

Invitation to Apply: Faculty Equity Coordinator

The Academic Senate and the Office of Instruction announce the position of Faculty Equity Coordinator. Regular and adjunct faculty are invited to apply.

Hours	15 hours per week
Compensation	Full-time 0.40 (6 units) reassignment, Part-time paid hourly (non-instructional load rate)
Term	4 semesters (Fall 2025-Spring 2027)
Responsible Administrator	Dean of Academic Support and Learning Technologies

Application

Review the duties and desired qualifications listed below. Interested persons may apply by answering the following three questions in approximately one page. Email your answers to Cañada Academic Senate (canacademicsenate@smccd.edu).

1. Why are you interested in being the Equity Faculty Coordinator and co-chair of the Equity and Antiracism Council (EAPC)?
2. What has been your experience with Cañada's Equity and Antiracism Planning Council (EAPC) or other similar equity and antiracism efforts at Cañada or elsewhere?
3. What unique contributions would you bring to the position?

Complete applications will be reviewed by a screening committee who will forward finalists to the Vice President of Instruction. Faculty who would like to serve on the screening committee to review the applications for this position should contact Cañada Academic Senate (canacademicsenate@smccd.edu).

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.

1. Serve as faculty representative tri-chair of the AEquity and Antiracism Planning Council (EAPC)- [Approximately 25% of time allocation]
 - Ensure the Equity and Antiracism Council (EAPC) fulfills its responsibilities to create and monitor the SEA Program Plan metrics and the larger equity and antiracism goals of the college, especially as they relate to faculty and instruction.
 - Collaborate with co-chairs to prepare and submit regular reports to PBC on the College's effectiveness in implementing the Equity Plan, achieving college goals related to closing equity (and obligation) gaps and responding to college initiatives and projects related to antiracism.
 - Collaborate with tri-chairs to build capacity for achieving our equity and antiracism goals. For example: develop and provide committee / council member orientations, ongoing training opportunities, and rubrics and other materials to committee / council members.
 - 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.

2. Serve in a campus leadership capacity on matters pertaining to equity and antiracism, especially as they relate to faculty and instruction: [25% of time allocation]

- Serve as a member of the Instructional Planning Council (IPC)
- As needed, attend and participate in meetings with other participatory governance bodies, especially the Planning and Budgeting Council (PBC) and Academic Senate.
- Attend Division meetings as needed to further the work of EAPC and the College Equity and Antiracism Plan.
- Attend college-wide strategic planning meetings, such as the Leadership Retreat.
- Collaborate with other campus initiatives, grants, work groups, and programs (AB1705, DHSI, ANAPISI, and MESA grants, PDPC, Cultural Center, FTLCL, ASCC, GP Interest Areas, etc..), to support and advance
- equity and antiracism goals, especially as they relate to faculty and instruction.
- Collaborate with college administrators and the PRIE Office to 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.

3. Provide leadership in professional development focused on equity and antiracism, especially as it relates to faculty and instruction [Approximately 40% of time allocation]

- Collaborate with the college Professional Development Planning Committee, Teaching and Learning Coordinators, Instructional Technology, and others to develop and provide relevant, high-quality professional development opportunities and materials that address inequity, 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 co-chairs and others to identify and promote participation in highly relevant and effective District and outside conferences and trainings, such as IDEAL, NCORE, CORA Courses, and others.

4. Communicate effectively and regularly with all relevant constituencies regarding college equity and antiracism initiatives, progress, and goals. [Approximately 10% of time allocation]

- Regularly review, update and maintain (keeping all information accurate and current) the College EAPC website.
- Respond to requests for information.
- Facilitate collaboration on equity initiatives across campus to eliminate work silos.
- Monitor and help share-out updates, memos, and guidance on the SEA Program.

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.