

## *Cultural Awareness Interview Questions*

1. What kinds of experiences have you had in relating with people whose backgrounds are different than your own?
  - a. Is there an example of how you have demonstrated a commitment to diversity and racial equity in a prior situation?
  - b. Describe a specific situation in which you worked with a diverse group of people or persons over a period. What did you learn from this experience?
2. How will you contribute to the station's effort to enhancing DEI in a meaningful way?
  - a. Tell us how you work with people to create or foster diversity in the workplace?
3. Tell me about a time when you contributed to diversity and inclusion. Perhaps you were working with others in your department or on a committee. We'd like to hear about a situation like that.
  - a. What were the circumstances at the time?
  - b. What specific actions or steps did you take to handle the situation?
  - c. With whom did you interact? Share with us the outcome of that situation.
4. Can you talk about a time you navigated tricky dynamics around race or other identities in your work?
  - a. What did you do?
  - b. What do you think were the root causes of those dynamics?
  - c. What were some of your core challenges?
  - d. What lessons did you learn?
5. To what extent has pursuing racial or other types of equity and inclusion been a priority in your work, and how did you approach it?
  - a. Why was this important to you?
  - b. What were some of your core challenges?
  - c. What have you learned from these experiences?
6. Can you recall a time when a person's cultural background affected your approach to a work situation?
  - a. What did you learn from this experience and how did you approach a resolution?
  - b. What efforts have you made, or been involved with, to foster multicultural understanding and cultural competence?
7. Suppose that you encounter a pervasive belief that diversity and excellence are somehow in conflict.
  - a. How do you conceptualize the relationship between diversity and excellence?
  - b. What kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity?

8. How would you help to create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations?
9. Why is inclusive language important to you?
  - a. Can you share with us how this might impact communication and trust internally and externally?
  - b. What are some steps you might take to ensure all-gendered inclusive language?
10. What steps would you take to create a climate that is supportive and respectful and that values differing perspectives and experiences?
  - a. How would you measure the success of this objective?
11. When have you previously been involved in creating meaningful dialogue between and among groups that increases understanding of varied perspectives and the nature of social and economic inequalities?
  - a. How would you incorporate this in your management practices?
12. We would like to know more about your experience with diversity, race and equity, and social justice. Please tell us about your experience engaging and working with diverse communities – particularly in the context of your professional, volunteer, or civic work. Please also address efforts you have made or been involved with to foster diversity competence and understanding.
13. What efforts have you made or been involved with to foster culture of diversity, equity, cultural competence and understanding?
14. How would your vision for this position be aligned with this station's commitment to equity and diversity?
15. What have you done to further your knowledge about Racial Equity?
  - a. Have you included DEI in your professional development?
  - b. How does what you've learned manifest in your work?
  - c. What actions have you taken to support Racial Equity in principles and practices?
16. What does Racial Equity mean to you?
  - a. To what extent has pursuing racial or other types of equity and inclusion been a priority in your work, and how did you approach it?
  - b. Why was this important to you?
17. How did you account for racial equity and inclusion when you were setting recruitment (sources) goals for your team?
  - a. Do you think there were any differences in race/gender/other identities that influenced how that conflict played out?

18. Here's a recent story or newsletter published. There's not too much explicitly about racial or gender diversity here. How would you make that better? What's missing? Who is centered? What does the image say about the story?
19. Through our various programs, we serve people of many different ages, backgrounds and experiences, and our staff and interns reflect this diversity. Given this, how would you approach training and supporting our staff in meeting these efforts?
20. How has your experience and background prepared you to be effective in an environment that values awareness of inclusion and respect for diversity?
21. Tell me about a time when you had a situation where a colleague or co-worker was unreceptive to inclusion or diversity concerns?
  - a. What was the situation? How did you handle it/what was the outcome?
  - b. If not, how would you handle this situation? OR How would you respond?
22. Diversity of thought naturally comes into play with a group of individuals. Describe your experiences working with others. How do you work around common issues, such as disagreement, group think, or leadership that doesn't encourage a devil's advocate?