

Recommended Interview Questions and Resources for Students

1. What diversity, inclusion, and cultural competence training do you provide to employees? What diversity, inclusion, and cultural competence training does the leadership team specifically receive?
2. How diverse is the leadership team?
3. What groups do you consider underrepresented, and how is the leadership team taking steps to hire and empower people who fit into that category?
4. How is diversity and inclusion implemented at your place of employment so all employees can succeed?
5. How is the leadership team held accountable for implementing diversity and inclusion efforts?
6. What Employee Resource Groups (ERGs) exist at your company? How does the leadership team engage with the ERGs?
7. In your experience, what are the challenges faced by members of historically underrepresented groups in the workplace? What strategies have you or the leadership team used to address these challenges, and how successful were those strategies?
8. Does your employer audit salary and wage information across lines of race, ethnicity and gender to ensure equitable pay?

Additional Resources

- [14 Questions To Ask In Your Next Job Interview](#) – The Nova Collective
- [10 Interview Questions To Determine If A Company Is As Inclusive As It Claims](#) – Fast Company
- [Looking for an Inclusive Employer? Ask These 9 Questions During Your Interview](#) – The Muse
- [Inclusive Leadership Interview Questions](#) – Duke University