OPENING

CONTEXT

TOOLKIT

Q & A

CLOSING

The Questions About DEI I Wish Interviewers Would Ask

(and How Candidates Might Respond to Them)

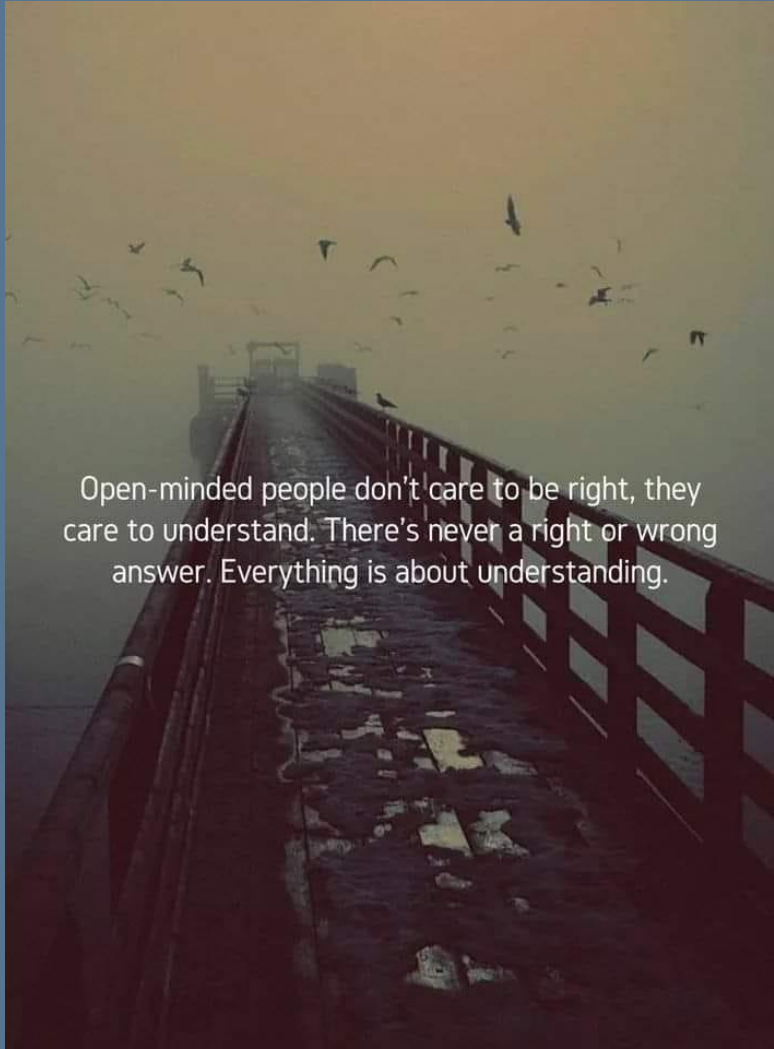November 15, 2020 · 10:00AM - 11:00AM New York Time

OPENING

Opening (5 min)

CONTEXT

CONTEXT

TOOLKIT

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Q & A

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Session Overview

What	Why	How
Reflectors: Reflect on DEI ?s **Theorists**: Participate in what critical race theorists call "storytelling" to explore DEI ?s **Activists**: Disrupt the status quo with DEI ?s **Pragmatists**: Use DEI ?s in the interview and at school	While the questions interviewers and recruiters ask can reinforce hiring bias, they can also be used to disrupt the status quo.	• **Opening** (5 min) • **Context** (15 min) • **Toolkit** (15 min) • **Q&A** (15 min) • **Closing** (5 min)

Setting the Mindset
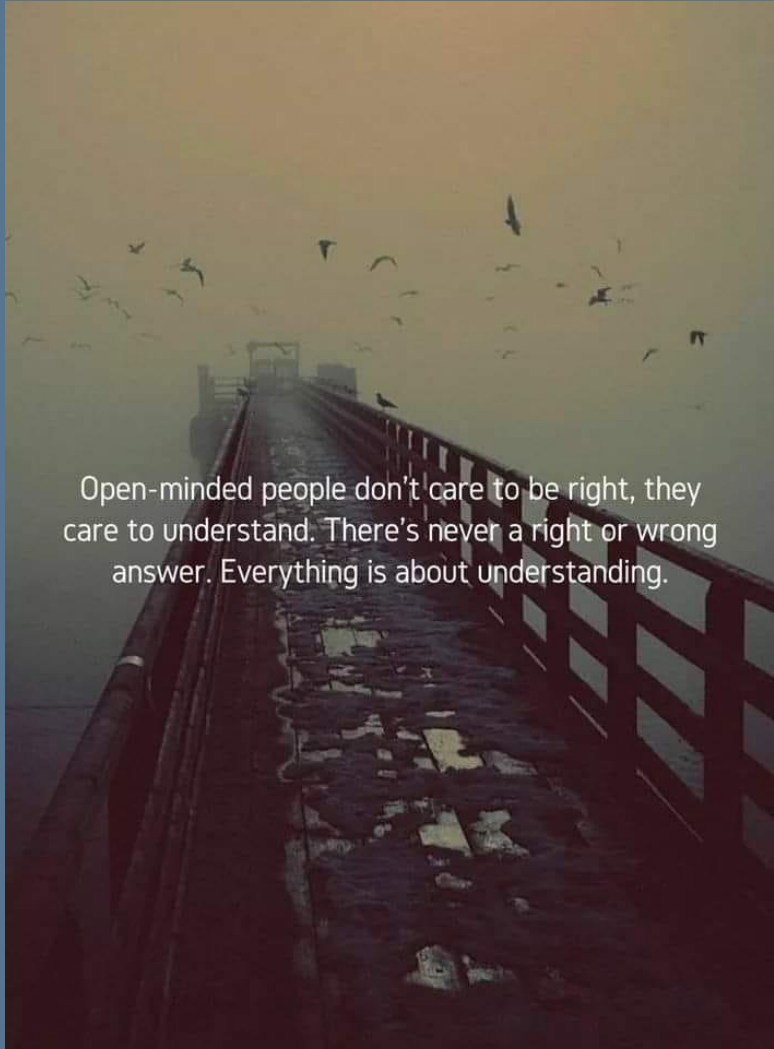
1. Be yourself

2. Participate with whatever energy you have (enthusiasm, frustration, creativity, etc.)

3. Be open to outcomes and diverse perspectives

4. Take responsibility for making 'things' happen after the session

Open-minded people don't care to be right, they care to understand. There's never a right or wrong answer. Everything is about understanding.

Setting the Mindset

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critical race theory

CRT identifies that the power structures in this country are based on white privilege and white supremacy, which perpetuates the marginalization of people of color.

There are five major components or tenets of CRT:

1. The notion that racism is ordinary and not aberrational
2. The idea of an interest convergence
3. The social construction of race
4. The idea of storytelling and counter-storytelling
5. The notion that whites have actually been recipients of civil rights legislation

"Counter-storytelling"

Critical race theorists argue that counter-storytelling, as a method of telling the stories of those people whose experiences are not often told may be a useful mechanism to challenge and change racial dominance.

Counter-stories can help promote social justice by putting a human face to the experiences of often-marginalized groups. This promotes their sense of social, political and cultural cohesion and teaches others about their social realities.

intersectionality is a critical race theory.
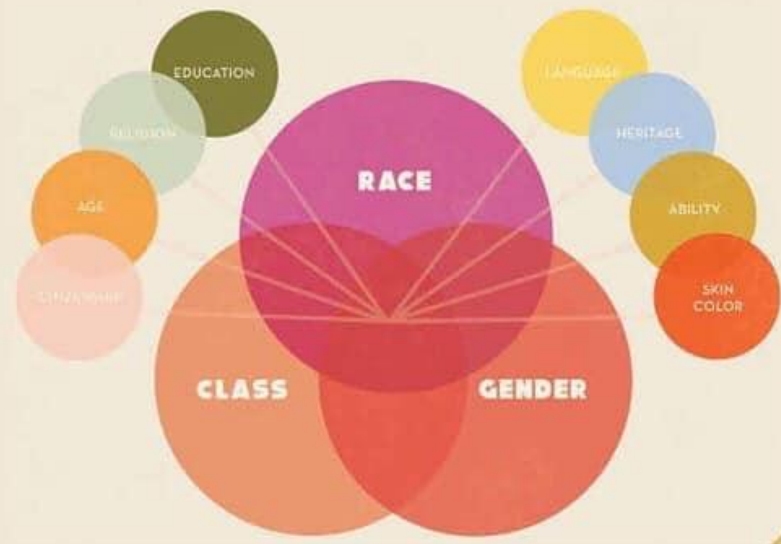
Dr. Kimberlé Crenshaw coined the term **intersectionality** to show how racial hierarchies *intersect* with other social hierarchies like class and gender to produce different kinds of (mis)treatment by our legal systems for Black women than Black men or white women, for example.

Source: IntersectionAllies

The Trump administration has instructed federal agencies to end racial sensitivity trainings that address topics like white privilege and critical race theory, calling them "divisive, anti-American propaganda."

Trump's White House says critical race theory is anti-American. Here's the truth.

Whether or not he knows it, Trump already has those who are learned in critical race theory working for federal agencies. And we are all better for it.

