**Suggested Employer Questions**

The employer event you are attending will give you the opportunity to meet with organization representatives. Now is your chance to ask questions to better understand their organizational culture, commitment to DEI (Diversity, Equity, Inclusion, and Belonging), find out their hiring plans, get advice on how to prepare for your career, and build your network.

Below are suggested conversation starters, but please come with your own questions as well! At the end of the event, you should ask for and save presenters’ contact information, and then follow-up! We encourage you to send a thank you email and request to connect further.

DEI Questions

* Does your organization have a designated leader or team to drive DEI and engage internal and external stakeholders?
* What social causes does your organization support?
* How does your organization center diversity, equity, inclusion, and belonging?
* Does your organization offer formal employee training around biases, anti-racism, anti-harassment, or similar?

Culture Questions

* How would you describe the work environment? Competitive? Collaborative?
* How much flexibility does the average employee have in when/where they complete their work?
* What is the average tenure in this position? At the organization? How often do people move up or take on new responsibilities?
* How has the organization adapted during the pandemic? What changes do you think will remain?
* What type of person succeeds in your organization?
* What do you like most about this organization? How does it differ from its competitors?

Asking for Advice

* What do you think is important to know for someone interested in working for your organization or in this field?
* What skills and experiences would you encourage for somebody pursuing a career in your organization or in this field?
* How did your studies at Korbel prepare you for this job? Is there anything you wish you would have known or done differently?

Hiring

* What kind of hiring is the organization planning over the next year or so?
* Is there a formal internship program? How would we find out about and be considered for opportunities?
* What skills would you recommend we highlight when applying to your organization?