

## DSA2.0 Diversity, Equity & Inclusion Themed Behavior Questions

In an effort to give voice to the commitment & values of the Division of Student Affairs for Diversity, Equity & Inclusion, DSA 2.0 has compiled and adapted a list of questions suitable for use during search/hiring processes. It is an expectation that a different DEI question will be asked at each stage of the interview process—phone/video or on-campus, individual or group.

<b>Diversity- Equity- Inclusion</b>	What does it mean for you to have a commitment to *DEI in a work setting? How have you demonstrated that commitment, and how would you see yourself demonstrating it here (in this position)?
	Describe the ways that you have interacted with diverse populations, organizations, and/or communities in the past.
	Describe your understanding of *DEI and why it is important to this position.
	How would you describe your current thinking about *DEI, and how has your thinking changed over time?
	To what extent do you believe there are significant differences in how one should work with diverse cultures with globally underrepresented groups and diverse cultures from other nations? Are different strategies appropriate, and if so, why or how?
<b>Hypothetical Situations</b>	How would you address *DEI issues (when they are presented) in this position, and what are some ways you might do that?
	How would you advocate for diversity education and diversity initiatives with individuals who do not see its value?
	How would you handle a situation in which someone made a sexist, racist, homophobic or otherwise prejudiced remark?
<b>Performance or Experience Related to Diversity-Equity- Inclusion</b>	What is the most challenging situation dealing with *DEI that you have faced and how did you handle it?
	If we were to ask your colleagues or supervisor at your current position, what do you think they would say about your *DEI background, experience and contributions?
	Please tell us about an instance when you have demonstrated leadership or commitment to *DEI in your work.
	What role have you taken in addressing concerns of diverse [communities] [students] [populations] at your current or previous position?

\*DEI is the acronym meaning Diversity, Equity and/or Inclusion. The questions can focus on one aspect (D, E or I) or all depending on the position.