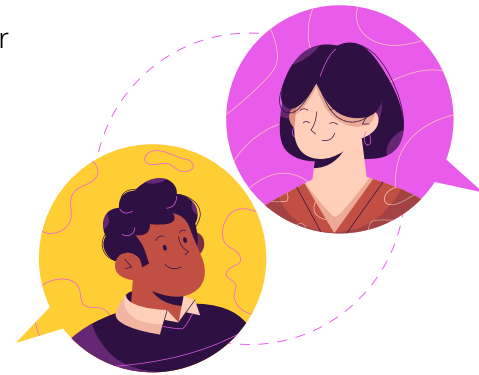


Assessing an Organization's Commitment to Diversity Equity and Inclusion

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During the hiring process and in informational interviews, it is important for all of us to assess an organization's commitment to diversity, equity and inclusion (DEI). The more people ask, and show curiosity, the more important employers will realize it is. You should do research and ask well-informed questions during informational interviews and job/internship interviews. Below is some helpful information to guide you.



Research

You can learn a lot about an organization from its website, LinkedIn page, and recent news articles. You can also review information from the [Corporate Equity Tracker](#). As you research the organization, ask yourself the following questions:

- Does the organization have a dedicated webpage for DEI initiatives, with clear action items and goals outlined? Is their EEO statement clear on all job/internship postings?
- How easy are these statements and webpages to find? Are they open and clearly public?
- Can I find diverse individuals listed in their staff directory or on LinkedIn? Are any in leadership positions?

Ask Questions During an Interview or Informational Interview

The interview is a great opportunity to ask more in-depth DEI related questions. If the organization has made a true commitment to DEI, the interviewer should be able to answer some of the following questions, provided by the National Association of Colleges and Employers:

- How does your organization define diversity? What lenses of diversity has your organization made a direct commitment toward?
- Does your organization have a chief diversity officer (CDO) or a designated leader to drive DEI and engage internal and external stakeholders?
- What social causes does your organization support?
- Does your organization actively support diverse suppliers, contractors, and small businesses?
- Has your organization made any formal commitments in support of racial equity? How does your organization center diversity, equity, inclusion, and belonging?
- Does your organization offer any formal employee training around biases, anti-racism, or general DEI?
- How has your organization prioritized executive accountability toward DEI advancement?
- Does your organization have any affinity groups or committees to support diverse populations? If so, how do these groups contribute to the culture of the organization?
- Does your organization complete annual compensation equity analysis?
- What resources has your organization provided to its employees in support of COVID-19 and racial injustices?