



CENTER *for* URBAN EDUCATION

Equity-Minded Interview Questions

Core Questions

- Educational Background
- Teaching Experience and Philosophy
- Vision for the position
- Experience teaching/mentoring students of color
- Ideas for advancing the department and institution's values of diversity, equity, and inclusion
- Current and future service interests

Working with Students

1. How has your background and experience prepared you to be effective in an environment that values diversity?
2. How do you ensure that your classroom is equitable and inclusive?
3. Tell me about an instance where you adapted your teaching or mentoring approach in order to work effectively with a student of color.
4. In your experience, what are the challenges faced by members of historically underrepresented groups in higher education? What strategies have you used to address these challenges, and how successful were those strategies?
5. What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment, and how would you see yourself demonstrating it here?

Working with Colleagues

1. Have you ever realized you had said or done something that may have been offensive to a colleague? How did you respond to that realization, and what was the outcome?
2. Give examples of times when your values and beliefs impacted your relationships with your colleagues.
3. Can you recall a time when you gave feedback to a colleague who was not accepting of others?
4. Have you encountered concerns about a "chilly climate" raised by colleagues from identity groups that have historically experienced discrimination? If so, how have you handled them?
5. How have issues of equity, diversity, and inclusion played out in your discipline