

Appendix C3: Cuyahoga County Sample EDI Interview Questions

1. Please tell us what diversity, equity, and inclusion mean to you and why they're important for the position for which you are applying.
2. In your opinion, what is the most challenging aspect of working in a diverse environment? How do you navigate that challenge?
3. What is your approach to understanding the perspectives of coworkers from different backgrounds?
4. How would you handle a situation where a colleague was being culturally insensitive, sexist, racist, or homophobic?
5. How would you advocate for equity, diversity, and inclusion with colleagues who don't understand its importance?
6. Can you tell me of a time when you changed a process or procedure to make your department or organization more inclusive? What was the outcome.
7. Please give an example of how you make those you supervise feel a sense of inclusion, belonging, and equity on a daily basis?
8. What steps will you take to eliminate bias from your service area?
9. Tell us about your experience working with and serving diverse populations.
10. Tell us about a strategy you would use to ensure that your program is serving diverse groups of people adequately.