

## **Sample Classified/Supervisory Confidential DEIA Interview Questions**

1. Describe how your career has been enhanced by exposure to diverse people, places, or experiences. Please provide a specific example.
2. In your current and past jobs, what is your experience working cooperatively with someone that did not share the same ideas or values? Please give an example.
3. At MSJC, we value the ability to serve people from a broad range of cultural heritages, backgrounds, genders, abilities, and orientations. What experiences have you had with working with a diverse workforce?
4. Mt. San Jacinto College serves a diverse population. Please provide examples of how your role can/will support this diversity to ensure equitable outcomes for students.
5. This position may be working with staff, management, faculty, students, vendors and community leaders with varying skill levels. Please tell us your approach in dealing with diverse groups of individuals.
6. How will you contribute to the college's efforts to enhance diversity, equity, inclusion, and accessibility (DEIA) in a meaningful way and how have you approached this in your current or last employer?
7. What does it mean to have a commitment to diversity and how would you develop and apply your commitment at this college?
8. How have you supported diversity, equity, inclusion, and accessibility in your work environment? Please give us a specific example of how you have helped create an environment where differences are valued, encouraged, and supported?
9. MSJC is committed to diversity, equity, inclusion, and accessibility. How would you respond when your supervisor assigns a controversial issue for you to cover that contradicts your personal beliefs, bias, or values? If you have an example, please share.
10. Describe how your career has been enhanced by exposure to diverse people, places, or experiences. Please provide a specific example of how would integrate what you have learned into this role?
11. Mt. San Jacinto College, like many colleges, is highly concerned with issues of diversity and equity. How has your past work demonstrated an active commitment to equity?

12. Describe a specific event from your past that has challenged your perception of a marginalized group and shaped your approach in interacting with diverse groups of individuals.
13. Please share with the committee your experience in working with a culturally diverse population and how you would react to a conversation between co-workers that is clearly offensive?