



Diversity and Inclusion

Sample Interview Questions

To help evaluate a candidate's possible knowledge and experience in the following areas:	Questions that could assess potential contributions in these areas:
Ability to articulate a value, knowledge, and understanding of diversity and Inclusive Excellence; ability to articulate one's own personal commitment to diversity and Inclusive Excellence.	<ul style="list-style-type: none"> • What does it mean to have a commitment to diversity and Inclusive Excellence and how would you develop and/or apply your commitment to our university?
Ability to articulate the benefits of diversity and inclusion in the workplace.	<ul style="list-style-type: none"> • What do you see as the most beneficial aspect of diversity and inclusion to the university and to your work?
Ability to recognize challenges related to a diverse workplace; ability to identify approaches/strategies to meet challenges.	<ul style="list-style-type: none"> • What do you see as the most challenging aspect of working in a diverse environment? What steps have you taken to meet this challenge?
Experience interacting with diverse groups.	<ul style="list-style-type: none"> • Describe what kinds of experiences you have had interacting with others that have different back grounds than your own.
Ability to articulate insight gained from experience with diverse groups.	<ul style="list-style-type: none"> • Describe any awareness, knowledge, or skill gained from your experience.
Ability to identify approaches/strategies to respond to those who lack a commitment to diversity and Inclusive Excellence.	<ul style="list-style-type: none"> • How have you handled a situation when a colleague was unreceptive to the diversity of others?
Ability to articulate one's own personal commitment to diversity and Inclusive Excellence.	<ul style="list-style-type: none"> • What have you done to enhance your knowledge/skills related to diversity? How have you demonstrated what you learned?
Ability to integrate Inclusive Excellence into different areas of university operations.	<ul style="list-style-type: none"> • How have your experiences prepared you to advance our institution's commitment to diversity and inclusion?
Ability to integrate Inclusive Excellence into planning and decision-making.	<ul style="list-style-type: none"> • What are some examples of ways that you have incorporated diverse or under-represented populations into your planning or decision-making?
Knowledge and understanding of diversity and Inclusive Excellence	<ul style="list-style-type: none"> • Explain your understanding of diversity and Inclusive Excellence.