President Donald Trump arrives at an event to discuss environmental policies in Jupiter, Fla., on Sept. 8, 2020.   John Raoux / AP

Source: NPR.org, NBCNews

Call & Response Protocol

Historical roots in Africa and served as a foundation for Black cultural traditions around the world

- Fosters dialogue and democratic participation

- Conversational in nature

- Calls for the individual and the collective participation of the group

- Depends on the input of the entire group

- Asks you to give as much as you are taking

- When one person calls out, others respond

- The speaker and the audience are co-presenters

- Epitomizes community and togetherness
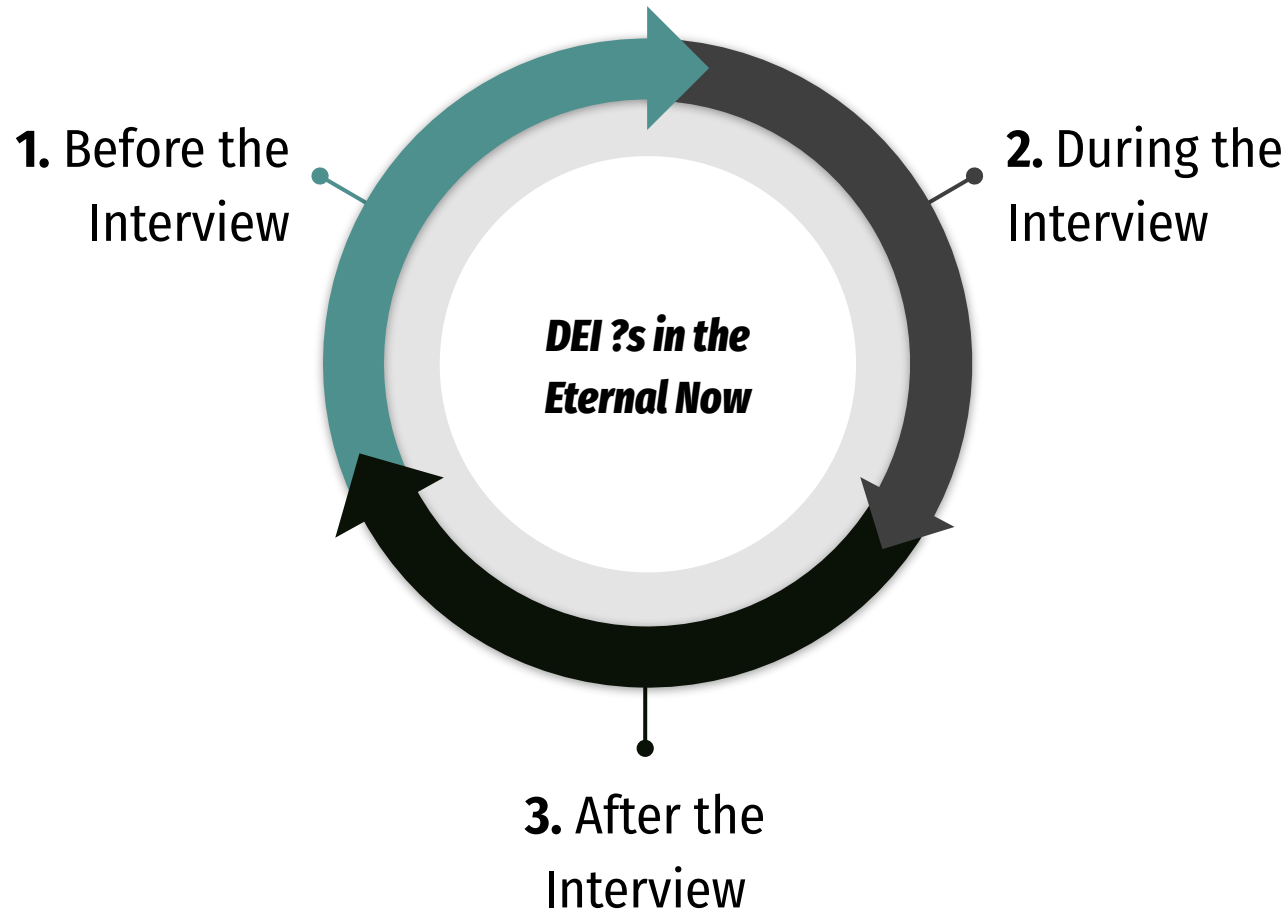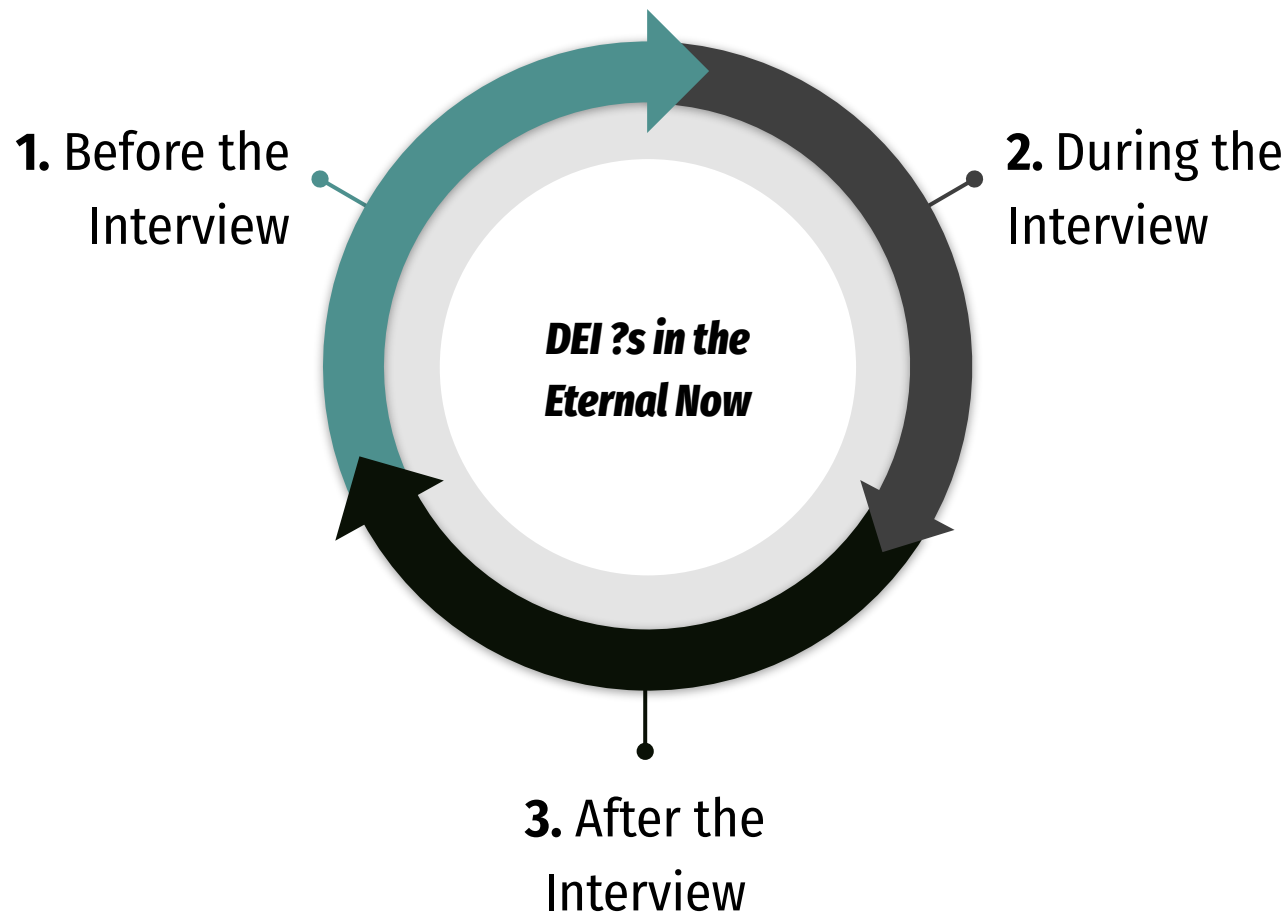
The Context for DEI Questions (15 min)

CONTEXT

1 **TIME:** when are you asking DEI Questions?

2 **LOCATION:** where are you asking DEI Questions?

3 **PURPOSE:** why are you asking DEI Questions?

