

CANDIDATE INTERVIEWS

Organizations may inquire about a prospective job candidate's knowledge and experience related to working with LGBTQ people and families. Implementing LGBTQ related interview questions as a routine hiring practice can support organizations in identifying potential biases and assessing training needs.

The following sample questions are offered here as examples to help hiring managers craft their own questions for prospective employees. Organizations should refrain from asking candidates about their own gender and/or sexual identities and relationships. In order to ensure compliance with federal, state, and local employment laws, organizations are encouraged to seek legal counsel or advisement on non-discrimination practices.

ALL CANDIDATES

- What is the gender pronoun that you prefer?

KNOWLEDGE QUESTIONS

- [Organization] is committed to ensuring access to quality services for marginalized groups. Tell us about some of the key barriers for lesbian, gay, bisexual, transgender, and queer (LGBTQ) people and communities in accessing services or programs at an organization like ours?
- [Organization] maintains an explicit commitment to serving LGBTQ people and communities. Can you speak to how this commitment might be relevant to the tasks of the (job role) position?

EXPERIENCE QUESTIONS

- Describe your previous experience, if any, working with LGBTQ people/ LGBTQ youth/ LGBTQ families/LGBTQ communities?
- Do you have experience working with transgender people? Youth questioning their gender identity? People in polyamorous relationships? LGBTQ people experiencing intimate partner violence?
- *(Re)write a scenario to evaluate how a prospective candidate might respond to the specific needs of an LGBTQ client or program participant. For example: a man experiencing intimate partner violence by a male partner; a transgender woman who has experienced sexual violence; a young person being abused by their parent due to their sexual orientation.*