Diversity, Equity, and Inclusion Interview Questions

UW- Madison Institutional Statement on Diversity: Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.

The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background - people who as students, faculty, and staff serve Wisconsin and the world.

The search and screen committee is encouraged to explore some of the following interview questions to better understand applicants' experiences and thoughts on diversity, equity, and inclusion (DEI).

- How have you engaged professionally in DEI initiatives?

- What do you see as the most challenging aspect of increased diversity in a higher education environment?

- Describe your understanding of diversity and inclusion and how it is related to this position.

- What have you done to further your knowledge/understanding of diversity, equity, and inclusion? How have you demonstrated your learning?

- In your own words, describe what diversity, equity, and inclusion means to you.

- Can you tell me about a time when you were an advocate for diversity and inclusion at your workplace?

- How have you committed yourself to understanding and helping in the pursuit of equity and inclusion in your professional or personal life?

- In what ways do you think diversity, equity, and inclusion is important in this position?

- In what ways can you imagine promoting UW-Madison's (or hiring unit's) statement of diversity in your responsibilities in this position?

- If you were hired, how would you work to increase or enhance DEI at UW-Madison?

- Describe your experience with diversity and inclusion in previous workplaces. How have you made others feel included?

- Give us a specific example of how you have created a work environment where differences are valued, encouraged, and supported. What did you do? What was the outcome?

- What are some of the ways you have considered or worked toward greater diversity and inclusion as it relates to your research, teaching, service, or some other aspect of your work?