4 **ROLE:** who is charged with asking DEI Questions?
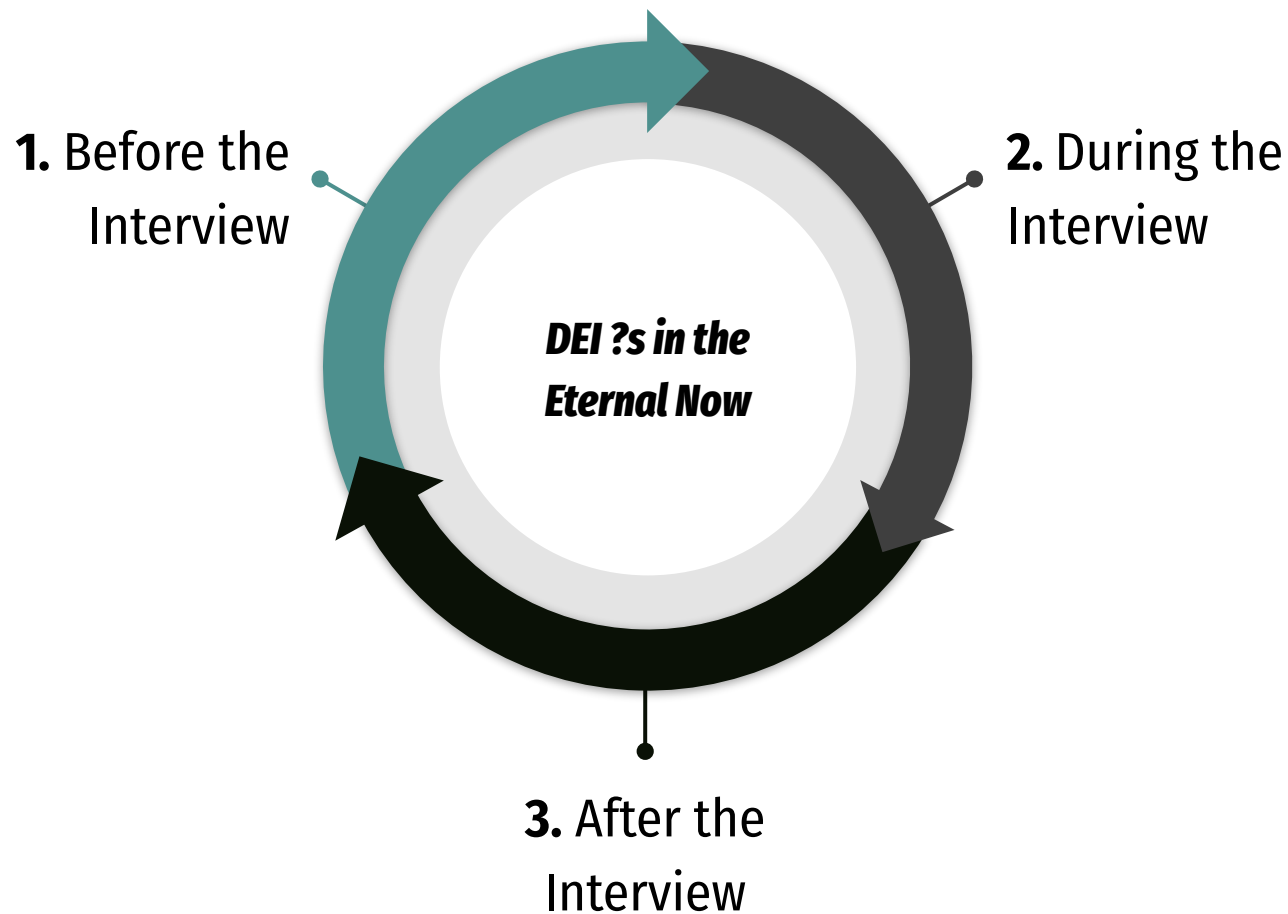
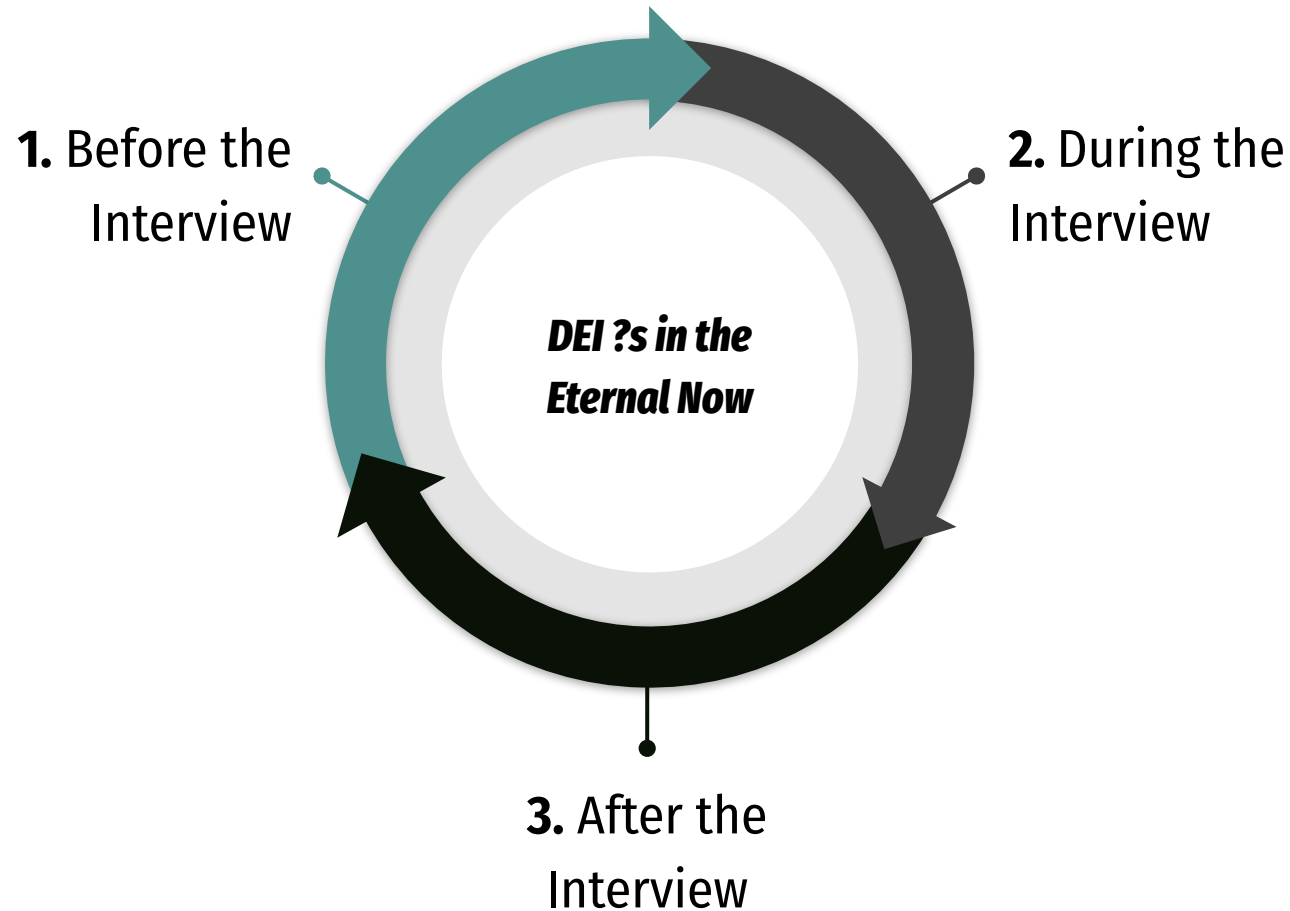**5** **DESIGN:** who creates the DEI Questions?

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TIME: when are you asking DEI Questions?

