

EQUITY AND INCLUSION RECRUITMENT QUESTIONS

Direct questions:

1. In relation to diversity, equity, and inclusion, how do your work, school, volunteer, and/or life experiences prepare you for this position?
2. What if you witnessed someone discriminated against or mistreated in the workplace? Besides reaching out to Human Resources, what would you do?
3. In what ways do you see public benefit programs failing to support people who have been historically underserved? How would you work to address this issue, either individually or as part of a public benefit program?

Scenario questions:

1. You've offered an analysis of a racial inequity that is occurring in your program to a colleague. They respond by saying, "Why do we have to bring race into it? Aren't we past this now?" How might you respond to your colleague?
2. You overhear a coworker tell a customer/claimant, "Your name is too hard to pronounce, can I just call you Jay?" How might you respond in this situation?
3. You overhear your coworker remark to a customer/claimant, "Your English is so good! I can hardly even tell you're not from here." How might you respond in this situation?

Leadership questions: **ONLY** for candidates seeking a leadership position

1. Our agency is committed to addressing racial and economic disparities in Oregon. How might you go about supporting this essential work in this role?
2. A member of your staff who is Black and openly gay reports to you they have been targeted by a coworker with jokes about their sexuality and rude comments about their cultural cuisine. How do you respond?
3. You have just received a report with data indicating there is racial disparity within your program that affects Black, Indigenous, and Latinx customers. What steps will you take to begin to mitigate the disparity?
4. Through our Affirmative Action Plan, the Oregon Employment Department is working to increase the proportion of employees with disabilities and increase the proportion of women and employees of color in higher-level supervisory management positions. Describe how you will work to advance these initiatives.

The Oregon Employment Department (OED) is an equal opportunity agency. OED provides free help so you can use our services. Some examples are sign language and spoken-language interpreters, written materials in other languages, large print, audio, and other formats. To get help, please call 503-947-1444. TTY users call 711. You can also send an email to communications@employ.oregon.gov.

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