



Incorporating Diversity, Equity, and Inclusion (DEI) Questions in the Interview Process

CDFWs Diversity Statement:

California is one of the most biodiverse places on the planet. As such, the Department of Fish and Wildlife (CDFW) values diverse employees working together to protect nature for all Californians. CDFW is committed to fostering an inclusive work environment where all backgrounds, cultures, and personal experiences can thrive and connect others to our critical mission.

Why is this important?

Incorporating DEI in the workplace creates a positive impact in our workplace. Highly diverse teams improve overall performance, increase employee engagement, attracts talent, encourages innovation, and helps to make more informed decisions. Asking about a candidates experience with DEI can help determine how they can advance the above-mentioned goals. Some examples include:

Determining cultural fit: Asking about DEI can give insight into a candidate's values and beliefs regarding diversity, equity, and inclusion in the workplace, and help determine if they would be a good fit for CDFW's culture of inclusivity.

Promoting diversity and inclusion: By asking DEI-related questions during an interview, CDFW can demonstrate our commitment to creating a diverse and inclusive work environment and attract candidates who share that same commitment.

Improving workplace culture: DEI is about creating a workplace culture where all employees feel valued, respected, and included. Asking about DEI during an interview can help identify candidates who have a proven track record of promoting diversity, equity, and inclusion in their previous roles.

Saving nature: CDFW's mission stated simply is to save nature. DEI is a way to bring in additional knowledge, voices, experiences, abilities, and talents to help solve some of our most challenging environmental problems of our time.

Sample Questions

CDFW is committed to fostering an inclusive work environment where all backgrounds, cultures, and personal experiences can thrive and connect others to our critical mission. Please give at least one example of how you have promoted diversity, equity, and inclusion in your current or prior roles. If hired for this position, how you would promote diversity, equity, and inclusion in this role? Please be specific.

How do you approach creating an inclusive work environment for all employees? Please give examples.

Can you give an example of how you have advocated for underrepresented groups in the workplace? This can include employees within the workplace or external stakeholders.

How do you stay informed and educated about issues related to diversity, equity, and inclusion? Please share an example of a diversity, equity, and inclusion-related issue that is important to you.

Please give an example of how unconscious bias (sometimes also called implicit bias) affects the workplace. How have you identified and addressed unconscious bias in your past positions, or how would you identify and address it if hired by CDFW as a [position title]? Please discuss any trainings you have taken related to identifying unconscious bias and addressing its effects.

How do you encourage open and honest conversations about diversity, equity, and inclusion, either internally within the department and externally with the public?

How would you measure the success of diversity, equity, and inclusion efforts in the workplace?

Can you provide an example of a time when you had to address an equity or inclusivity issue in the workplace? What was the outcome?

Can you describe a successful initiative or program you have led or participated in related to promoting equity in the workplace? What was the outcome. Please be specific.

Can you give an example of a time when you had to address a situation related to diversity, equity, and inclusion with a team member/coworker? How did you handle it? What was the outcome?

Supervisory-Specific

How do you ensure that diverse perspectives and experiences are valued and integrated in the decision-making process? Be specific and provide examples.

Can you describe your approach to ensuring an equitable hiring process to foster diversity, equity, and inclusion in the workplace?

Please provide examples of how you have promoted inclusivity in decision-making in prior roles. If you do not have examples, please describe how you will approach promoting inclusivity in decision-making processes in this role.

Define systemic inequity. How do you address the impact of systemic inequities in the workplace? Please give examples of systemic inequities you have experienced or observed in prior and/or current roles.

Can you describe your approach to leading a team that is diverse in terms of race, gender, sexual orientation, disability, etc.?

How have you fostered a culture of diversity, equity, and inclusion within your team in the past, and how would you foster such a culture within your team at CDFW if selected for this position?

How do you handle conflicts related to diversity, equity, and inclusion within your team?

How do you ensure that diverse perspectives and experiences are valued and integrated into team decision-making?

How do you promote inclusiveness in team dynamics and communication?

Can you describe your approach to ensuring an equitable hiring process for vacancies on your team?

How do you handle the impact of unconscious bias (implicit bias) within your team?

How do you ensure that all team members understand what diversity, equity, and inclusion means and the importance of a diverse, equitable, and inclusive workplace? Give examples and be specific.

How do you measure the success of your diversity, equity, and inclusion efforts as a team leader?

How would you approach promoting diversity, equity, and inclusion to a team member who doesn't understand the importance?