

## Diversity and Inclusion Interview Questions

1. Please share with us what diversity, equity, and inclusion mean to you and why they are important?
2. In your opinion, what is the most challenging aspect of working in a diverse environment?
3. UofSC, like many universities, is highly concerned with issues of diversity and equity. How has your past work demonstrated an active commitment to equity?
4. What areas of diversity do you think you have to learn more about and how would you go about doing it?
5. What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment, and how would you see yourself demonstrating it here?
6. In your experience, what are the challenges faced by members of historically underrepresented groups in the workplace? What strategies have you used to address these challenges, and how successful were those strategies?
7. Tell us about a time you took responsibility/accountability for an action that may have been offensive to the recipient and how you did that.
8. Tell me about a time you adapted your style to work better with someone from a different culture.
9. Have you ever realized you had said or done something that may have been offensive to a colleague? How did you handle the situation, and how did it turn out?
10. If you were hired, how would you use this position to increase or enhance diversity at UofSC?
11. How would you handle a situation in which someone made a sexist, racist, homophobic, or otherwise prejudiced remark?
12. Explain what you believe to be an effective strategy to introduce diversity to individuals who have only experienced a limited number of cultures.
13. What is your approach to understanding the perspectives of colleagues from different backgrounds?
14. How would you handle a situation where a colleague was being culturally insensitive, sexist, racist, or homophobic?
15. How would you advocate for diversity, equity, and inclusion with colleagues who don't understand its importance?
16. Tell me about a time when you advocated for diversity and inclusion in the workplace.
17. Can you give me an example of how you make your direct reports feel a sense of inclusion, belonging, and equity on a regular basis?
18. What steps will you take to eliminate bias from your hiring process?

19. Describe a situation where you helped resolve an issue or conflict related to diversity and inclusion.
20. Describe your experience with diversity and inclusion in past workplaces. How have you strived to make others feel included in your day-to-day activities?
21. Describe your understanding of diversity and inclusion and how it is related to this position.
22. What is your definition of diversity?
23. What kinds of experiences have you had in relating with people whose backgrounds are different from your own?
24. What have you learned from working with diverse colleagues?
25. Tell us about a time when you had to work with someone whose personality was very different from yours.
26. Tell me about how you responded to a co-worker who made an insensitive remark.
27. How has your current/previous employer benefited from diversity?
28. How do you define social justice?
29. Tell me about a time that you successfully adapted to an environment that was culturally different than your own background.
30. What do you see as the most challenging aspects of a diverse team?
31. What would you do if you discovered on your staff a belief that diversity and excellence are somehow in conflict? What kinds of leadership efforts would you apply to encourage commitment to excellence through diversity?
32. Tell me about how you handled a culturally or racially charged conflict within your team.
33. How does your own identity impact your work with a diverse team?
34. When interacting with a person from a different culture than your own, how do you ensure that communication is effective?
35. What have you done to further your knowledge/understanding about diversity? How have you demonstrated your learning?
36. How has your background and experience prepared you to be effective in an environment where we see awareness of and respect for diversity as an important value?
37. What is your definition of diversity and how or why do you think diversity is important?
38. In what ways do you think diversity is important to someone in the role of\_\_\_\_\_?
39. How would you describe your current thinking about diversity, and how has your thinking changed over time?
40. What are some concerns you have about working with diverse populations or communities?

41. Pose a situation/scenario involving issues of diversity. Ask the applicant how she or he would respond in that situation.
42. In what ways can you imagine promoting UofSC's nondiscrimination policy in your responsibilities in this position?
43. How would you [reach] [serve] diverse groups or traditionally underserved communities?
44. What challenges do you think you will face in working with a diverse population?
45. Why do you think it is important to address diversity and equity issues in this position, and what are some ways you might do that?
46. How would you advocate for diversity education and diversity initiatives with individuals who do not see its value?
47. When dealing with a non-diverse environment or individuals with little experience with diversity, how would you approach making diversity relevant or valued?
48. How would you respond to a conversation between colleagues that was clearly offensive to others?
49. Sometimes there is a belief that a commitment to diversity conflicts with a commitment to excellence (i.e. we will have to lower our standards to achieve or accommodate diversity). How would you describe the relationship between diversity and excellence? What kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity?
50. How has your background and experience prepared you to be effective in an environment that values diversity?
51. What is your experience or training in working with diverse populations?
52. What specific experiences have you had addressing concerns of diverse communities' populations at your current or previous institution? What role have you taken in addressing those concerns?
53. Please tell us about an instance when you have demonstrated leadership or commitment to equity in your work.
54. What programs or initiatives have you been a part of to address diversity issues, and specifically what was your role in those efforts?
55. Can you describe an innovative program addressing diversity that you were an integral part of developing?
56. In what ways have you demonstrated commitment and sensitivity to the importance of diversity in your previous experience?
57. Describe a time when you worked to incorporate diversity issues or diverse communities into a project or event you worked on.

58. What training and experience do you have in developing and implementing services and programs that incorporate diversity?
59. Describe your experiences in strategic planning related to diversity.
60. Describe your experiences in assessing diversity initiatives and their outcomes.
61. What experiences have you had with recruiting, hiring, training, and/or supervising a diverse workforce?
62. What is the most challenging situation dealing with diversity that you have faced and how did you handle it?
63. If we were to ask your colleagues or supervisor at your current position, what do you think they would say about your diversity background, experience, and contributions?
64. What have you done to further your knowledge or understanding about diversity? How have you applied your learning?
65. How has your research incorporated diverse populations?
66. What kinds of experiences have you had in relating with people whose backgrounds are different than your own?
67. Have you ever realized you had said or done something that may have been offensive to a co-worker? How did you respond to that realization, and what was the outcome?
68. How has your background and experience prepared you to be effective in an environment that is committed to inclusion?
69. How are inclusion issues and leadership related?
70. Describe your understanding of diversity and why it is important to this position.