1. Before the Interview

2. During the Interview

DEI ?s in the Eternal Now

3. After the Interview

Me too! **Tell Me More!** **I Will . . . !**

1. Before the Interview

2. During the Interview

3. After the Interview

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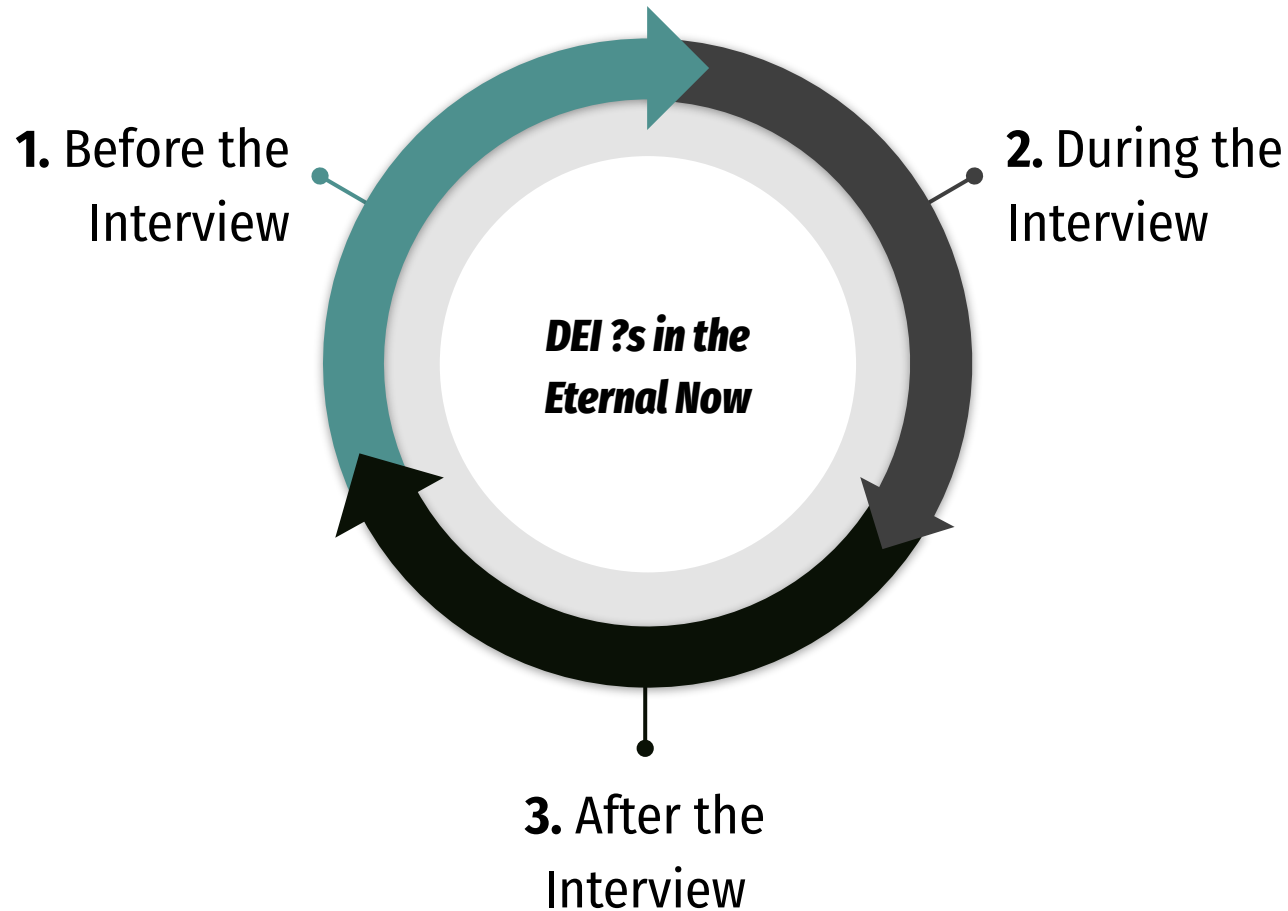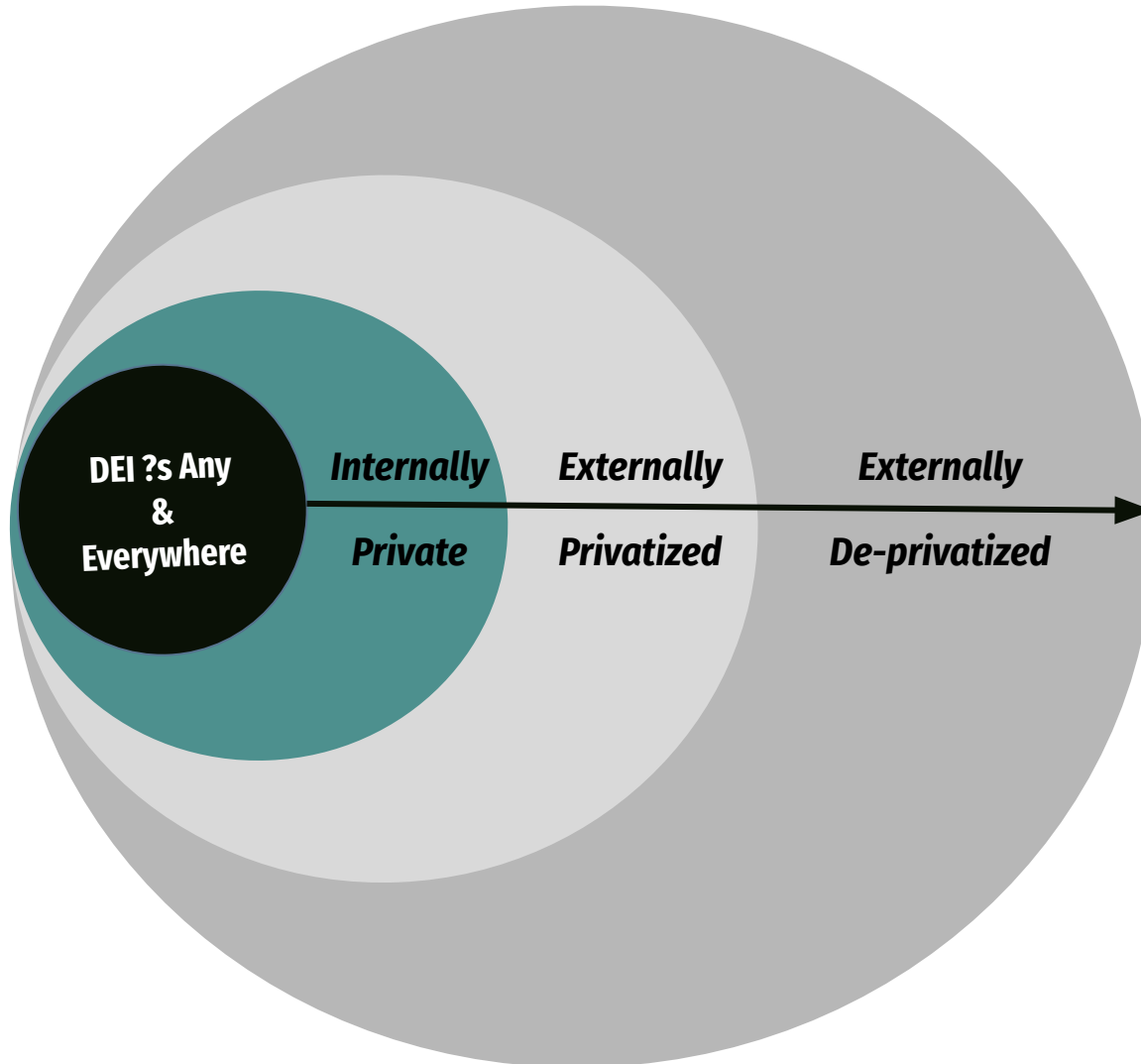
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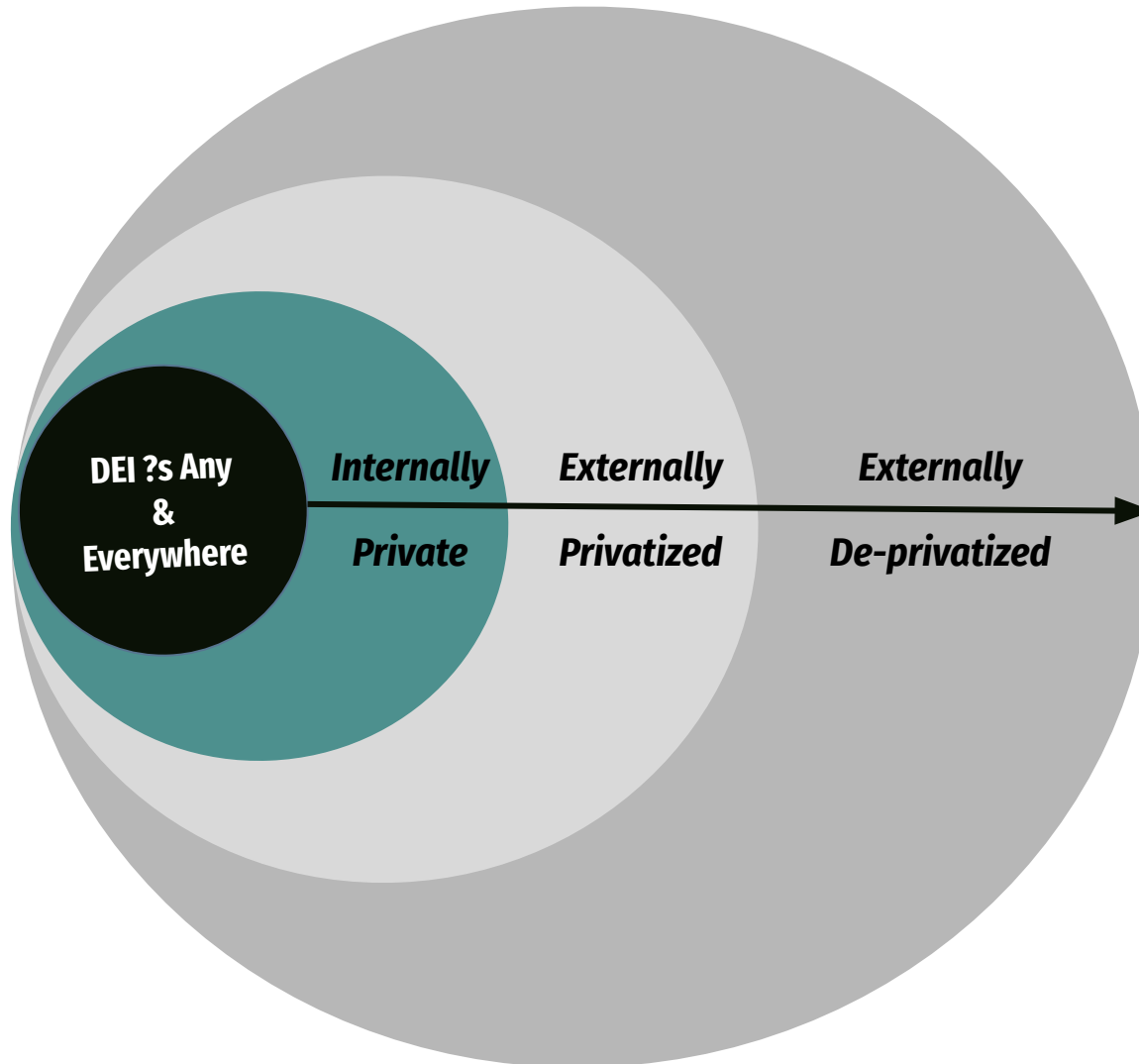
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LOCATION: where are you asking DEI Questions?

