

## Promising Practices for Inclusive Search Processes

### Sample Questions to Assess Diversity Skills/Experiences for Applicants

- Describe the ways you have promoted a diverse workforce in your current or previous position(s).
- What would be your priorities in leading efforts to recruit and retain a racially, ethnically and culturally diverse workforce and body of learners?
- What has been your proudest achievement in your quest to promote a diverse and inclusive workplace?
- How have you influenced those you supervise and/or work with on the benefits of diversity?
- What has been the greatest obstacle in attaining diversity in your previous work experiences? How did you confront the obstacle(s)?
- How has your current and/or previous employer benefited from diversity?
- Describe how you overcame obstacles that could have derailed your plans in making a significant, positive change in recruitment or retention of faculty, staff, trainees and/or students from populations that are underrepresented in medicine/biomedical sciences. What was the final outcome?
- What do you see as the most challenging aspects of an increasingly diverse academic/biomedical/research community? What initiatives have you taken in your previous capacities to meet such challenges? What is your sense of the complexities and leadership challenges related to these issues?
- How would you work with people that you supervise/manage/mentor to foster the creation of climates receptive to diversity, inclusion and multiculturalism in the workforce and/or learning environment?
- The WUSM's student population is diverse in many ways (i.e. culturally, socio-economically, ethnically, religiously, etc); what specific experiences have you had teaching diverse student populations? Please explain the breadth and scope of these experiences.

- We expect that faculty will have a demonstrated record of teaching success with persons from historically underrepresented populations. Please share with us some examples of your demonstrated achievements in the area of inclusive, student-centered curricula and/or programming.
- We are seeking employees who will contribute to and advance an educational community that respects and affirms the spectrum of human diversity. Tell us about your previous campus experiences in this role; that is, how have you upheld an inclusive philosophy and practice?
- We expect that faculty and staff have a demonstrated record of collaboration with persons from a variety of backgrounds. Please share with us some examples of your achievements in this area.
- We are committed to ensuring the success and achievement of culturally diverse populations; what you would do (policies, initiatives, practices) to uphold our goal of serving all persons, regardless of race, ethnicity, gender, sexual orientation, ability or religious preference, equitably?
- With regard to diversity and inclusion, what are the greatest challenges facing medicine/health care/biomedical sciences?
- Describe any experience you have had that advanced diversity among graduate students and/or trainees.
- What do you identify as the greatest opportunities achieved by increasing diversity, equity and inclusion in the academic medicine community?