support Student Success

1. Tell me about a time when you helped a student connect their educational, professional, and/or life goals with the means (e.g., resources, actions) to achieve those goals. What motivated you to do so?
2. Tell me about a time when you helped change a department – or school-level policy that resulted in unequal outcomes for racially minoritized students. What motivated you to do so?

Conveys a Belief That Students Are Capable

1. Given a student population that is diverse in terms of gender, nationality, race, ethnicity, religion, sexual orientation, and abilities, how do you ensure that each student feels they can succeed?
2. What techniques do you have for drawing on your students’ funds of knowledge?
3. How do you communicate to students how to be successful in your class?

Other: Working With Colleagues

1. Suppose as a course leader you discover an adjunct faculty member is teaching a concept in a manner you disagree with. How would you handle it?

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Classified/Management Equity Minded Interview Questions

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1. How has your past experience prepared you to be effective in an environment that values diversity and equity?
2. What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment? How would you see yourself demonstrating it here?
3. We are looking for candidates who are critically race conscious. How do you define that?
4. Tell me about a time when you provided others with an opportunity or resource that advanced their progress at the college? What motivated you to do so?
5. Have you ever realized that someone had said or done something that may have been offensive to a colleague? How did you respond to the realization, and what was the outcome?
6. Tell me about a time when your values and beliefs impacted your relationships with your colleagues.
7. Can you recall a time when you gave feedback to a colleague who was not accepting of others?
8. Have you encountered concerns about a "chilly climate" raised by colleagues from identity groups that have historically experienced discrimination? If so, how have you handled them?