

Job Searching

with Identity in Mind



This resource will help you to consider identity while navigating the job search process. [The Career & Internship Center](#) offers many opportunities to find support on this topic and more. We encourage you to explore resources on our [Jobs](#) website to learn more about job searching and to consider [making an appointment](#) with a Career Coach for focused support.



Do Your Research in Advance

- Educate yourself about the laws and legalities surrounding equitable hiring practices
- Reflect on what you need to feel supported - in your identity and in general
- Learn what types of support are available (affinity spaces, mentor programs, etc.)
- Consider connecting with alumni and/or people who work within the industry or organization
- Learn more about the reputation of the employer
- Locate statements and/or resources related to diversity and inclusion they shows the employer's commitment
- Take note of the language that's being utilized throughout their website, job description, hiring process, etc.
- Review bios of current employees and consider representation and capacity of employment
- Consider your experience holistically including policies, the climate of the company, your trajectory, etc.

Connect to more identity-based resources through our [Identity & Affiliation Communities!](#)

[First Generation Students](#)

[Students of Color](#)

[LGBTQ+ Students](#)

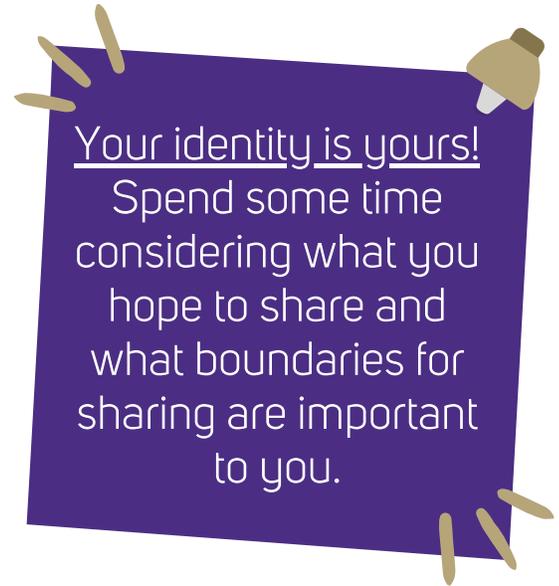
[Undocumented/DACA Students](#)

[Transfer Students](#)

[Students with Disabilities](#)

[International Students](#)

[Student Veterans](#)



Interview with Confidence

- Develop a plan for sharing and setting boundaries regarding identity throughout the interview process
- Evaluate their word in action - Is what they conveyed what you are experiencing or observing?
- Note the thoughtfulness, rigor, honesty & authenticity of questions and responses in the interview
- Ask questions to get the information you need:
 - How do you create an inclusive environment?
 - What are indicators that tell you your employees feel supported?
 - What is your approach to differentiating support and retention of your employees?
 - What opportunities are available for identity-based support for employees?
 - How are employees supported in accessing opportunities?
 - What training is provided to supervisors regarding identity-based competence?

Identity Conscious Employers



Are there additional resources?

- [Diversity Jobs - Diversity at Work](#)
- [In Her Sight](#)
- [Diversity Inc. Top 50 Companies for Diversity](#)
- [Diversity Inc. Top 10 Companies for People with Disabilities](#)
- [MilitaryTimes Best for Vets: Employers](#)
- [T Job Bank](#)
- [DiversityWorking](#)

It's up to you! Considering the elements you have control over can help build your confidence in determining what to share and when.

- Practice talking through elements of your identity and experience with a [Career Coach](#), mentor, someone you trust
- Educate yourself about the legal environment related to disclosure
- Reflect upon how your identities add value to an organization and the position you are interested in
- Learn from others by making connections and hearing tips and tricks
 - [Handshake](#)
 - [Husky Landing](#)
 - [LinkedIn](#)
 - [LinkedIn Learning](#)
 - [UW Identity & Affiliation Communities](#)
- Learn more about the job search process in general!
 - [UW Career & Internship Center - Find Success](#)

So... should I share?

 Handshake


UW
HUSKY LANDING
Alumni
ASSOCIATION

CAREER & INTERNSHIP CENTER

UNIVERSITY of WASHINGTON

Division of Student Life

Socially just practices in recruitment and retention are responsibilities of every employer. The UW Career & Internship Center is committed to sharing [equitable hiring practices](#) with employers.