DEI ?s Any & Everywhere

Internally

Externally

Externally

Private

Privatized

De-privatized

DEI ?s Any & Everywhere

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Private

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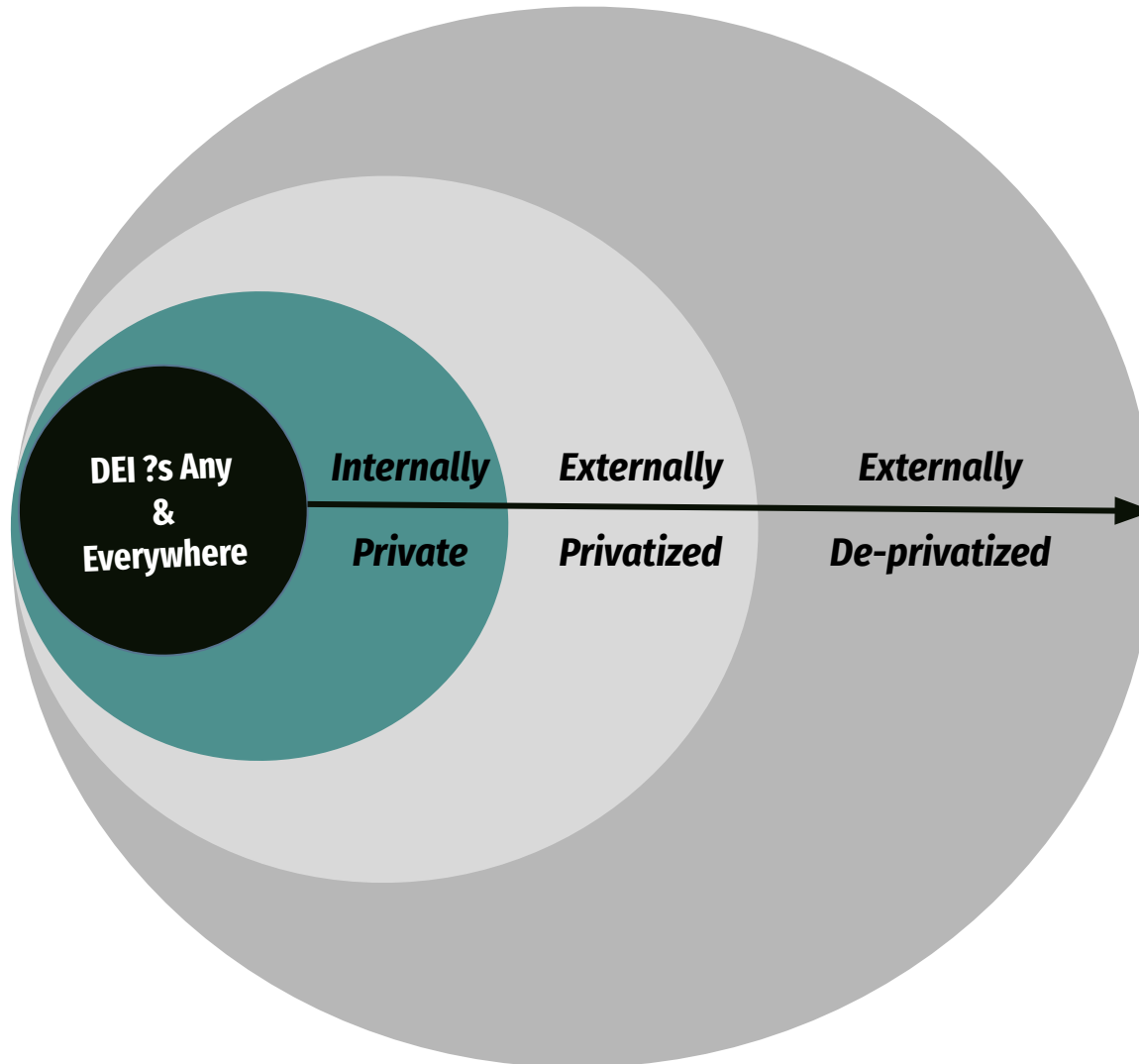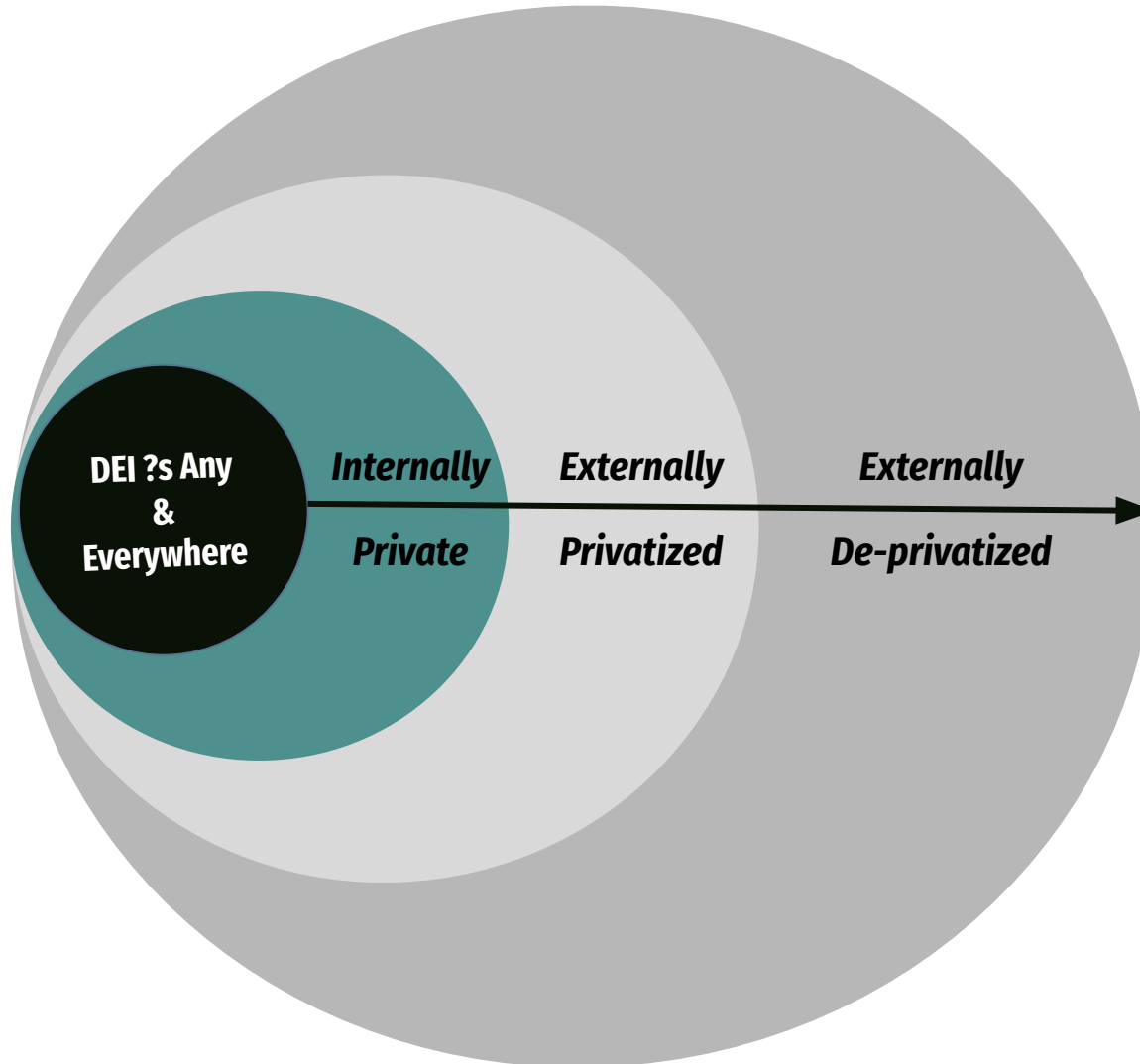
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PURPOSE: why are you asking DEI Questions?

