

# CHECK-IN #1

## DEFINING DIVERSITY TO SHAPE THE POSITION AND JOB DESCRIPTIONS

### *A Checklist for Faculty Search Committees*

#### **PRE-WORK – What’s your context? What does it mean to diversify your faculty?**

- What are the demographics of the department?
- What are the demographics of the students that your department serves?
- What are the demographics of your academic field?
- Whose voices and experiences are we missing? Who is not included?

Review these data sources to find answers to the questions above:	
<a href="#">NSF Survey of Earned Doctorates Data Tables</a>	<a href="#">Sac State Student Progression &amp; Graduation Dashboard</a>
<a href="#">ACE Race and Ethnicity in Higher Education: 2020 Supplement</a>	<a href="#">Sac State Faculty Demographics</a>

- What are the cultural strengths of the department's workplace environment?
- What are the key barriers to inclusivity and equity in the department?
- What learning opportunities can the department or college promote and incentivize for faculty to build knowledge on antiracism and inclusion?
- What can the department do to bolster equity and support for BIPOC faculty?
- What does diversity mean in your field?

