Potential Diversity Interview Questions

1) Working with people from different backgrounds or cultures can present unique opportunities for collaboration and creativity. Describe a time where a project or decision you made was enhanced by including diverse perspectives.

2) Working with people from different backgrounds or cultures can present challenges. Describe a time where differences in background made communication challenging. How did you handle this situation?

3) Tell me about a time when you worked with a (student/patient/co-worker) with a different background/culture than yours. What did you do to ensure that you were inclusive of their identity during your interaction?

4) If you were the successful candidate for this position, how would you help develop a sense of belonging for (students/patient/your stakeholders) from diverse communities to this university? What do you expect the challenges would be? What do you expect the benefits would be?

5) Provide an example of a time when you identified a diversity-related issue in your organization. How did you address it?

6) Please describe the ways you have promoted a diversity, equity, and inclusion in your current or previous position(s).

7) What do see as the most challenging aspect of a diverse academic environment? What steps have you taken to meet this challenge?

8) How would your vision for this position be aligned with this university’s commitment to equity and diversity?

9) The University has a diverse workforce (in terms of ethnicity, class, culture, language, sexual orientation, and disabilities). Can you tell us about your experience working with and serving such a diverse population?

10) Please share an example that demonstrates your respect for people and their differences; how have you worked to understand the perspectives of others?

11) Can you tell me of a time when you changed a process or procedure to make your department or organization more inclusive?