

**OFFICE OF HUMAN RESOURCES  
INTERVIEW QUESTIONS REGARDING DIVERSITY**

Interview questions have been developed with a specific focus on diversity and cultural proficiency for support, professional, supervisory and management positions. Examples of attributes, experiences, and skills to be explored include:

- Experience working with individuals and groups representing varied economic, social, and cultural backgrounds.
- Situational approaches and skills that facilitate successful interaction with diverse colleagues, stakeholders, and clients.
- Leadership knowledge and practice for effectively advancing the mission of the agency toward sustained cultural proficiency.
- Strategies that effectively promote diversity and address diversity needs.

**NEW EMPLOYEE ORIENTATION**

The new module to be added to the orientation program will include the following elements:

- Description of MSDE's long standing commitment to diversity including its prominence in our Strategic Plan.
- Share demographic information about the Maryland student population, civilian workforce and MSDE's current workforce.
- Define diversity and cultural proficiency.
- Ask participants to share their experiences working in, or with, diverse groups and anything new that they learned about themselves and others.
- Indicate the date, time and location of the new diversity training program and stress that they are required to attend.