

## University of Illinois at Urbana-Champaign

### Diversity-Related Interview Questions

“The University of Illinois is committed to being a community in which each person’s abilities, talents, perspectives, life experiences, faith, and culture are respected and valued.”

~Chancellor Robert Jones

As a university that is committed to diversity, equity, and inclusion, it is important that we consider if potential hires have similar values that align with our campus and if they will contribute to being part of an open and welcoming community for all. Below is a list of example diversity-related questions that can be used during the interview process. These questions are not intended for assessing a candidate’s personal identity, but rather to gauge if there is a value alignment as it pertains to diversity and inclusion. Hiring departments are not required to ask a diversity-related question, although it is recommended as a best practice.

1. Can you please share with us what diversity, equity and inclusion mean to you, and how or why do you think they are important?
2. How will you contribute to our campus’ commitment of being a community where all are respected and valued?
3. What do you believe are the most important benefits of a diverse population of students, faculty, and staff?
4. What do you see as the most challenging aspects of an increasingly diverse academic community? What have you done, formally or informally, to meet such challenges?
5. What experience do you have working with people whose backgrounds are different from your own?
6. Our campus has a diverse population of employees and students, in terms of class, culture, ethnicity, language, sexual orientation, and disabilities, just to name a few. Can you please share with us about your experience serving a diverse population?
7. Can you please describe how you communicate effectively and respectfully in a population with diverse backgrounds?

8. Can you please describe how you have been educated to understand the history of historically marginalized communities in the United States?
9. How would you respond if a colleague made an insensitive remark?
10. Can you please describe a time when you needed to work with someone who did not share the same ideas as you and how did you handle the situation?
11. How has your research included diverse populations?
12. What experience do you have with obtaining grant and research funding opportunities that include diversity and inclusion related outcomes?
13. How would you contribute to creating and sustaining an environment that celebrates diversity and engages in inclusive practices?
14. Can you please explain how you have developed a recruitment plan that increased the diversity of faculty and staff? What retention efforts were utilized to ensure employees felt included and wanted to stay in their positions?
15. How has diversity played a role in shaping your teaching and advising styles?
16. What ideas do you have for educating students on the importance of diversity and inclusion?
17. How would you foster multicultural understanding and cultural competence in your classroom?
18. How do you encourage students to honor and respect the uniqueness of each other's identities?
19. What challenges have come up when you have worked with first generation or non-traditional students? How did you address these challenges?
20. How would you define social justice?