ASSESS CANDIDATES

SHARED VALUES & BELIEFS

ASSESS INSTITUTION

SAFETY & BELONGING

RECRUITMENT & RETENTION

COMMITTMENT & ACCOUNTABILITY

WAYFINDER FOR CURRENT STAFF

Me too!   **Tell Me More!**   **I Will . . . !**

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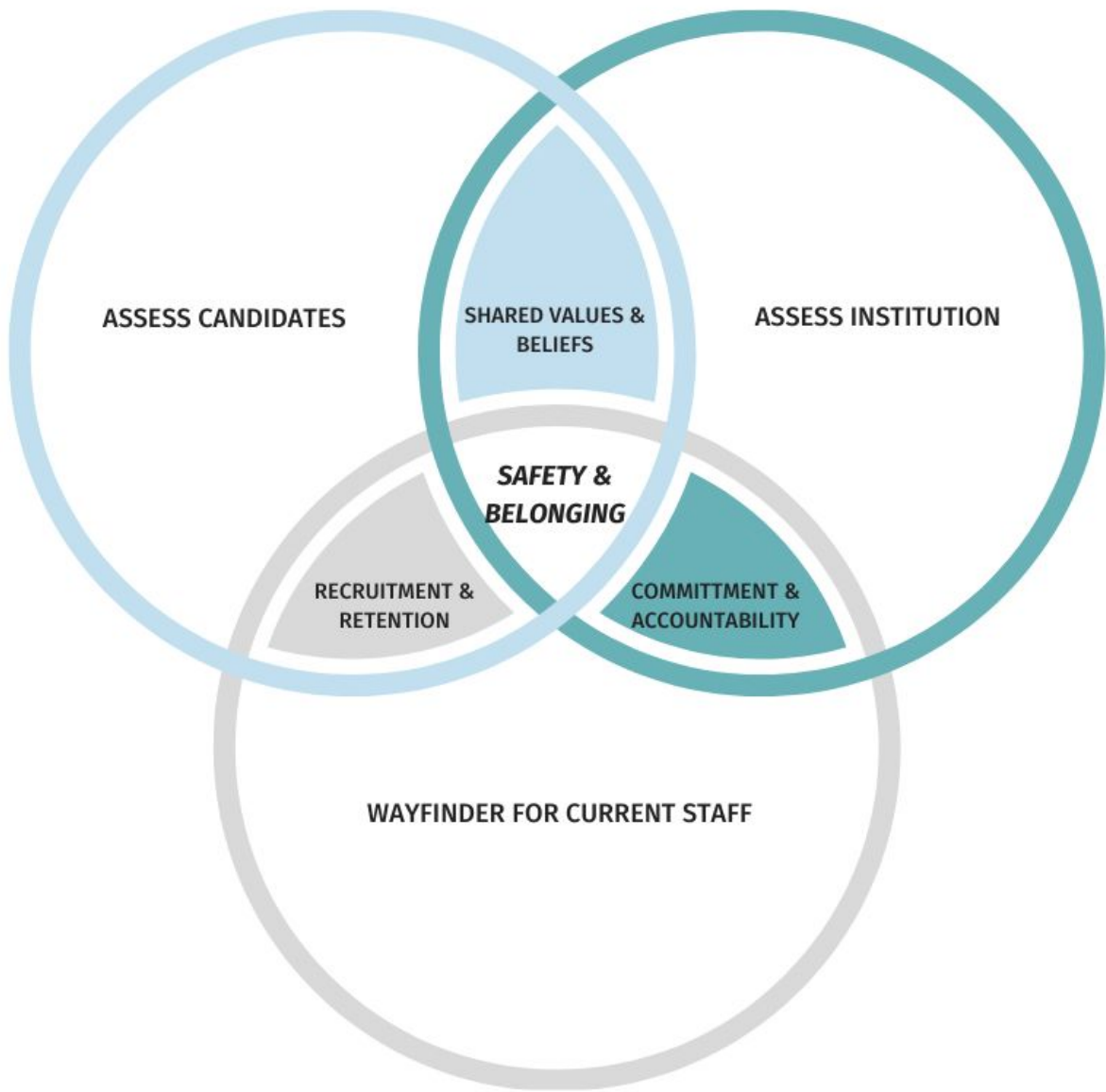
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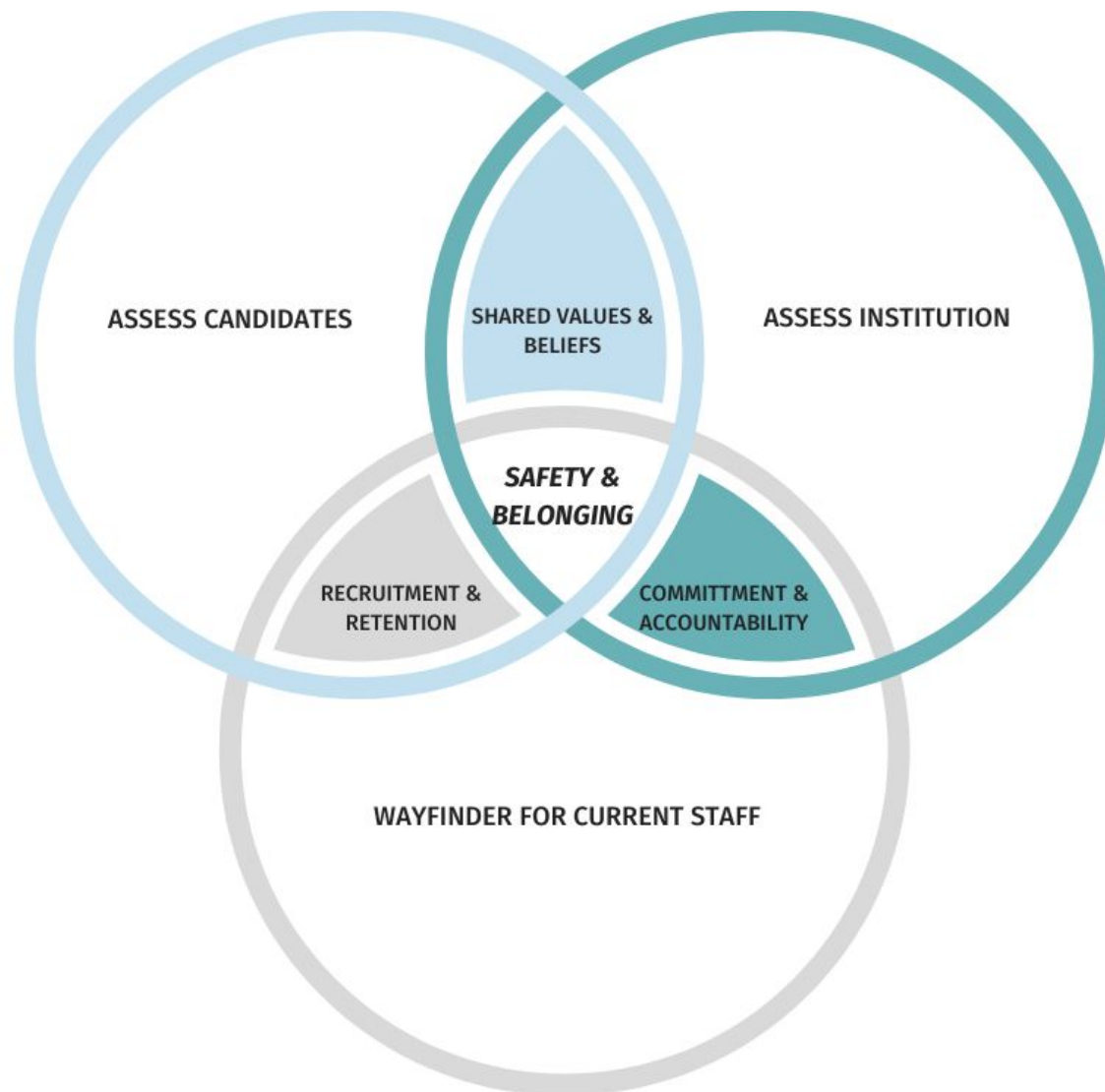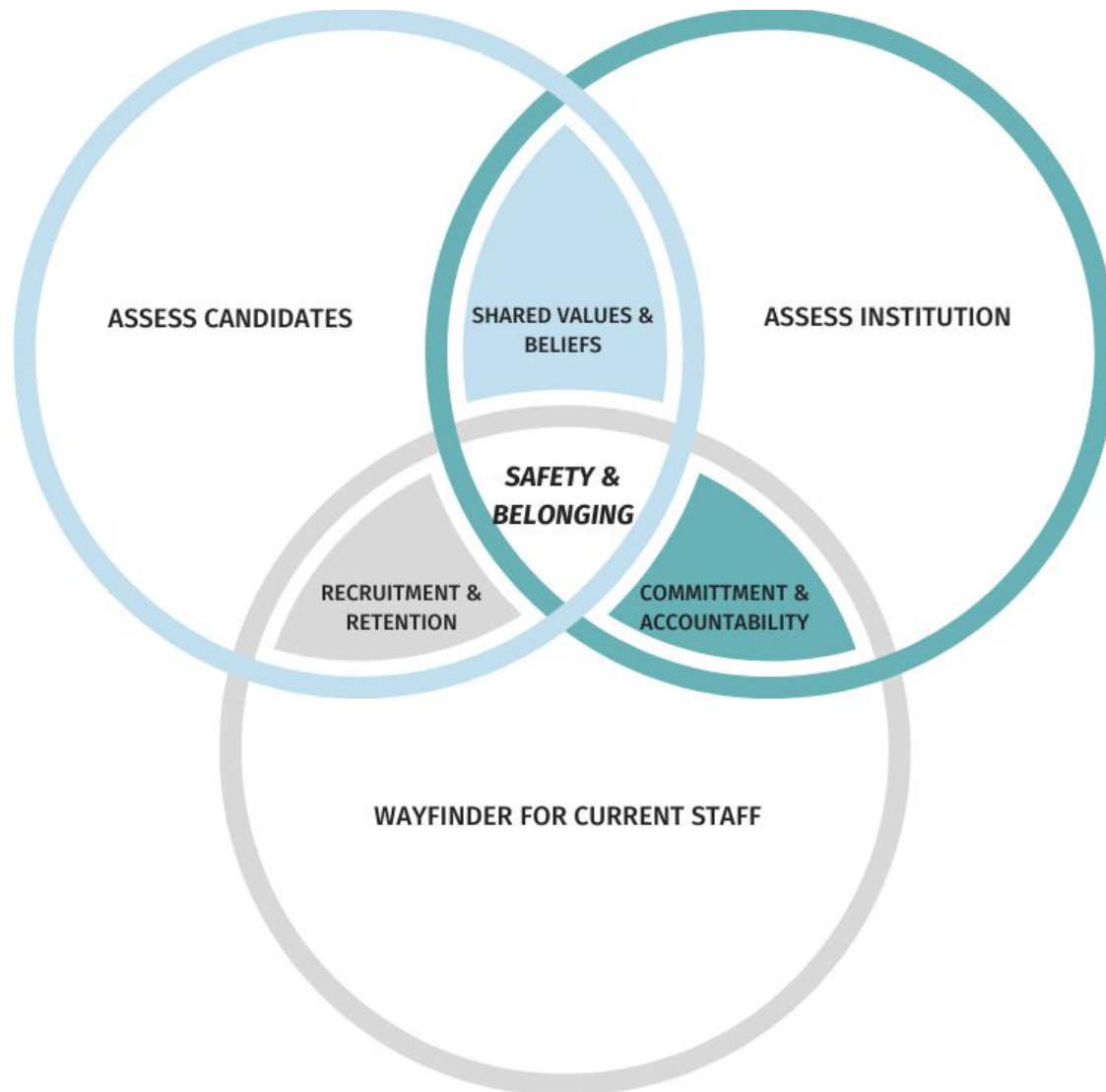
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Expect **interviewees** to ask questions and express curiosity about DEI at your school

Invite **marginalized / underrepresented voices** to ask DEI ?s without tokenizing them

Everyone on the hiring team and in your school should be expected to engaged in radical inquiry and ask DEI ?s

Me too! **Tell Me More!** **I Will . . . !**

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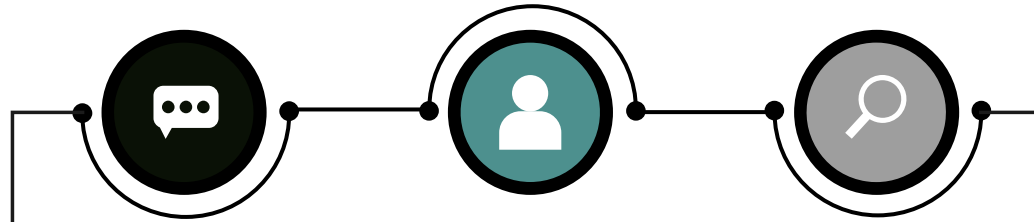underrepresented
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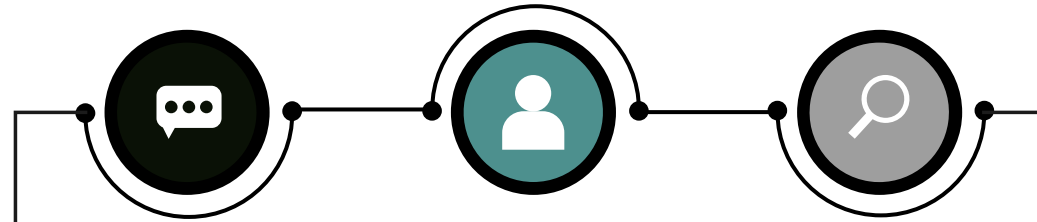1 **TIME:** when are you asking DEI Questions?

