

Sample Administrator DEIA Interview Questions

1. Mt. San Jacinto College is committed to promoting a safe and inclusive campus environment. How would you contribute to creating a culture of respect, equity, and inclusion within (your department) and the college as a whole?
2. Our student population is about 52% Latinx with 1 in 3 students identifying as first-generation. How would you tailor your approach to meet the unique needs of our student population?
3. What does it mean to be an institution that focuses on providing equitable services for a Hispanic Serving Institution (HSI)? What are some ways you have or will bring a servingness framework to MSJC in this administrator role?
4. What has been your experience leading and managing a diverse group of employees and what have you done to ensure these different perspectives are valued to create a cooperative and inclusive team?
5. Describe a specific event from your past that has challenged your perception and shaped your approach in interacting with folks from historically marginalized groups. How has that experience impacted your day-to-day interactions in your personal life as well as how you interact with students and colleagues?
6. MSJC's strategic priorities have a distinct focus on student success and equity. How have you supported student-focused strategic priorities, and what other ways might you continue to support as the Administrator of (position)?
7. Our college has pledged to create an affirming and inclusive space and to dismantle systemic barriers that have historically excluded students based on race, gender, sexuality, socio-economic status, nationality, legal status, and/or ability. How will you contribute to the college's efforts in creating an inclusive/affirming college campus for students, faculty, staff, and the communities we serve?
8. Mt. San Jacinto College has a diverse academic, socioeconomic, cultural, disability and ethnic constituency. Please provide examples of how you could support cultural and ethnic diversity to ensure equitable outcomes for students.
9. Please explain your understanding of why there is a targeted focus on diversity, equity, inclusion, and accessibility (DEIA) has been recently within the California Community College system.

10. How do you see yourself participating in advancing institutional diversity, equity, inclusion, and accessibility (DEIA) goals at Mt. San Jacinto College? Please provide a specific example.
11. What have you done (or would you do) to promote diversity, equity, inclusion, and accessibility in the workplace? Please provide specific examples.
12. How would you describe your current thinking about diversity, and how has your thinking changed over time?