



R3 Strategic Search

Retained Search & Recruitment Process Optimization

Diversity, Inclusion, Equity & Belonging Leader – Interview Guide

Basic Qualifications Checklist

✓ Effective presenting and influencing C-Suite leaders	✓ Recognized for building equitable and inclusive corporate cultures
✓ Track record improving (or creating and driving) diversity metrics	✓ Effective fostering successful, large scale change management initiatives
✓ Successful collaborating across HR Centers of Influence	✓ Adept with designing diversity talent acquisition standards
✓ Influential driving diversity and inclusion outcomes across functional areas and levels within the organization	✓ Reputation for improving minority promotion and retention rates
✓ Excellent communication skills	✓ Leadership development experience

DIEB Experience Interview Questions

How have you helped you C-Suite identify, understand and address their own biases?

Provide some examples of how you have ensured diversity and inclusion has been part of business objectives and the bigger picture growth strategy in your organization.

Describe the most impactful DIEB change management initiative you've developed and shepherded into an organization. What were the results?

What programs or policies have you designed and implemented to help build DIEB? How did you measure their effectiveness in the organization and why would you consider them effective?

How have you ensured DIEB has been embraced by all parts of the business rather than just by a taskforce or leadership?

What ways have you built positive reinforcement for driving diversity, inclusion, equity and belonging into your talent management practices and how have they resonated?

What is the last book you've read or event you've attended that provided education and awareness in DIEB? How has this impacted your work as a DIEB leader?

Retained search that delivers on diversity with candidates that stick.

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