

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 you 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?