CAL MARITIME

Incorporating Diversity, Equity, and Inclusion into Your Interviews

It is important cadet and staff partners work together to identify the best way of incorporating questions about diversity, equity, and inclusion (DEI) into your interview framework. While each organization retains autonomy in their individual selection processes, Cadet Leaders are also held to higher standards and these should be addressed in interviews. Review the Common Expectations of Cadet Leaders and share these with your applicants in advance of interviews.

You could, for example, include questions that addresses any of these essential behaviors:

- "Create a consistent culture and experience of inclusion and belonging for every cadet, spanning the entire range of identities and backgrounds, through actions, interactions, and demeanor."
- "Ensure equal access for all cadets to programs, services, and opportunities."
- "Maintain an appropriate public social media presence, regardless of whether identifiable or anonymous. Similarly, maintain appropriate standards in private electronic settings (e.g., group chats, Slack channels, and MS Teams), when such groups could reasonably be understood to derive from participants leadership roles."

As you are thinking about the right question(s) for your organization, engage in a conversation about what you consider to be an appropriate answer. Remember not to substitute your own bias into the "perfect" answer and discuss with other interviewers how you will evaluate answers.

- Does the answer address a unique perspective you had not considered?
- Does the answer reflect an understanding of campus culture and climate?
- Does the answer propose a novel solution or innovative approach your organization could implement?
- Does the answer consider root causes of problems, rather than just visible symptoms?
- Does the answer provide explicit examples of how they have or would respond to proposed scenarios?

- Does the answer reflect an understanding of information learned through Orientation, First Year Experience, campus-wide presentations, workshops, or online trainings in which they have participated?
- Does the answer demonstrate an understanding of multiple dimensions of identity (e.g., race, gender expression, and religion) rather than a single aspect of identity?

Some sample questions you could consider as a starting point:

- What is our approach to dealing with discussion about potentially difficult topics, such as race, religion, or sexual orientation? Please provide a specific example.
- Tell us about a time when you observed exclusion based on someone's identity. Describe the situation, the actions you took, and the outcome.
- What steps have you taken to reduce bias or champion diversity on campus. Please provide a specific example.