

## Diversity-related interview questions:

1. Please provide an example of a situation when you had to exercise your leadership skills to help resolve a conflict between two diverse colleagues or subordinates. Please outline the situation, the actions you took and what resulted.
2. In your career experience, please outline a situation in which you had the opportunity to work with an organization whose leadership or focus was on a culture or community that was different from your own. How did you adapt and what was the result?
3. If you were the successful candidate for this position, how would you connect colleagues and contacts from diverse communities to this university? What do you expect the challenges would be? What do you expect the benefits would be?
4. How would your vision for this position be aligned with this university's commitment to equity and diversity?
5. If you are the successful candidate for the position, you would represent this university in every interaction you have. What measures will you take to ensure you create a "face" that is welcoming to individuals from all backgrounds?
6. Please discuss how your record of achievements in your career has been enhanced by exposure to diverse people, places, experiences or publications.
7. What is your approach to enhancing your understanding of different cultures? In other words, how do you expand your own learning with regard to diversity?
8. What is your approach to dealing with discussions that are related to difficult questions; for example; race, religion, sexual orientation?
9. How have you incorporated the viewpoints of [insert subject area, *i.e.* American Politics] from groups outside the mainstream such as GLBT, disabled, or recent immigrants into your curriculum?
10. In what ways do you demonstrate support for diverse colleagues and clients?
11. What is your vision of a university, such as UM, that full embraces diversity?

12. Explain how diversity has played a role in your career and contributed to the professional you are today.
13. What do you see as the most challenging aspect of a diverse academic environment? What steps have you taken to meet this challenge?
14. How have you handled situations where a colleague or subordinate was not accepting of another's diversity? What was the result?
15. What does it mean to have a commitment to diversity and how would you apply that commitment at this university?
16. What specific things have you done to further your knowledge about diversity? In what specific ways have you used that knowledge?
17. Diversity can pose a variety of challenges in working environments. Please describe the strategies you have used to address diversity challenges. In what ways were the strategies successful? In retrospect, would you change anything about your strategy?
18. Please describe the ways you have promoted a diverse workforce in your current or previous position(s).
19. What specific things do you do to positively influence those you supervise or work with on the benefits of diversity?
20. How did your current or previous employer benefit from diversity?
21. In your opinion, what is the most important leadership trait required to foster a receptive climate to diversity in the workforce?
22. In what specific ways has diversity shaped your leadership/teaching/counseling/advising/management style?
23. As a higher education professional, what specific things have you done to promote diversity in the community?
24. In what specific efforts have you engaged to reduce bias and champion diversity understanding?