

DIVERSITY RELATED INTERVIEW QUESTIONS

Cultural Intelligence / Inclusive Interview Questions

One way in which the search committee can create an inclusive workforce is by testing for cultural competency. Use of these questions also demonstrates Iowa State University's commitment to creating an inclusive environment.

1. Explain how being part of a diverse community has contributed to your career.
2. What do you think an organization can do to create an inclusive environment?
3. What are some specific things you plan on doing in the next few years of your career to develop your cultural intelligence?
4. What issues have come up with your work with older students? What has gone smoothly and what has been challenging in this work?
5. What issues have come up with your work with students who have served in the military?
6. What is your definition of diversity?
7. What is a common mistake an organization can make regarding diversity goals?
8. Describe a time when you needed to work cooperatively with someone that did not share the same ideas as you.
9. Give an example of a time when you needed to work cooperatively with someone that did not share the same cultural background as you.
10. What is your definition of "social justice?" Do you believe social justice has a place in the workplace? What is that place?
11. What do you think is the relationship between diversity and hiring the best candidate for excellence? Do you think that excellent faculty can be diverse as well? What kinds of things can Iowa State University do to ensure we have excellent faculty?
12. Do you think students from different cultural backgrounds have different learning needs? If yes, how do you address those needs?
13. Talk about a time when you took responsibility for an action that may have been offensive to a student or coworker and how you did that.
14. Have you experienced a time when a coworker or colleague was offended by something that you said? Did you intend to offend them? Are unintentional statements or actions still something that need to be addressed? Why?
15. Suppose someone told you that there is a tension between academic freedom and fostering an inclusive environment. Are these two topics in tension? How can both concepts be present in the same institution?
16. Give an example in which you had to expend social capital to develop an inclusive environment.
17. Have you discovered bias that you held in the past? How did you discover it? What was it? What efforts have you taken to address that bias?
18. Have you heard about the "Billy Graham" or "Mike Pence" rule? This is a practice in which men do not meet in private with women. How might this rule prevent an inclusive and diverse faculty?
19. Are you open to the idea of mentoring a student or colleague of the opposite sex? What are the appropriate means for setting professional boundaries for that relationship? What are inappropriate means for setting those boundaries?

20. Have you had a student ask you about obtaining a religious accommodation? What was the accommodation requested? What lessons can you take forward from that experience?
21. In your experience what are some of the integral factors that contribute to success of students from diverse backgrounds?
22. Have you heard of the concept of a "diversity tax?" What is it? What can you do to reduce the diversity tax at our institution?
23. A student or coworker has just returned from active duty. What are some of the challenges that they may encounter at Iowa State University? What actions would you take to make reduce those barriers?
24. Have you experienced a time when one of your students had a panic attack in your class? What are some of the steps that you took to address the situation?
25. Have you experienced a time when a student or coworker informed you that they had suicidal ideations? How did you respond? If this has not happened, what would be the best practice for a response?
26. Have you ever had to use a comprehensive recruitment and retention plan while serving on a search committee? Did you feel like it helped the University's mission? How?
27. Have you ever encountered interruption, "mansplaining," or dismissive behavior of your female colleagues in a meeting? What efforts did you take to remediate these behaviors?
28. Can you give an example of a time when you served with a coworker from a diverse background?
29. Have you contributed to faculty and staff associations in the past? Are you interested in being at one at Iowa State University?
30. Can you give an example of a time when you served with a student from an underserved population?
31. One day after class a student has informed you that she has been sexually assaulted by another student in your class. What are your first steps? What supports can you give the student to maintain a safe area for class?
32. Have you experienced examples of sexism occurring in your class before? What happened? What steps did you take to remediate what occurred?
33. Walk us through how you go about respond to class interaction. Do you allow students to blurt out the answer or interrupt other students? Do you call on those who raise their hands? What efforts could be made to increase participation by marginalized students?
34. Please give us your two cents on the benefits of racial, gender, religious and other forms of diversity in the student body and faculty of this university?
35. Could you give us an example of how you have helped develop an inclusive community in a past workplace?
36. What kinds of experiences have you had in interacting with someone of a different religious background than yourself?
37. How will you contribute to student mentoring opportunities for students of underrepresented backgrounds?
38. What do you see as barriers to developing an increasingly diverse academic community? What steps would you suggest Iowa State University make to improve diversity on campus?
39. Could you give an example of a time when a coworker or student used ableist language? What was your response?

