Conscious Job Seeking
Assessing an Employer’s Commitment to Diversity, Equity, & Inclusion

This resource will help you assess an employers’ commitment to diversity, equity, and inclusion while navigating the job search process.

Reflect
- Brainstorm what you need to feel supported in your identity and in general
- Make a list of companies you’d be energized to work with, remembering to revisit your list often and prioritize as you go
- Feeling stuck? Take a look at a list of "top places to work" - for example: Best Places to Work by Glassdoor

Research
- Learn more about the reputation of the employer through websites like Glassdoor or Chezie
- Review the company’s social media - what they’re sharing, who is represented and who the company leaders are
- Check out the company’s website along with any available reports that provide insight into the employee experience
- Take note of any concerns from your research and make choices that align with your values

Reach Out
- Hear from multiple perspectives. Reach out to multiple people - you can do it!
- Leverage connections by connecting with alumni and/or people who work within the industry or organization utilizing platforms such as LinkedIn, Handshake, or Husky Landing
- Be prepared to ask questions that will get you the answers you need - check out our resource on Informational Interviewing

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

- Evaluate their word in action - Is what they conveyed what you're experiencing or observing?
- Note the thoughtfulness, rigor, honesty & authenticity of questions and responses in the interview.
- Ask directly about diversity and inclusion along with the way it's experienced in action - Do people feel heard and valued?
- Learn more about the organization's leadership, what they prioritize, and their ability to remodel values related to inclusion.

Find Your Community

Finding community through shared identity and affiliation can be a valuable place to build connection and support. Many companies demonstrate acknowledge and support this by offering employee resource groups, mentorship programs, and more!

Bain & Co. Affinity Groups
Bain & Co. offers affinity groups to provide additional connections & support through coaching, mentoring & professional development.

LinkedIn Employee Resource Groups
LinkedIn offers 10 ERGs that build and strengthen communities and develop the next generation of LinkedIn leaders.

Microsoft Employee Resource Groups
Microsoft offers community development through nine employee resource groups under the belief that "our different experiences connect us".

UW Career & Internship Center
We are dedicated to celebrating and supporting all facets of a student's identity. One way we do so is 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