

# **Diversity Interview Questions Guide**

## **Definition:**

Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization. Supports and promotes an environment that holds opportunities for all, regardless of race, gender, culture, and age.

## **Behavioral Indicators:**

- Enthusiastically works with all employees at all levels, capitalizing on their strengths.
- Actively seeks opinions and ideas from people of varied background and experiences to improve decisions.
- Seeks information from many different sources before deciding on own approach.
- Demonstrates respect for opinions and ideas of others.
- Creates a working environment where the diversity of backgrounds, cultures, experiences and ideas are integrated in order to optimize the contribution that individual differences can make to organizational success and culture.

## **Possible Interview Questions – Faculty Positions:**

- How do you create a learning environment that is effective at meeting the needs of student with different learning styles?
- Please describe your experience serving or teaching underrepresented communities.
- Please describe your experience working with diverse populations of students and/or staff.
- The University of Colorado Denver values the commitment to enhancing diversity university-wide and fostering a culture of inclusion. First, please tell us your definition of diversity, and second, describe how you would make a contribution to the university's effort to enhance diversity.
- One of the core values at the University of Colorado Denver Anschutz is Diversity, Respect and Inclusiveness. If you were selected for this position, how would you demonstrate and promote this core value?

## **Possible Interview Questions – Staff Positions:**

- What aspects of diversity do you think you have to learn more about, and how would you go about it?
- Tell us about a time when you included someone in your team or on a project because you felt they would bring something different to the team.
- Please describe a time when you had to work with someone culturally different from yourself. What was the situation? Did you face any specific challenges?
- Please explain how diversity has played a role in your career and contributed to the professional you are today.
- What specifically have you done to further your knowledge about diversity and inclusion? How have you put what you learned to use in the workplace?

### **Possible Interview Questions – Senior Leadership Positions:**

- The University of Colorado Denver values the commitment to enhancing diversity university-wide and fostering a culture of inclusion. First, please tell us your definition of diversity, and second, describe how you would make a contribution to the university's effort to enhance diversity.
- Describe any contributions you have made to maintain or promote workforce diversity. What was your role, what was the outcome, and what level of the organization was affected?
- How would you help to create and sustain an organizational environment that acknowledges and celebrates diversity, and employs inclusive practices throughout its daily operations?
- What is your vision of a university that fully embraces diversity?
- Suppose that you encounter a pervasive belief that diversity and excellence are somehow in conflict. Generally; how do you view the relationship between diversity and excellence? Specifically; what efforts would you undertake to encourage a commitment to excellence through diversity?
- If you overheard a co-worker make a sexist, racist, homophobic or otherwise prejudiced joke or comment, what would you do? Analyze

### **Possible Interview Questions – All Positions – Past Experience:**

- How have you demonstrated your commitment to diversity issues in your current (past) position?
- Give an example of a situation or project in which you worked with people from a wide range of backgrounds and ideas. What was your role and what was the end result?
- Please share an example of a time when you had to adapt your behavior in order to work more effectively with others who were culturally different from yourself. What was the situation and the outcome?
- Please describe a time when you had to work with someone culturally different from yourself. What was the situation? Did you face any specific challenges?
- What specifically have you done to further your knowledge about diversity and inclusion? How have you put what you learned to use in the workplace?
- Please describe your experiences recruiting, hiring, training, and/or supervising a diverse workforce.

### **Possible Interview Questions – All Positions – Hypothetical Situations:**

- What is your vision of a university that fully embraces diversity?
- If you overheard a co-worker make a sexist, racist, homophobic or otherwise prejudiced joke or comment, what would you do?
- Suppose that you encounter a pervasive belief that diversity and excellence are somehow in conflict. Generally; how do you view the relationship between diversity and excellence? Specifically; what efforts would you undertake to encourage a commitment to excellence through diversity?
- When interacting with an individual from a different culture than your own, how do you ensure that communication is effective?