

Diversity-Related Interview Questions

Below are a variety of questions related to diversity and inclusion. As a search committee, please review and choose the question that will be asked during the search process. Committees can choose to require a written response as part of the application materials or can ask the question during the phone/onsite interview. The same questions must be asked of all applicants/candidates.

To evaluate the response, the search committee should consider the needs of the specific position/department as well as if the candidate demonstrates the following University criteria.

- Evidence of building strong relationships across multiple dimensions of diversity;
- Record of giving attention to personal and/or professional growth in the area of intercultural competency;
- Evidence of giving attention to aspects of diversity, equity, and inclusion in teaching, research, service, supervision and/or leadership; strong understanding of complex and nuanced issues as it relates to diversity, equity, and inclusion in their profession, discipline, or area of expertise;
- Evidence of recruiting (or building) and retaining diverse teams.

Sample Interview Questions:

1. The University of Dayton affirms that diversity, equity, and inclusion are linked with excellence. We aggressively pursue these core values, which align with our Catholic, Marianist mission of building community in the world and working for justice for all people. How will you contribute to UD's pursuit of these core values?
2. What do you consider as key competencies or skills individuals need to develop in order to engage and communicate effectively across various dimensions of difference?
3. The University of Dayton affirms that diversity, equity, and inclusion are linked with excellence. In what ways do you believe this statement either aligns or conflicts with UD's Catholic, Marianist mission?
4. Please describe how you would work to create a campus environment that celebrates diversity, and models inclusion?

5. What experiences have you had working and collaborating in diverse environments and/or teams? Describe the benefits and challenges of those experiences.
6. What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual? How do you challenge stereotypes and promote sensitivity and inclusion?
7. What do you consider as key competencies or skills individuals need to develop in order to engage and communicate effectively across various dimensions of difference?
8. Please share with us how you have personally given attention to developing the ability to engage and communicate across dimensions of difference and how this work has shaped and informed your work as a professional.
9. Describe a situation in which you encountered a conflict with a person from a different cultural background than yours. How did you handle the situation? (Please be specific)
10. What ideas do you have for creating and maintaining work environments that celebrate diversity, position's employees under your charge to have equitable experiences and opportunities for advancement, and model's inclusion?
11. What ideas do you have for assuring employees under your supervision learn about and develop professionally in ways associated with diversity, equity, and inclusion?
12. When interacting with a person from a different culture than your own, how do you ensure that communication is effective?
13. Please tell us about an experience that you had with a person whose identity is different than your own. What did you learn about yourself?
14. What are some specific things you are going to do within the next two years to further your development in intercultural competency?