

Assessing DEI in Company Culture

a guide for students

Values centered on justice, diversity, equity, inclusion, and belonging are key drivers in career decisions, particularly when it comes to choosing a company to begin or advance your career. The ability to assess how *your* values align with the corporate values of companies and organizations is crucial in your career decision making process.

Use this guide as starting point for your research into the sustainable DEI commitments of the companies you are pursuing. The sample questions and reflection space will help you move beyond asking, "What is your company's culture?", to crafting targeted questions, prompting deeper discussions with employers, and ultimately making more informed decisions.

6 Indicators of Sustainable DEI Practices

- ▶ The company engages in inclusive recruiting practices to cultivate a diverse workforce.
- ▶ The company demonstrates continuity in their commitment to DEI through their brand and culture.
- ▶ The company has established Employee Resource Groups (ERGs) that are valued and contribute to influencing corporate strategy.
- ▶ The company's DEI initiatives are connected to a broader business-driven, results-oriented strategy that fosters tangible organizational change.
- ▶ The company leverages their platform to visibly acknowledge and condemn social and racial inequities with an actionable commitment to create positive systemic change.
- ▶ The company publicly supports communities of marginalized identities through corporate social responsibility and philanthropic efforts.

Read *Corporate DEI Visibility* for more information about the 6 Indicators.

Questions the indicators may help you answer...

Will this company value my skills and talents, or am I just helping them meet their diversity goals?

How will this company invest in my growth, success, and provide a path toward leadership?

Will my identities be recognized and supported?

Will I be able to be my most authentic self at work?

Does this company truly understand the needs of my community and care about me?

Will I be seen, and my voice heard in this company?

Who holds the organization accountable for change? How does this company track and evaluate DEI progress?

Are there others who share my identities and how is a sense of belonging fostered within the company culture?

What is this organization doing to address inequities?

Does this organization recognize the ways in which I have been marginalized based on my identity?

How can I be involved in promoting and ensuring sustainable change in this organization?

Questions you might ask or research to learn more...

- QUESTION: What are the company's goals to recruit and retain more diverse talent at every level of the organization? → FOLLOW UP: How is the company tracking, measuring, and evaluating the progress of these goals?
- How does your company affirm and celebrate identities to foster an authentic sense of community and belonging? → In what ways does your company acknowledge the ways in which employee identities have been marginalized?
- What Employee Resource Groups or Networks are established at your organization and how does the company integrate their ideas and perspectives into the broader corporate strategy? → How is intersectionality acknowledged and honored amongst your ERGs and Networks?
- What is your company doing to publicly condemn and address existing inequities within the organization and in our society in general? → How is your organization leveraging its power, resources, and visibility to positively influence change at a systemic level?
- In what ways is your company supporting marginalized communities through philanthropic efforts? → How does your organization collaborate with marginalized communities to develop products and services that meet the specific needs, challenges, and desires of those communities?

What questions do *you* have?

Use the space below to develop your own questions, considering your own values, to help you gather insights and assess how you and your values align with a company.

RESOURCES TO ASSIST IN RESEARCH



A one-of-a-kind coalition founded by industry peers, the **Alliance for Global Inclusion** is committed to help build an equitable and just tomorrow.



DiversityInc's mission is to educate the workforce and bring clarity to the business benefits of workplace fairness, equity, and inclusion.



The **Human Rights Campaign** strives to end discrimination and realize a world that achieves fundamental fairness and equality for all.



Working exclusively on LGBTQ+ workplace equality, **Out & Equal** helps LGBTQ+ people thrive and supports organizations in creating cultures of belonging for all.