

Questions for Inclusiveness and Diversity

- How has your experience and background prepared you to be effective at the College with our value of diversity?
- What do you see as the most challenging aspect of a diverse working environment? What steps have you taken to meet this challenge?
- What kinds of experiences have you had working with others with different backgrounds than your own?
- Tell about a time you had to alter your work style to meet a diversity need or challenge.
- 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? How would you develop and apply your commitment at the college?
- Tell about a situation in which you were required to work with diverse groups of people within your organization.
- What was the most important step that you have taken to work effectively with people different than yourself?
- To what extent have your assignments required interface with diverse populations?
- To what extent have you worked in an ethnically, socio-economically, and/or culturally diverse community?
- What was/is the diversity value at your current/former employer? What impact did you make on this value?
- What have you found to be the most difficult diversity to work with or manage?

For those who have not worked in diverse workplaces, some of the questions below may assist in determining attitudes and experiences which indicate awareness of the need for sensitivity and flexible work styles:

- 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 inclusiveness?
- Give an example of how you might "walk in the shoes" of people we serve and those with whom we work.
- Tell about a time when you changed your style to work more effectively with a person from a different background.