# APPENDIX 2

# Sample Equity Criteria and Questions in Recruitment and Selection

See also [Professional Interview Question Bank](https://www.staff.auckland.ac.nz/content/dam/uoa/Recruitment_Intranet/Professional%20Behaviourial%20Question%20Bank.docx) and [Academic Interview Question Bank](https://www.staff.auckland.ac.nz/content/dam/uoa/Recruitment_Intranet/Academic%20Interview%20Question%20Bank.docx)

## Team members; Professional and Academic Staff

### Criteria: Valuing equity

* Respects and appreciates what makes people different.
* Seeks to understand others.
* Recognises and values the multiple perspectives of our community.
* Values an inclusive way of working.
* Works effectively to support the University’s commitment to Māori, Te Tiriti o Waitangi and equity.

## Sample Questions:

**Professional and Academic Staff – Team members**

1. Please tell us how you have sought to understand and value, people who have a different approach / the capabilities and insights of people with diverse backgrounds, styles and/or abilities?
2. What do you understand by the University’s commitment to Te Tiriti o Waitangi?
3. How do you think a diverse workplace could add value to the University?
4. In what ways have you demonstrated commitment and sensitivity to the importance of equity in your previous experience?

**Teaching Staff**

1. Explain what you believe to be effective inclusive teaching practices?
2. What specific experiences have you had meeting the needs of diverse students at your current or previous position?
3. Describe a time when you incorporated equity/inclusion issues into a class you taught.

## Senior Academic and Professional staff

## Criteria: Championing Equity

* Leads strategic decision making and implementation for Te Tiriti o Waitangi and equity objectives.
* Recognises and values the capabilities and insights of those with diverse backgrounds, styles, abilities and motivation, harnessing the power of diversity.
* Champions equity in strategic initiatives.
* Advocates for the value of inclusiveness.
* Addresses inequitable situations and concerns of diverse staff and/or students.

## Sample Questions

1. UoA, like many universities, is highly concerned with issues of equity and inclusion. How has your past work demonstrated you actively championing equity?
2. Please tell us about an instance when you have demonstrated leadership to equity in your work.
3. What specific experiences have you had addressing concerns of diverse staff, students or customers at your current or previous position? What role have you taken in addressing those concerns?
4. In your experience, what are the challenges faced by members of historically underrepresented groups in successfully completing their education or competing in the workforce? What strategies have you used to address these challenges, and how successful were those strategies?