

## Diversity and Inclusion Consultant Questions

1. Can you please introduce everyone on the call and explain what role they will play in our project?
2. We have your proposal, but can you please review your company's history and experience as it relates to diversity and inclusion work?
3. How does your team define diversity, and why is it important to you?
4. Can you please tell us what you know about the demographic makeup of Hendersonville and Henderson County?
5. What experience do you have working in a community with combined minority community of less than 25%?
6. What are the greatest challenges to building a diverse and inclusive culture in an organization?
7. Tell us your greatest success story in doing this work?
8. Tell us a time that you ran into a problem or issue on a project? How did your team handle the issue, and what was the outcome? What would you have done differently?

9. How would you advocate for DEI with coworkers who don't understand its importance?
10. Given our demographics, what do you believe will be the most challenging part of our project? What strengths/prior experience do you have to help overcome this challenge?
11. What methods are most effective to inspire the entire organization to be on board with diversity and inclusion initiatives?
12. Are there employee incentives that greater increase the likelihood of reaching organizational goals with these initiatives? (They may answer this as part of the previous question.)
13. Why do you believe your firm is our best choice as our DEI consultant?
14. Do you have any questions for us?