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 show 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.

Your identity is yours!
Spend some time considering what you hope to share and what boundaries for sharing are important to you.

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?

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
Are there additional resources?

Identity Conscious Employers

- 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

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.