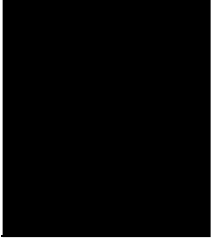




DEI Questions from [Washington State University](#)

What are some of the techniques you use to teach in a culturally responsive way?
Can you trace the history and key politics of your field? How has it responded to calls to move away from "great white men" and toward more inclusive/diverse scholarship?
You are asked to teach a general Elementary Teaching course. Who are the five to ten authors the students must read, and why? [Listen for diversity of authors in each candidate's response.]
How do you recruit and support racially diverse graduate students? What success have you had? Challenges?
What role models are there in your field for nontraditional students (e.g., female students, LGBTQ+ students, Indigenous students, students of color, and students with disabilities)?
A growing number of students are demanding faculty accountability on issues of race and equity. How have you responded? What areas of growth do you see for yourself?
A group of students comes to you and says that there is racial inequity in the classroom's dynamics. How might you respond to its concerns?
What have you done to enhance your knowledge and skills related to diversity? How have you demonstrated what you have learned?
What does it mean for you to have a commitment to diversity and inclusion? How have you demonstrated that commitment, and how do you see yourself demonstrating it on our campus and/or for this role?
In your experiences, what do you see as the most challenging aspects of diversity and inclusion on a university/college campus and your work?
How has your experience and background prepared you to be effective in an environment that values awareness of inclusion and respect for diversity?
Tell me about a time when you had a situation where a colleague or co-worker was unreceptive to inclusion or diversity concerns? What was the situation? How did you handle it/what was the outcome? If not, how would you handle this situation? OR How would you respond?
Describe your understanding of diversity and inclusion and how it is related to this position?
Can you describe an innovative (teaching strategy, program) addressing diversity that you were an integral part of developing? What did you consider? What was the outcome?





What specific things have you done to further your knowledge about diversity? In what specific ways have you used that knowledge?
Diversity can pose a variety of challenges in working environments. Please describe the strategies you have used to address diversity challenges. In what ways were the strategies successful? In retrospect, would you change anything about your strategy?
Please describe the ways you have promoted a diverse workforce in your current or previous position(s).
What specific things do you do to positively influence those you supervise or work with on the benefits of diversity?
How did your current or previous employer benefit from diversity?
In your opinion, what is the most important leadership trait required to foster a receptive climate to diversity in the workforce?
In what specific ways has diversity shaped your leadership/teaching/counseling/advising/management style?
As a higher education professional, what specific things have you done to promote diversity in the community?
In what s