



## **Sample Interview Questions that Highlight Issues of Diversity and Inclusion**

Interview committees should feel free to modify these sample questions and prompts to best fit the specific interview situation.

1. Describe some of the opportunities you have had to work in diverse, multicultural, and inclusive settings.
2. Describe your opportunities to conduct research with historically underrepresented or underserved communities.
3. Describe your opportunities to teach students from historically underrepresented backgrounds.
4. What is your approach to educating students about diversity? Follow-up question: Has your approach changed over time? If so, in what ways, and why? Second follow-up question: Given your teaching experiences, what is your current working definition for diversity? Has it changed over time? If so, in what ways, and why?
5. In your experience, what are the most challenging aspects of working in an increasingly diverse campus community? Follow-up question: What initiatives have you been involved in to meet these kinds of challenges?
6. What is your understanding of the relationship between diversity and excellence? Follow-up question: In your experience, what kinds of leadership efforts are most effective in encouraging a commitment to excellence through diversity?
7. How has your own identity affected your work with diverse faculty, staff, and students?
8. Describe your opportunities to work with non-traditional and first generation students. Follow-up question: What do you feel worked especially well in these experiences, and what was more challenging?
9. Describe an experience in which you responded to a colleague, staff member, or student who made an insensitive remark.
10. Describe how you would work to help create a campus environment that is welcoming and inclusive.