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CO-CONSTRUCTION

- Designed by the diverse stakeholders of your school community

- Ask candidates what questions should we have asked about DEI without expecting them to answer

How to 'Raise Hand' on Zoom
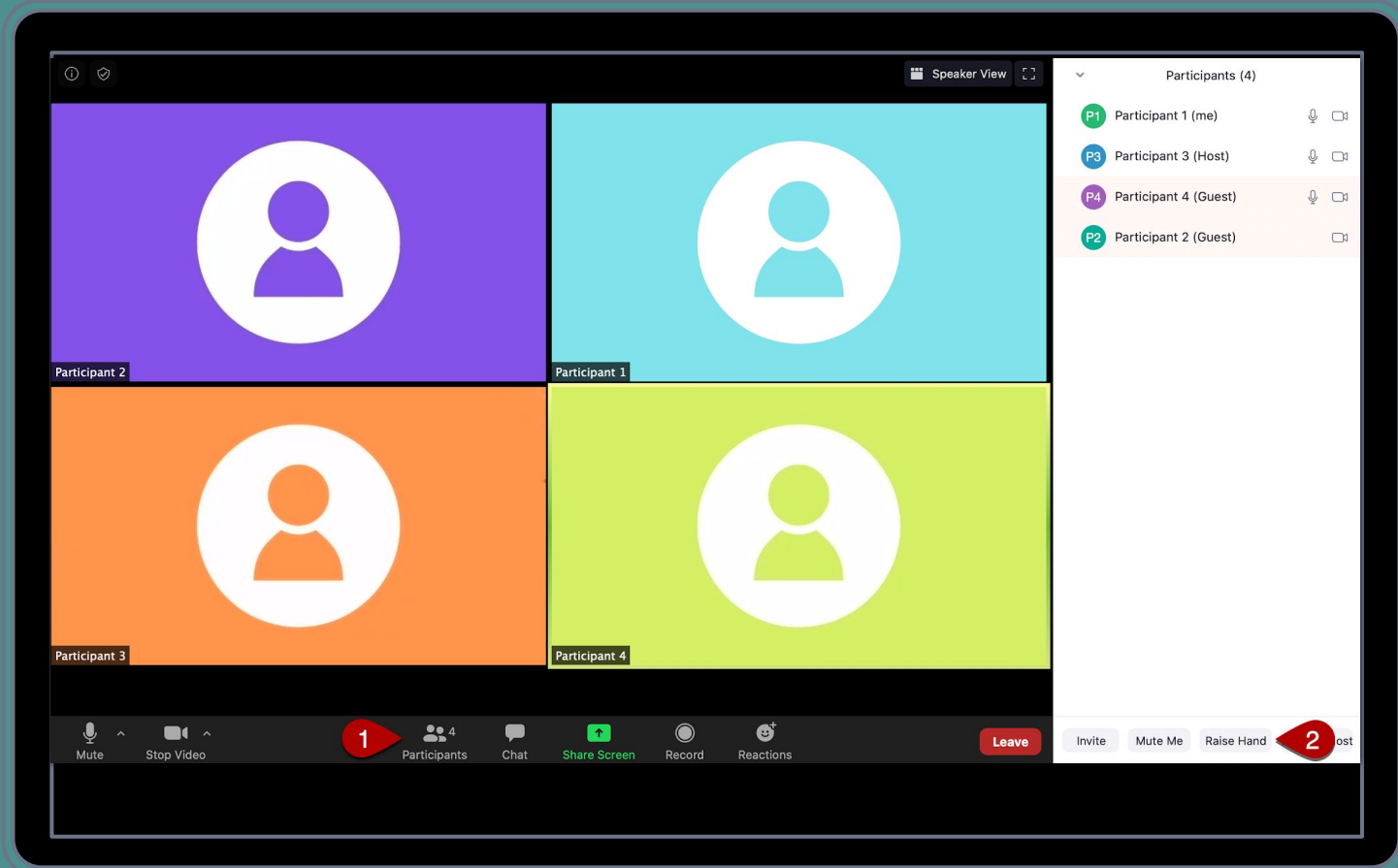
DEI Questions: A Toolkit (15 min)

Taxonomy of DEI ?s
(regards to Bloom's)

Radical Imagination — *How do candidates and community members approach the work with critical hope and desire-based mindsets?*

Self-Knowledge — *How do candidates and community members see themselves in the work?*

Critical Lens — *How do candidates and community members critically engage and reflect on the work?*

Theoretical Understanding — *Do candidates and community members understand the knowledge, skills, and processes needed in the work?*

Purpose — *What value or need do candidates and community members see in the work?*

Case Scenarios — *How might candidates and community members respond or take action?*
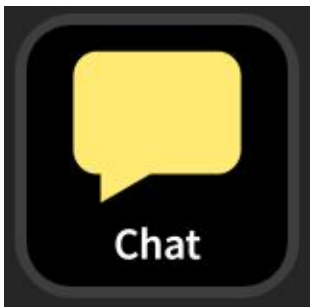
Self-Knowledge

How do candidates and community members see themselves in the work?

Self-Knowledge

HOW DO CANDIDATES AND COMMUNITY MEMBERS SEE THEMSELVES IN THE WORK?

- In what ways are you privileged by systemic oppression and how might this limit your understanding of diversity, equity, and inclusion issues?

- In what ways are you disadvantaged by systemic oppression and how might this provide you with a critical understanding of diversity, equity, and inclusion issues?

What other questions might we ask?

Chat

How might you respond?

Raise/Lower Hand

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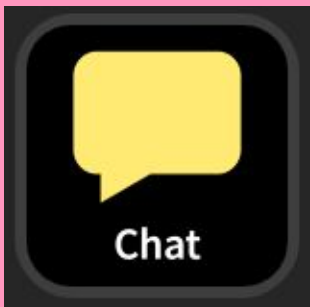
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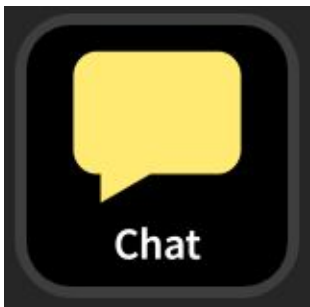**What other questions might we ask?**

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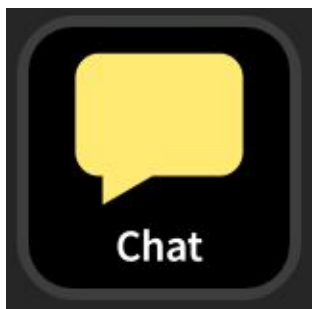
Raise/Lower Hand

Theoretical Understanding

Do candidates and community members have a basic understanding of the knowledge, skills, and processes needed in the work?

Theoretical Understanding

DO CANDIDATES AND COMMUNITY MEMBERS UNDERSTAND THE KNOWLEDGE, SKILLS, AND PROCESSES NEEDED IN THE WORK?

- How do you believe "diversity, equity, and inclusion" is commonly defined in society? What might be missing from this definition?

- What skills or processes do you believe [position being applied for] need in order to be effective in DEI work? How have you demonstrated these skills and processes?

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Raise/Lower Hand

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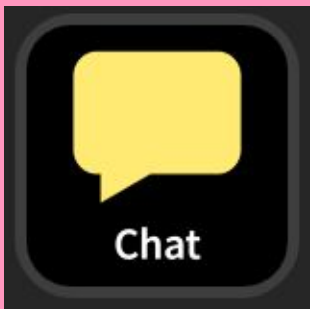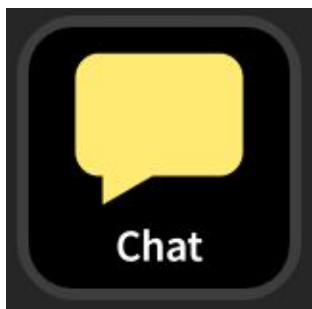**Theoretical Understanding**

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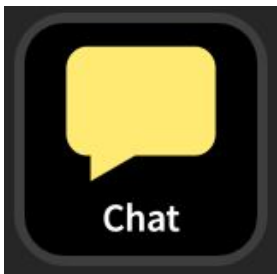
Chat

How might you respond?

Raise/Lower Hand

Case Scenarios

How might candidates and community members respond or take action?

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HOW MIGHT CANDIDATES AND COMMUNITY MEMBERS RESPOND OR TAKE ACTION?

- A non-American student says that American culture is superior to the culture they come from.

- A teacher tells their team that they don't "see" cultural differences; the teacher says, everyone is "just a part of the human race" and that what makes us different doesn't really matter.

- You notice an administrator not engaging in conversations about DEI. Such disengagement from leadership can result in underrepresented groups being ignored or feeling isolated in your school community.

What other questions might we ask?

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How might you respond?

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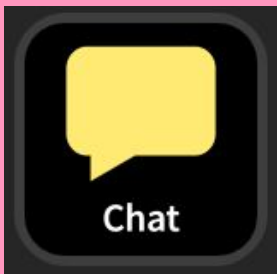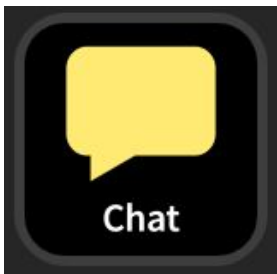
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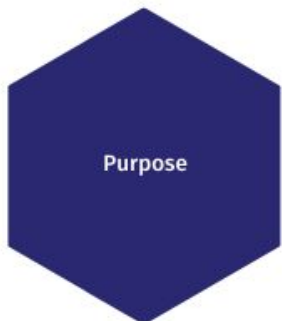
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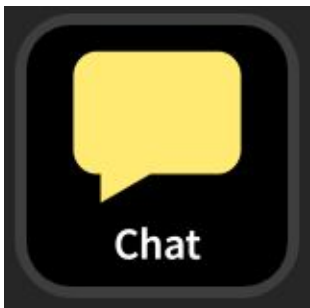### How might you respond?

