



Career Services
UNIVERSITY *of* PENNSYLVANIA

MORE THAN
WORDS:

**Assessing a Company's
Commitment to
Diversity
Part I**



This Resource

This slide guide is formulated to provide practical advice to assess a company's commitment to diversity.

We encourage students to use this guide as a starting point in seeking further resources to assist their analysis.

This resource will help you analyze...

WHAT A COMPANY SAYS

Language is important as a company identifies their priorities, culture and mission. To assess a company's commitment to diversity, we can begin with what the company says about itself, especially in key areas that influence their practices.

This guide will help you establish clarifying questions with regards to a company's:

- Vision, Mission and Values
- Definition of Diversity
- Diversity Narrative

WHAT THEY SAY...

EXAMINE THE COMPANY'S

VISION

How does the company define their vision for the future of the organization?

How do future goals integrate key performance indicators for diversity and inclusion?

Where does the company hope to be in 5, 10 and 20 years? How is a view of diversity incorporated into their vision?



WHAT THEY SAY...

EXAMINE THE COMPANY'S

MISSION

What is the company's mission statement?

Does the mission statement reflect diversity and inclusive practices?

How have practices associated with the company's mission changed over time?



WHAT THEY SAY...

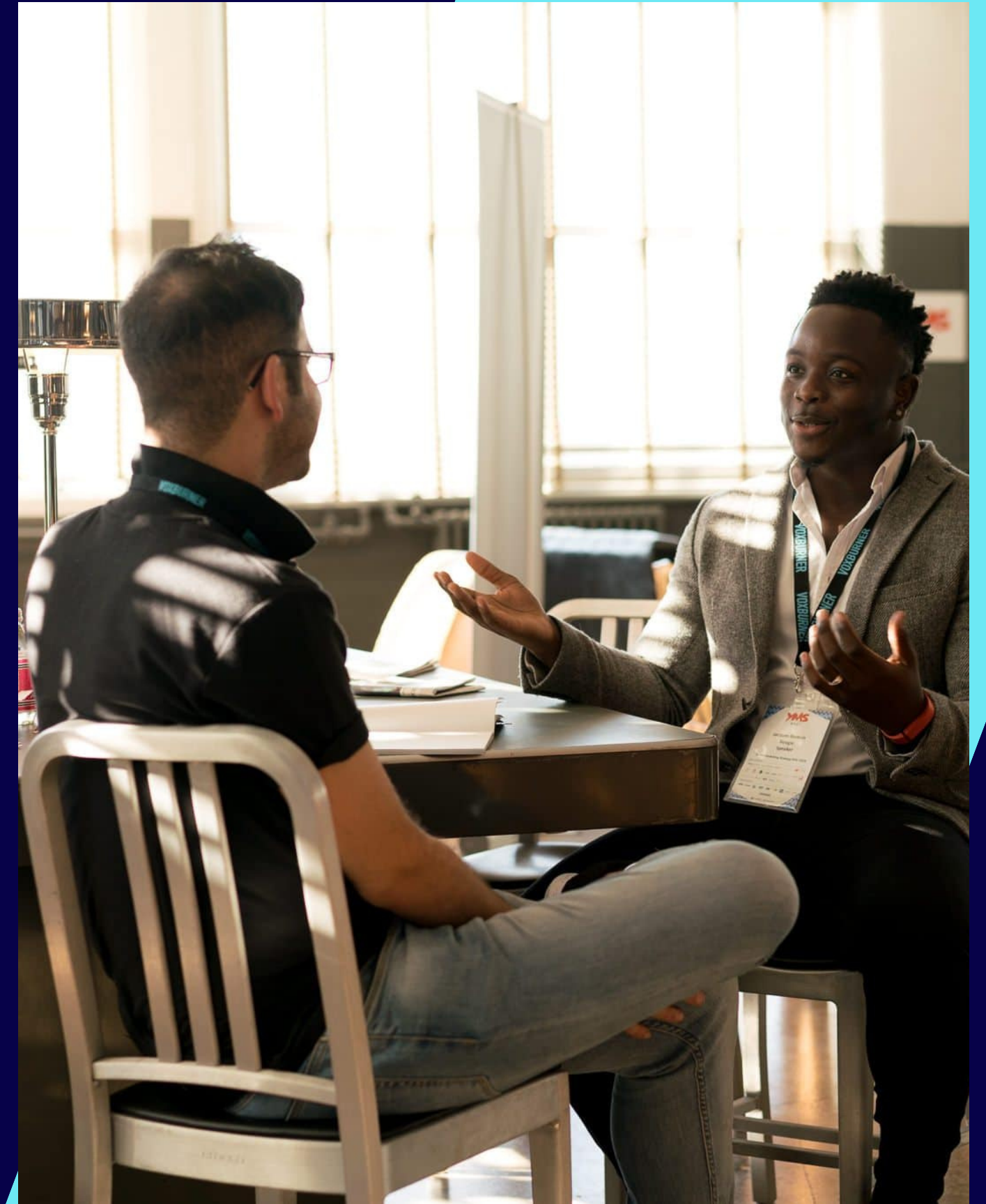
EXAMINE THE COMPANY'S

VALUES

What are the companies CORE VALUES?

Does the company explicitly mention diversity and inclusion as a CORE Value for their recruitment and retention practices?

Can the company offer specific examples of "acting upon their values" in the area of diversity?



WHAT THEY SAY...

Research the Company's Definition of Diversity and Inclusion

$$\text{DIVERSITY} = \frac{F+G / 6 (Y-H) + 2x}{Q}$$

Every company is different in their assessment of diversity. Never assume that diversity suggests race, nationality, gender, sexual orientation or ability. A company may express a desire for diversity of thought, perspective, industry experience, etc.

Read a company's HR policy to understand how they appreciate diversity and pursue inclusion. You can assess whether or not your personal understanding aligns with the company's definition and culture.



A Company's Diversity Narrative

How does the company integrate diversity into their DNA?

DIVERSITY CHAMPIONS

Who champions diversity and inclusion within the company?

Do champions operate at all levels of the company's leadership?

INCLUSIVE PRACTICES

Is diversity spoken about as an asset to enriching the workplace and company's market value?

How does the company's culture reflect their commitment to inclusion?

ACCOUNTABILITY REQUIREMENTS

Has the company identified potential areas of growth regarding diversity?

Does the company have a plan of accountability for meeting diversity goals?

WHERE TO SEARCH FOR INFORMATION

Magazines

- [Diversity Inc.](#)
- [Hispanic Network Magazine](#)
- [Fortune](#)
- [Diversity Woman: Leadership Empowerment for Women Who Mean Business](#)

Online Resources

- [Glassdoor.com](#)
- [Salary.com](#)
- [GreatPlacetowork.com](#)
- [Jopwell.com](#)

Professional Organizations

- [JobstarsUSA: Diversity Professional Associations & Organizations](#)

WHERE TO SEARCH FOR INFORMATION

Company's Website

- Human Resources
- Annual Diversity Report
- Company Information Webpages

Online Resources

Glassdoor

GreatPlacetoWork.com

Jopwell

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