

How to decide if an organization is committed to **DIVERSITY, EQUITY AND**



INCLUSION



Everyone wants to feel like they belong, but how do you know if an organization will welcome your whole authentic self to work? When looking for a new job or internship it's important to consider whether you'd want to be there every day. Do you see people who look like you? Do they talk about diversity, equity, and inclusion on their website? Check LinkedIn to see who works there; and check to see if they have had cases brought against them for things like "harassment" or "racism". And most importantly, ask the right questions in the interview.

THE PRE-INTERVIEW RESEARCH

Examine company website for mission statements, values, and commitments to DEI.

Utilize LinkedIn to find CMU alumni who currently and previously work(ed) there.

Locate info about Employer Affinity Groups through a quick Google search.

Search diversity job databases, such as the Disability Equality Index, HRC Top Employers, or Diversity Jobs Top Employers to see how this company compares to others in its industry.

THE MID-INTERVIEW QUESTIONS*

"What does diversity & inclusion **mean** at this company?"

"What **resources** does this company provide to support trans employees, Black employees, Latine employees, etc.?"

"How do you **celebrate** a diversity of people/ideas?"

"How can employees **get involved** in DE&I initiatives in your workplace?"

*(see next page for more questions)

THE POST-INTERVIEW ANALYSIS

While considering the answers provided to your questions in the interview, consider the following:

What was the interviewer's tone/energy level as they were answering?

Did they provide specific answers to specific questions? Or were they vague and unsure?

Did they refer you to speak with a specialist or someone else in the company?

THE NEXT STEPS

Continue to research the organization through informational interviews, Glassdoor reviews, and Diversity scoring databases.

Consolidate all of the gathered information and review it both logically and with your intuition (trust your intuition!).

Decide if you believe this organization will be a good fit for your authentic self.

Talk to a trusted advisor/mentor, and your Career Consultant about your concerns regarding the company or sticking points from the interview.

Final Thoughts -

Whenever you're trying to understand something like core values of a company, it's good practice to pick a few questions and ask those same two or three questions to every person that you meet during the interview process. Compare the answers: Is there consistency, or are there conflicting perspectives?

Here is a list of possible questions to ask your interviewer, the hiring manager, or Human Resources:

Company Values

Can you describe some of your company's core values?

How would you describe the company's culture?

Have the racial events of 2020 changed any of your organization's DE&I priorities going forward? If so, how?

You mentioned – or on your website you mention – ZYX has a commitment to diversity. How has the organization demonstrated that commitment?

What are some of the key DE&I actions your organization has taken in recent months?

What tangible goals does the organization have surrounding diversity, equity, and inclusion?

Who is responsible for making sure these goals are met?

Acknowledging Diverse Identities and Experiences

What does diversity, and inclusion mean here?

What does your company do to ensure inclusiveness?

What do you do to create an inclusive team environment?

How do you celebrate the diversity of ideas and people?

Assessment

How do you measure inclusion?

Are there any programs or initiatives in place at your company geared toward promoting diversity?

Are there any specific internal DE&I groups, resources or initiatives you are particularly proud of?

Can you give me an example of how you make your direct reports feel a sense of inclusion, belonging, and equity on a daily basis?

Company/Employee Growth

Does your company use any training programs to help create an inclusive work environment?

How can employees get involved in DE&I initiatives in your workplace?

In your opinion, what is the most challenging aspect of working in a diverse environment?

Can you tell me about a time you had to have an uncomfortable conversation to resolve an issue?

Resources/References:

- 13 Questions you should ask to understand if a company cares about diversity, equity, and inclusion. (2021, February 01). Retrieved February 02, 2021, from <https://scouted.io/blog/companies/13-questions-you-should-ask-to-understand-if-a-company-cares-about-diversity-equity-and-inclusion/>
- Belongingness. (2021, February 04). Retrieved February 05, 2021, from <https://en.wikipedia.org/wiki/Belongingness>
- Deligiannis, N. (n.d.). Job interview coming up? 12 signs the employer cares about equality, diversity & inclusion in the workplace. Retrieved February 02, 2021, from <https://www.hays.com.au/blog/insights/job-interview-coming-up-12-signs-the-employer-cares-about-equality-diversity-inclusion-in-the-workplace>
- Mason, K. (2020, August 13). 8 Interview Questions on Diversity and Inclusion. Retrieved February 02, 2021, from <https://www.themuse.com/advice/diversity-inclusion-interview-questions-answers-examples>
- Settembrino, L. (2020, June 30). How Can Job Seekers Tell If a Company Promotes Diversity? Retrieved February 02, 2021, from <https://www.topresume.com/career-advice/does-company-promote-diversity-inclusion>
- This, A. (2020, July 27). Diversity & Inclusion in Tech: How to Tell if a Company Supports Women of Color. Retrieved February 02, 2021, from <https://skillcrush.com/blog/diversity-and-inclusion-women-of-color/>
- **Verduce, Cindy Price (2021). Questions Students Can Ask in Interviews to Tell If a Company Really Cares About Diversity. from <https://careercenter.indianatech.edu/>**
- Ziv, S. (2020, June 19). Ellen Pao's Tips for Finding Truly Diverse and Inclusive Companies. Retrieved February 02, 2021, from <https://www.themuse.com/advice/how-to-tell-company-cares-diversity-and-inclusion-ellen-pao>