

Sample Cultural Competency Interview Questions

This is a comprehensive list of sample interview questions related to cultural competency that are currently being used in various institutions of higher learning. Search committees are not required to use a question directly from this list. If so desired, search committees can utilize these sample questions as a means for developing interview questions related to cultural competence for use in formal or informal interviews.

1. How do you/would you work with students from diverse cultural backgrounds?
2. Give us your background on teaching and mentoring experiences with students from diverse cultural backgrounds?
3. Please comment on how you will contribute to our mission regarding the educational benefits of and commitment to cultural diversity.
4. Besides teaching and research can you give us an example of how you may contribute to student diversity and mentoring?
5. Is there an example of how you have demonstrated a commitment to diversity in a prior situation?
6. What kinds of experiences have you had in relating with people whose backgrounds are different than your own?
7. Describe a specific situation in which you worked with a diverse group of people or person over a period of time. What did you learn from this experience?
8. How will you contribute to the institution's effort to enhancing diversity in a meaningful way?
9. Tell us how you will contribute to student mentoring and diversity.
10. What does it mean for you to have a commitment to diversity? How have you demonstrated that commitment, and how would you see yourself demonstrating it at MCC?
11. Tell us how you work with people to create or foster diversity in the workplace.
12. What do you see as the most challenging aspects of an increasingly diverse academic community, and what steps have you taken or plan to take to meet such challenges?
13. Please comment on the benefits of racial, ethnic and gender diversity in the student body and the faculty?
14. 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. What were the circumstances at the time? What specific actions or steps did you take to handle the situation? With whom did you interact? Share with us the outcome of that situation.

15. How would you define diversity? Please provide examples of how you have demonstrated commitment to diversity in prior situations.
16. How would you address racial tension among students in your classroom?
17. How do you adapt your teaching to meet the different culture and learning styles of your students?
18. For the past several years MCC has been focusing on increasing the number of our under-represented faculty, staff and students; African American, Latino American, Native American (AALANA), and Women. Please share with us any opportunities you have had with these populations; what was the situation(s), and discuss outcomes.
19. Give examples of times when your values and beliefs impacted your relationships with your colleagues.
20. Can you recall a time when a person's cultural background affected your approach to a work situation?
21. Tell us about a time that you adapted your style in order to work effectively with those who were different from you.
22. In your experience, what are the challenges faced by members of historically underrepresented groups in the workplace? What strategies have you used to address these challenges, and how successful were those strategies?
23. What efforts have you made, or been involved with, to foster multicultural understanding and cultural competence?
24. What measures have you taken to make someone feel comfortable when some people seemed uncomfortable with his or her presence?
25. Suppose that you encounter a pervasive belief that diversity and excellence are somehow in conflict. How do you conceptualize the relationship between diversity and excellence? What kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity?
26. Has diversity played a role in shaping your teaching and advising styles? If so, how?
27. What is your vision of diversity at a community college such as MCC?
28. Do you find students from different cultural backgrounds have different learning needs? If yes, how do you address these needs?
29. In your experience, what are the key factors that contribute to the success of students from diverse backgrounds?
30. What efforts have you made to help achieve a more diverse faculty and staff? If you have not directly been involved in a similar endeavor, how would you plan to achieve this objective at MCC?

31. Have you previously developed and implemented a comprehensive recruitment and retention plan that increased the likelihood of increasing a diverse faculty and staff pool? Provide examples.
32. How would you help to create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations?
33. What steps would you take to create a climate that is supportive and respectful and that values differing perspectives and experiences? How would you measure the success of this objective?
34. 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? How would you incorporate this in your management practices?
35. What would you do to motivate and engage students, faculty and/or staff in learning varied perspectives of diversity, inclusion, and social justice?
36. What expertise do you have in areas of study that examine diverse identities and cultures?
37. Practices and outcomes related to diversity and inclusion are vital measures of institutional excellence. How would you support creating a culture of organizational learning and continuous improvement at the faculty level?
38. What experience have you had in increasing research and grant funding opportunities which include diversity/inclusion related outcomes?
39. Please describe how you would work to create a campus environment that is welcoming, inclusive and increasingly diverse.
40. Describe how you function and communicate effectively and respectfully within the context of varying beliefs, behaviors, and backgrounds.
41. What opportunities have you had working and collaborating in diverse, multicultural and inclusive settings.
42. 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?
43. 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 in the USA, such as the Native Americans, African Americans, Latinos, Asians, and other communities?
44. What is your method of communication with students who are different from you? How do you convey thoughts, ideas, or adverse conclusions?
45. Describe your experience or explain how you have been educated to understand the history of African Americans, Latinos, Asians, Native Americans and other historically marginalized communities in the USA.

46. Describe your experience in serving or teaching underrepresented communities.
47. Tell us about a time when you had to work with someone who had the direct opposite personality of yours?
48. Give an example of how you walk in the shoes of people we serve and those with whom we work.
49. Give an example of how you honor commitments and describe a time when you were asked to compromise your ethics. What did you do? What would you do in the future?
50. How has your current/previous employer benefited from multiculturalism?
51. How do you define social justice?
52. 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? (Please be specific)
53. In previous work experiences, what has been the greatest obstacle in developing a multicultural-competent staff?
54. Describe a situation in which you utilized your multicultural skills to solve a problem.
55. What ideas do you have for educating students about diversity?
56. How has diversity played a role in shaping your social style?
57. Tell us about a time when you changed your style to work more effectively with a person from a different background.
58. 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.
59. Talk about a time when you had to abide by a policy that you did not personally agree with.
60. Talk about a time when you had to deal with conflict at work.
61. Talk about a time when you were placed on a team and you or someone on that team didn't see eye-to-eye.
62. Describe the most difficult person you've ever had to deal with at work.
63. Describe a time when you needed to work cooperatively with someone that did not share the same ideas as you.
64. Give an example of a time when you had to make an adjustment to your personal style in order to successfully work with a coworker.
65. Give an example of a time when you had to expend social capital to champion social justice.

66. Give an example of a time when you could not be tolerant of another person's point of view.
67. What do you see as the most challenging aspects of an increasingly diverse academic community? Follow-up question: What initiatives have you taken to meet such challenges?
68. What is your sense of the complexities and leadership challenges related to social justice and multiculturalism at MCC?
69. 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?
70. In what ways have you integrated multicultural issues as part of your professional development?
71. Talk about how you responded to a co-worker who made an insensitive remark.
72. Talk about a time that you successfully adapted to a culturally different environment.
73. 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?
74. What are some specific things you are going to do within the next two years to further your development in cultural competency?
75. How does your own identity impact your work with a diverse staff and student body?
76. When interacting with a person from a different culture than your own, how do you ensure that communication is effective?