
Sample Questions for Leadership Searches

The questions below have been drawn from searches across the Faculty of Health Sciences at various leadership levels.

The expectation is that the panel interview includes a question focused on EDI-IR.

Multiple examples are provided below and the Selection Committee can determine which fits best or can modify the questions as needed.

Equity, Diversity, Inclusion & Indigenous Reconciliation

1. The Faculty's strategic goals affirm our commitment to equity, diversity, inclusion, and Indigenous reconciliation (EDI-IR) and we are engaged in a process of transformative change to achieve our goals. This will require policy reform, structural change, and resource commitment.
 - a. Can you expand on your personal experience with EDI-IR?
 - b. What do you feel is the role of the XX to further social justice and EDI-IR? What specific commitments could you/the (School/Department/Program) make to achieve our goals?
2. McMaster is committed to building an inclusive community with many initiatives underway to advance equity and inclusion.
 - a. What does it mean for you to have a commitment to diversity, equity and inclusion?
 - b. How have you demonstrated that commitment, and how would you see yourself demonstrating it in the role of x?
3. McMaster is committed to inclusive excellence. As XX, how have you integrated EDI and Indigenous reconciliation concepts into your portfolio and where do you see your role in furthering these plans?

4. The Faculty of Health Sciences and the broader university have many initiatives underway to advance equity, inclusion, and indigenous reconciliation. What do you see as your role in these projects?
5. Over the course of your first term, you have worked with a diverse community of students, staff, and faculty. What specific EDI challenges do you feel need to be addressed in the short term and how do you plan to address them?
6. Tell us about a time you realized you needed to learn more about an equity-seeking group? How did you go about learning about this group and their specific needs? Were you able to apply this new knowledge toward implementing a change in your practice, department, or work environment?
7. Commitment to truth and reconciliation with Indigenous Peoples requires cultural humility and courage to challenge mainstream values, practices, and related governance structures. It is not about strengthening the inclusion of Indigenous People within the current system but changing systems to reflect both Indigenous and Western knowledge systems. Please share your personal perspective on this statement and describe how you envision providing leadership within the Department toward reconciliation.
8. As the XX, what kinds of leadership efforts would you undertake to encourage a commitment to excellence through diversity? Can you speak to previous experiences you have had in leading challenging conversations with individuals holding diverse views and how you will apply the skills you have gained from these experiences to successfully lead the department through a culture change of this nature?

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