INTERVIEW QUESTIONS

Questions to assess a new trainer's experience, readiness, and technical assistance needs relating to diversity, equity, and inclusion.

ASSESSING EXPERIENCE

What experience have you had leading discussions about diversity, equity, and inclusion?

What Feedback have you received on training you have led regarding how the training did or did not address divesrity, equity, and inclusion?

ASSESSING READINESS

How capable to you feel facilitating conversations about diversity, equity, and inclusion?

How capable to you feel identifying, naming and redirecting oppressive language during classroom discussion (i.e. microaggressions, racism, anti-Black racism, ableism, ageism, xenophobia, etc.)?

CAPACITY BUILDING NEEDS

What training or support would you need in order to incorporate more equity content and accessible design features into your training?

TIPS FOR EQUITABLE INTERVIEWING

- Ask questions using gender neutral language

- Ensure all candidates are asked the same questions

- Interviews should be conducted by at least 2 people from different cultural backgrounds to reduce bias in decision making

CRITICAL THINKING QUESTIONS TO CONSIDER INTERSECTIONALITY

What disparities exist within this topic?

What data may be available to demonstrate these disparities?

What does the learner need to know to address these disparities?

How might race, gender, sexuality, ability, class or sex impact this topic?

Am I shifting focus or power away from the most privileged in this conversation?
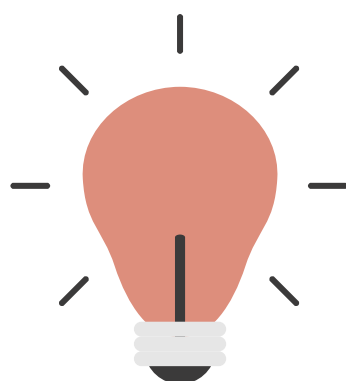
Am I providing a safe space for marginalized people to speak out? How?

Am I looking for what I don't know?

Am I listening to people whose identities are different from my own?

Does the content reflect the diversity of identities impacted by oppression?

Who wrote or developed the reference materials I am including in this content?

Reference:
So You Want To Talk About Race by Ijeoma Oluo