
TABLE 12.4 | Sample Interview Questions for Leaders and Policymakers

1. What have been the biggest benefits of having a diverse workforce? What are the biggest problems and frustrations?
 2. How are diversity and inclusion strategic business issues for the organization?
 3. With an increasingly diverse workforce, what changes do you see?
 4. What challenges does this present to your organization?
 5. What is your organization doing to help your managers meet these challenges?
 6. What do they need to learn to do differently?
 7. How do you measure and reward your managers in this area?
 8. What is your organization doing to enhance the upward mobility of underrepresented group members? What obstacles prevent this mobility?
 9. What processes do you have to identify and develop a diverse pool of talented employees?
 10. What does your organization do that shows you value cultural diversity?
 11. What is your organization doing to accommodate differences in values, norms, and practices?
 12. Why have you decided to invest your organization's resources (time, energy, money) in making diversity and inclusion a priority? What results do you expect to see?
 13. What organizational systems, practices, and policies present obstacles to fully developing and using your diverse workforce?
 14. If your organization does nothing to address diversity and inclusion, what do you predict will happen?
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