

## *Diversity Interview Question Examples*

**The following list of questions can be used to guide an interview in order to determine candidate's skills, abilities, and personality.**

### **Diversity in the Workplace**

- Give a specific example of how you have helped create an environment where differences are valued, encouraged and supported.
- Tell us about a time that you successfully adapted to a culturally different environment.
- Tell us how you work with people to create or foster diversity, equality and inclusion in the workplace.
- In your experience, what are the challenges faced by members of historically underrepresented groups in the workplace? What strategies have you used to address these challenges and how successful were those strategies?

### **Cultural Diversity**

- Tell us about a time when you had to adapt to a wide variety of people by accepting/understanding their perspective.
- Tell us about a time when you made an intentional effort to get to know someone from another culture.
- What measures have you taken to make someone feel comfortable in an environment that was obviously uncomfortable with his or her presence?
- Give us an example of a time when your values and beliefs impacted your relationships with your colleagues.
- Describe a time that you treated someone differently based on race or ethnicity when you shouldn't have, and what you learned from it.

### **Personal Diversity**

- What have you done to further your knowledge/understanding about diversity? How have you demonstrated your learning?
- What have you done to support diversity in your unit?
- Tell us how your background and experience has prepared you to be effective in an environment that holds diversity as core to our mission and values.