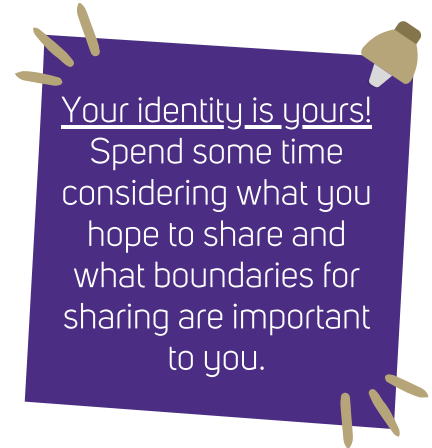


# Assessing an Employer's Commitment to Diversity, Equity, & Inclusion

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 list of "top places to work" - for example: [Best Places to Work by Glassdoor](#)



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](#)



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## **Socially just practices in recruitment and retention are responsibilities of every employer.**

The UW Career & Internship Center is committed to sharing [equitable hiring](#) as well as [onboarding and retention practices](#) with employers.

## **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** At UW and Beyond!

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](#)

