

# Questions to Assess Employer Commitment to Diversity & Inclusion

Adapted from blog posts featured in *The Muse* and *Scouted*

When asking these questions pay attention to 1) the content and quality of their answer 2) their comfort with the question and 3) their willingness to openly discuss each topic.

1. What are your most important values of the company?
2. How does the company define and promote diversity?
3. How do you empower the members of your team?
4. How do you promote inclusivity in the workplace so employees can succeed?
5. Please share with us what diversity, equity, and inclusion mean to the company and why they're important.
6. What groups do you consider underrepresented and how is leadership taking steps to hire and empower people who fit those categories?
7. What resources, benefits and support do you offer to underrepresented groups?
8. Do employees participate in diversity training such as unconscious bias or cultural competency training?
9. How do you advocate for diversity, equity, and inclusion with colleagues who don't understand its importance?
10. What steps do you take to eliminate bias from your hiring or advancement process?
11. How diverse is the company workforce, management team and Board of Directors?
12. What leadership training and mentorship programs do you offer?
13. What does the promotion and evaluation process look like and who makes these decisions?
14. How do you prioritize social events that all employees feel they can take part in?
15. How do you foster an open, communicative environment for your employees?
16. Is there a safe way for employees to communicate concerns? With what comfort and ease can employees share ideas and points of frustration with their leaders and members of their team?
17. How do you celebrate diversity of ideas and people?
18. Do you have a DEI working group or breakout group to help foster greater change?
19. How is the company making sure that the pipeline of candidates is diverse?
20. Where do you think the company needs to improve the most?