



Written, Video or Audio Interview Questions

As part of our application process we request all applicants to complete the following interview questions as part of their initial application. Responses for the written interview may be submitted in a format most accessible and preferable to the candidate (written, audio, video).

1. Please briefly discuss at least one reason you find yourself attracted to employment with us at this time in your professional life.
2. What are the populations you are most excited about supporting at Live Oak via intake and why?
3. How have you messed up as a person holding privilege within any one of your identities? Please be as specific as possible.
4. Please be specific about the ways that privilege has obscured your understanding of your role in upholding systems of oppression.
5. How have you benefited from one of your identities that holds privilege? Please be as specific as possible.
6. How have you been harmed by your socialization into an identity that holds privilege? Please be as specific as possible.
7. How does your own fragility/defensiveness/reactivity show up in response to causing harm to others from a place of privilege?
8. How do you envision an anti-oppressive workplace?

We welcome you to share your messiness in disrupting your participation in oppressive systems, and becoming clearer on your own socialization into privileged identities. We are all in these waters of supremacy and oppression together. We believe that sharing our struggles helps us to move forward, learn and grow together.