

## DIVERSITY-RELATED SAMPLE INTERVIEW QUESTIONS

*The **Diversity-Related Interview Questions** document developed by the Talent Acquisition & Diversity team (TAD) in partnership with members of the recruitment community provides recruiters and hiring managers a resource of sample interview questions to assist in assessing a candidate's understanding and commitment to diversity, inclusion, and belonging.*

- What do you see as the fundamental characteristics of organizations that create an inclusive environment?
- What do you see as the most challenging aspect of a diverse working environment? What steps have you taken to meet this challenge?
- Please share an example that demonstrates your respect for people and their differences; and how you've worked to understand perspectives of others?
- Provide an example of a time you communicated a complex concept to an individual who spoke English as a second language.
- What does diversity, inclusion and belonging mean to you? How do you incorporate this principle in your work?
- What tools/techniques do you bring for promoting collaboration among underrepresented groups?
- What is your definition of a diverse population? What behaviors, techniques, or decisions allow you to function most effectively as a provider or employee when working with a highly diverse population? What tools have you employed in working with a diverse staff?
- Explain how diversity has played a role in your career.
- 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?
- Please describe a time when you led campus outreach activities for underserved student populations (e.g., developing and leading workshops, providing consultation to student service departments).
- Where and how have you formed cultural sensitivities – and how do you find cultural sensitivity to play a critical role in a position like this?