Interview Questions for an Anti-Racist Consultant

Executive Director: Greetings and welcome. We are joined by a mix of staff and boards of the XYZ Foundation. Everyone will introduce themselves briefly, and then we will ask you a series of questions. We have about 10 of them and hope to make our way through the majority of the questions. We hope this will allow you to answer somewhat succinctly but we may ask you to elaborate some of your answers as we move through the interview.

1) Please introduce yourself briefly to us. **What brings you to this work** of building anti-racist organizations?

2) How do you **differentiate between the variety of terms** such as DEI, Anti-racism, etc.? Can you clarify are the similarities and differences?

3) Describe an experience **taking a family foundation staff and board** on a change journey to becoming anti-racist. What did you have to balance? What challenges and opportunities did you encounter?

4) Tell us a little **more about your submitted proposal.** What are some of the concrete learnings, changes, skills, assessments, products and changes you would introduce to the foundation?

5) You would be working with staff, board, family members, and community board members. Can you describe some of the **values** that undergird your work? **How would you hold conflict that emerges** from differences of race, class, and power in the process?

6) What's your philosophy and approach **to managing conflict**?

7) In your work to help organizations establish a culture of anti-racism, have you experienced a disconnect, or **different understanding between the board and staff**? How about between different levels of the staff hierarchy? How did you address them? Explain.

8) Can you talk about the **process of operationalizing an anti-racist culture and managing overall cultural change**? What would be important for an institution of the XYZ Foundation's size? Where are there potential roadblocks and **how would you solve for them**? What's an example of when this went well? When it didn't?

9) What are some of the **pitfalls** you'd avoid?

10) What **kind of support would you need** from the staff and board at the organization to ensure success? How **will you know whether we're on the right track**? How will **you know if we're off the rails**?

11) In your own words, how would you **define success**? What will the XYZ Foundation receive from your team?

Rubric

1. Experience working with family philanthropy
2. Multi-racial & multi-class consultants with a commitment to an understanding of intersectionality and how racism interests with other isms (ableism, cis-sexism)- reflects who the XYZ Foundation is/who we serve
3. Experience with institutional transformation/change processes (doing, learning, operationalizing)
4. Analysis grounded in racial justice vision; approach accounts for the emotional, intellectual, embodied elements around change around race
5. Have a nuanced understanding of who's work is what (What work is for white folks? For boards? For diverse staff? Account for roles/purviews of each)
6. Unafraid to speak truth to power
7. Create environments that encourages active participation, makes people feel invested, included and brave, and constantly calls people in
8. Encourages and deepens accountability to process, creating tools, set goals, and measures progress at the individual and institutional level
9. Prior proven experience successfully building anti-racist institutions
10. "Centers directly impacted communities that the XYZ Foundation serves in all conversations/ decisions/processes."