**Interview Preparation & Diversity, Equity & Inclusion**

**A strong interview is key to a successful job search**

Along with the résumé and cover letter, the interview is an opportunity to make yourself stand out to a possible future employer. To assist students in honing their interviewing skills, we have an [**online interviewing skills presentation**](https://www.youtube.com/watch?v=YESY2Fo3Qaw). We also facilitate in-person practice interviews with career coaches so that students can practice questions they might be asked in an interview. This resource is designed to prepare students for, and outline the importance of understanding diversity, equity, and inclusion in the interviewing process. The information below, provided by [**The Muse**](https://www.themuse.com/advice/diversity-inclusion-interview-questions-answers-examples), talks about and provides example questions regarding the importance of DEI in the interviewing process…

*For both employers and job seekers, diversity, equity, and inclusion (DEI) are more important than ever. Questions around DEI are being centered in the hiring process for all roles. Employers want the competitive advantage provided by a team that reflects the diversity of their customers and brings a wide variety of viewpoints to the table. They also need candidates who will help rather than hinder their efforts to foster a welcoming and supportive environment—no matter what the job.*

*Consumers are also starting to hold companies accountable for insensitive statements and biased blunders. Companies want employees who will represent them well and demonstrate cultural competency. With those goals and concerns in mind, interviewers are starting to ask all candidates about their thoughts on diversity, equity, and inclusion in the workplace.*

*That means if you’re looking for a job these days, it’s no longer sufficient to only prepare for the traditional common interview questions and role-specific questions about your skills and background in digital marketing or customer service, for example. All job seekers (regardless of the role you’re applying for) should expect interview questions about diversity and inclusion.*

*To help you succeed in the hiring process with an inclusive company, review the list of DEI questions below that you may be asked.*

1. *Please share with us what diversity, equity, and inclusion mean to you and why they’re important.*
2. *What is your approach to understanding the perspectives of colleagues from different backgrounds?*
3. *How would you handle a situation where a colleague was being culturally insensitive, sexist, racist, or homophobic?*
4. *How would you advocate for diversity, equity, and inclusion with colleagues who don’t understand its importance?*
5. *Tell me about a time when you advocated for diversity and inclusion in the workplace.*
6. *Can you give me an example of how you make your direct reports feel a sense of inclusion, belonging, and equity on a daily basis?*

Additional resources for interviewing can be found on our [**website**](https://www.smcvt.edu/outcomes/career-education/tips-tools-resources/interview-coaching/) or at the [**link**](https://www.themuse.com/advice/diversity-inclusion-interview-questions-answers-examples) to this article. If you have questions about how to answer these or want to practice interviewing skills, please make an appointment with a Career Coach in [**Handshake**](https://smcvt.joinhandshake.com/edu).