Sample Interview Questions on Diversity

1. Explain how diversity has played a role in your career and contributed to the teacher/counselor/librarian/xxxx you are today.

2. What books/materials/authors have you read on the subject of diversity? What did you find useful to apply to working with heterogeneous cohorts of students?

3. What is your vision of a campus, such as xxxx, that fully embraces diversity?

4. How have you participated in diversity events and organizations at other college and/or universities?

5. Provide us with examples of how you incorporate the diversity of your students in your classroom experiences.

6. What ideas do you have about diversity in the classroom?

7. What programs have you developed in the area of diversity?

8. What role has diversity played in shaping your teaching and advising styles?

9. Describe your involvement in writing or shaping a college plan (program review, matriculation, equity, academic master plan, professional development, accreditation, etc.) where you were the champion for diversity and equity within the plan or its outcomes?

10. As a higher education professional, what work have you done in promoting diversity in the community?

Other Sample Diversity Interview Questions

Provide the mission statement with value on diversity. How has your experience and background prepared you to be effective in this environment with this diversity value/initiative?

What do you see as the most challenging aspect of a diverse working environment? What steps have you taken to meet this challenge?

Tell us about a time you had to alter your work style to meet a diversity need or challenge? What happened?

How have you handled a situation when a colleague was not accepting of others’ diversity?

What does it mean to have a commitment to diversity and how would you develop and apply your commitment at this college?

What was/is the diversity value at a current/former college? What impact did you make on this value?

What efforts have you made, or been involved with, to foster diversity competence and understanding?

What have you done to further your knowledge about diversity? Have you included diversity in your professional development? How have you demonstrated what you have learned?

What kind of leadership efforts would you make to ensure a commitment to the diversity initiative or value for the college?
What strategies have you used to address diversity challenges? What were the positives and negatives?

Some things to avoid:

1. Asking how someone "managed" diversity puts the emphasis on diversity as something that is problematic and needs managing.
2. Asking questions for which your department or area has not agreed on a general "right" answer.
3. Asking a question about commitment to diversity that is too vague. These types of questions typically receive vague answers that downplay the real importance of embracing diverse students and colleagues.

Other recommendations:

- Look for answers that include multiple representations of diversity today (cultural, LGBT, disabilities, gender, age, religion, immigrants, socio-economic, etc.)
- Rather than use a question for screening applicants on their knowledge of diversity, try using role play and scenarios where applicants can respond to issues of diversity "on the spot."
- Examine college materials that an applicant might review before coming to an interview (website, catalog, campus buildings/signs/etc.) and see if these materials communicate the college value of diversity. This will help applicants know that these questions are serious and require well-constructed answers rather than rhetoric.
- Be sure that departments, disciplines or areas determine ahead of time what an appropriate response to the diversity question looks and sounds like. This may already be done with content specific questions, so it should be true for questions asked about commitment to diverse students and colleagues.