40. Have you experienced a time when you were teaching a student who was pregnant? What were some of the ways in which you reduced barriers for her to taking your class?
41. How do you make your classroom more accessible to transgender students? Would you be open to reducing barriers to your classroom to transgender students?
42. Have you experienced a time when a transgender student of yours was transitioning? How did you approach it?
43. What efforts have you made in your class organization to make sure your students are called by their authentic names and pronouns?
44. Have you experienced a time when one of your students or you used an incorrect pronoun to refer to another student? How did you address this situation?
45. What efforts have you made in your career to demonstrate you are an ally to LGBTQ students?
46. Describe your experience or explain how you have been educated to understand the history of African Americans, Latinos, Asians, Native Americans and other historically marginalized communities in the USA. If selected, would you be open to attending the Thomas L. Hill Iowa State Conference on Race and Ethnicity?
47. Are the accomplishments and contributions made by underrepresented communities highlighted in your curriculum? Please provide examples.
48. Have you read any books in your personal life that have led to a greater understanding of how underrepresented groups are impacted by systems of discrimination? What lessons did you take forward?
49. Have you worked with someone who had a criminal history? How did you approach that relationship? What efforts can be made to reintegrate folks with criminal histories to the greater society?
50. Have you had students request to be accompanied by service animals or emotional support animals? How did you navigate that conversation?
51. A student in your class uses a wheelchair. She approached you about another student's use of terms such as "wheel-chair bound" and "confined to a wheelchair." How would you respond to this concern?
52. Suppose a colleague of yours states she believes her laboratory is 500 square feet smaller than that of her male colleagues. How would react to that concern?
53. What does being an ally to LGBTQ youth mean?
54. Suppose a transgender student has asked you to write a reference letter for them. What are some things to consider when writing the letter?
55. Tell us about a time when you contributed to an inclusive campus culture. Perhaps this was a contribution to a welcoming atmosphere to students or to your coworkers. What were the circumstances at the time? What specific actions or steps did you take to handle the situation? With whom did you interact? Share with us the outcome of that situation.
56. What are some of the barriers you have seen to students who are members in historically underrepresented groups? What methods would you use to help them overcome these barriers?
57. Can you give an example of a time when you participated or led campus efforts to outreach to underserved populations?
58. Do you have experience in serving students who speak English as a second language?
59. Talk about a time when you modified your work style to interact with someone from a different background.

60. Have you experienced a time when you had to change your classroom instruction to make it more accessible to someone with a cognitive disability? Please describe that time. What lessons did you take from it?

61. Give me an example of how you walk in the shoes of people we serve and those with whom we work.

62. Suppose a colleague of yours uses the phrase, "All the guys stand up," to get the class to participate. What are your thoughts on this exercise?

63. In previous work experiences, what has been the greatest obstacle in developing a multicultural staff?

64. Practices and outcomes related to diversity and inclusion are vital measures of institutional excellence. How would you support creating a culture of organizational learning and continuous improvement at the faculty level?

65. Have you ever witnessed one coworker not being accepting of another coworker's cultural background? How did you respond?

66. Have you ever described yourself or heard someone else describe themselves as "OCD?" How might a statement such as this lead to a less inclusive environment?

67. How do you work with students from underrepresented backgrounds?

68. Have you engaged in the interactive dialog with a student in the past? Walk us through that discussion.

69. What efforts do you make to make your presentations accessible to students with visual or audio-based disabilities? Would you be open to a professional development class which would teach you these principles?

70. How does your identity affect your work with coworkers and students?

71. Do you think the use of gendered language can make an impact on your classroom instruction? Why or why not?

72. Give an example of a time when you had to make an adjustment to your personal style in order to successfully work with a coworker.

73. Talk about how you responded to a co-worker who made an offensive remark.

74. When interacting from a different (culture, religion, background) than your own, how do you ensure your communication is effective?

Acknowledgements

A Toolkit for Recruiting and Hiring a More Diverse Workforce, University of California, Berkeley, https://diversity.berkeley.edu/sites/default/files/recruiting_a_more_diverse_workforce_uhs.pdf (April 2013).

Interview Questions Regarding Diversity, Portland State University, <https://www.pdx.edu/hr/sites/www.pdx.edu/hr/files/Interview%20Questions%20Regarding%20Diversity.pdf>.

Behavior-Based Interview Questions Related to Diversity, Equity, and Inclusion, <https://faculty.medicine.umich.edu/appointments-promotions/appointment-policies/michigan-medicine-search-committee-recruitment-toolkit/behavior-based-interview-questions-related>.

Sample Cultural Competency Interview Questions, Mesa Community College, <https://www.mesacc.edu/sites/default/files/pages/section/employees/human-resources/Sample%20Cultural%20Competency%20Interview%20Questions.pdf>.