

Diversity, Equity & Inclusion

General:

- We expect a high level of performance from everyone at SUNY Delhi. We empower each other and value our diversity, celebrate and reward our success. What is your model of success and how will you fit into this culture?
- Please describe how you would work to create a campus environment that is welcoming, inclusive and increasingly diverse.
- Describe how you function and communicate effectively and respectfully within the context of varying beliefs, behaviors, and backgrounds.
- What opportunities have you had working and collaborating in diverse, multicultural and inclusive settings?
- What is your definition of diversity? How do you encourage people to honor the uniqueness of each individual? How do you challenge stereotypes and promote sensitivity and inclusion?
- Describe your experience in serving or teaching underrepresented communities.
- How has your current/previous employer benefited from multiculturalism?
- How do you define social justice?
- Describe a situation in which you encountered a conflict with a person from a different cultural background than yours. How did you handle the situation?
- Tell us about a time you took responsibility/accountability for an action that may have been offensive to the recipient and how you did that.
- Talk about how you responded to a co-worker who made an insensitive remark.
- Describe a time you successfully adapted to a culturally different environment.
- What have you learned from working with diverse populations?
- Do you speak any other languages other than English? If so, what language(s) and to what extent are you fluent in that/those language(s)?
- What is your definition of diversity? What is your definition of equity? What is your definition of inclusion?
- Describe previous work activities involving minorities and members of other underrepresented groups
- How do you challenge stereotypes and promote sensitivity and inclusion?
- What have you learned from working with diverse populations?

Academic:

- What issues have arisen from your work with non-traditional and first generation students? What has gone smoothly and what has been challenging in this work?
- How do you seek opportunities to improve the learning environment to better meet the needs of students from all over the world and from students who have been historically marginalized?
- Describe your experience in serving or teaching underrepresented communities.
- What do you see as the most challenging aspects of an increasingly diverse academic community? What initiatives have you taken to meet such challenges?
- What books/materials/authors have you read on the subject of diversity? What did you find useful to apply to working with heterogeneous cohorts of students?
- How have you participated in diversity events and organizations at other colleges and/or universities?
- Describe how multicultural issues have been or will be brought into your courses (learning center, tutoring sessions etc.).

Managerial:

- How would you work with people under your supervision to foster a climate receptive to diversity in the department, the curriculum, staff meetings, printed materials, initiatives, etc.?
- How do you conceptualize the relationship between diversity and excellence? What kinds of leadership efforts are needed to encourage a commitment to excellence through diversity?
- In what ways have you integrated multicultural issues as part of your professional development?
- How have you handled situations where a colleague was not accepting of another's diversity?
- What kind of leadership efforts would you make to ensure a commitment to diversity initiatives for the college