

## **How Librarians Learn about Diversity Interview Protocol and Discussion Prompts**

How do you define diversity?

Do you classify yourself as someone who is culturally competent?

If yes, can you explain how you came to consider yourself so? E.g, did you undergo some formal training or did you acquired it through other means?

In your work environment, do you think of diversity as something deserving of any special attention?

Is there any way issues of diversity has influenced your career?

Have you ever been involved in any diversity related initiatives either to boost your own competence or that of the organization?

To what extent does the notion of diversity play out in your mind? e.g do you see it in every person you interact with or with just a certain group of people?

Are there any diversity related challenges you face in the course of your work?

If so, do the main challenges come from fellow employees or from those you serve?

Is there anything you can do as a person to improve your understanding of diversity and enable you to thrive best in diverse environments?