Raise/Lower Hand

Purpose

What value or need do candidates and community members see in the work?

Purpose

WHAT VALUE OR NEED DO CANDIDATES AND COMMUNITY MEMBERS SEE IN THE WORK?

- What would be missing from our school if we didn't engage in work around diversity, equity, and inclusion?

- What is present at our school currently, based on your research, as a result of our diversity, equity, and inclusion initiatives?

- Who and what should be prioritized when engaging in diversity, equity, and inclusion work at our school?

What other questions might we ask?

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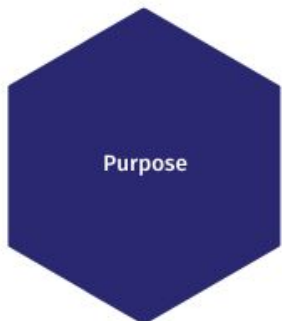
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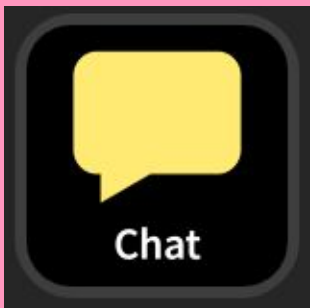**How might you respond?**

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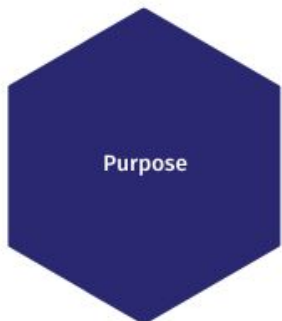
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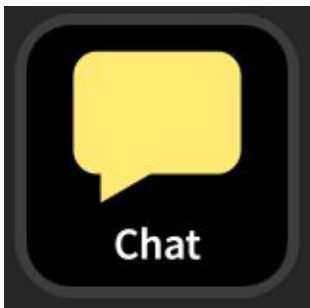### What other questions might we ask?

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Raise/Lower Hand

Critical Lens

How do candidates and community members critically engage and reflect on the work?

Critical Lens

HOW DO CANDIDATES AND COMMUNITY MEMBERS CRITICALLY ENGAGE AND REFLECT ON THE WORK?

- Where are we or your previous school falling short in our diversity, equity, and inclusion initiatives?

- In what ways are we or your previous school doing transformational work in the area of diversity, equity, and inclusion?

What other questions might we ask?

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How might you respond?

Raise/Lower Hand

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Critical Lens

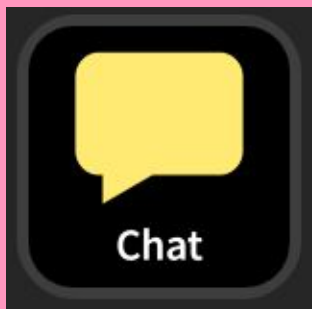## HOW DO CANDIDATES AND COMMUNITY MEMBERS CRITICALLY ENGAGE AND REFLECT ON THE WORK?

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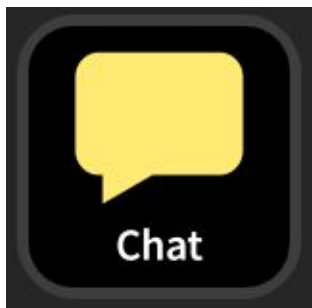**What other questions might we ask?**

Chat

How might you respond?

Raise/Lower Hand

Radical Imagination

How do candidates and community members approach the work with critical hope and desire-based mindsets?

Radical Imagination

HOW DO CANDIDATES AND COMMUNITY MEMBERS APPROACH THE WORK WITH CRITICAL HOPE AND DESIRE-BASED MINDSETS?

- What policies and practices would you recommend we put into place to make our community more diverse, equitable, and inclusive?

- How will you personally go about making our community more diverse, equitable, and inclusive?

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Raise/Lower Hand

Radical Imagination

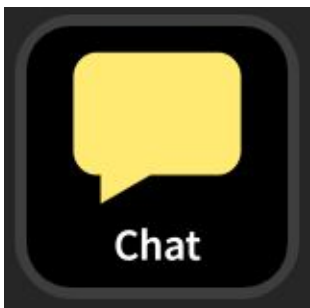## HOW DO CANDIDATES AND COMMUNITY MEMBERS APPROACH THE WORK WITH CRITICAL HOPE AND DESIRE-BASED MINDSETS?

- What policies and practices would you recommend we put into place to make our community more diverse, equitable, and inclusive?

- How will you personally go about making our community more diverse, equitable, and inclusive?

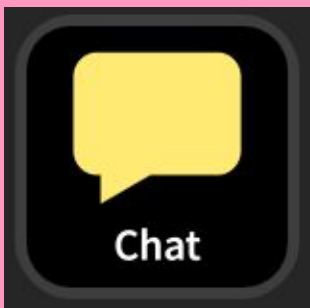### What other questions might we ask?

Chat

How might you respond?

Raise/Lower Hand

Facilitated Q & A
(15 min)

OPENING

CONTEXT

TOOLKIT

Q & A

CLOSING

How to 'Raise Hand' on Zoom

SLIDESMANIA.COM

OPENING

CONTEXT

TOOLKIT

Q & A

CLOSING

An Inclusive Q & A

Make sure questions are:

- Really a question

- Not combative or asked in bad-faith

- A sincere request to be enlightened if you are not communicating your own ideas

Share stories and comments; just don't couch them in questions.

"So Be It! See To It!"- Octavia Butler

I shall be a bestselling writer. After Imago, each of my books will be on the bestseller lists of LAT, NYT, PW, WP, ⬛⬛⬛, etc.. My novels will go o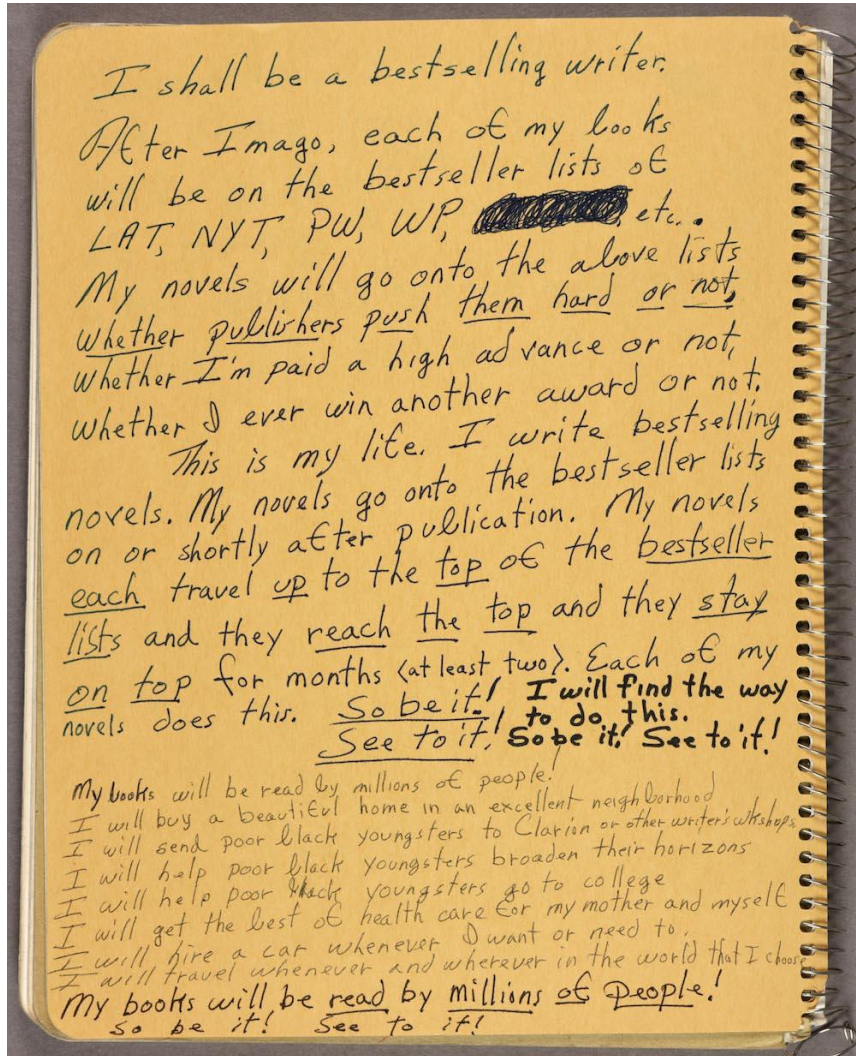nto the above lists whether publishers push them hard or not, whether I'm paid a high advance or not, whether I ever win another award or not. This is my life. I write bestselling novels. My novels go onto the bestseller lists on or shortly after publication. My novels each travel up to the top of the bestseller lists and they reach the top and they stay on top for months (at least two). Each of my novels does this. So be it! See to it! I will find the way to do this. So be it! See to it!

My books will be read by millions of people! I will buy a beautiful home in an excellent neighborhood. I will send poor black youngsters to Clarion or other writer's wkshops. I will help poor black youngsters broaden their horizons. I will help poor black youngsters go to college. I will get the best of health care for my mother and myself. I will hire a car whenever I want or need to. I will travel whenever and wherever in the world that I choose. My books will be read by millions of people! So be it! See to it!

Join the Diversity Collaborative:

bit.ly/ISSDivCo

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@de_fine

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darnellfine@gmail.com

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