

NACE ARTICLE: CONSCIOUS JOB SEEKING: ASSESSING EMPLOYERS' COMMITMENT TO DEI

- How does your organization define diversity? What lenses of diversity has your organization made a direct commitment toward?
 - Does your organization have a chief diversity office (CDO) or a designated leader to drive DEI and engage internal and external stakeholders?
 - What social causes does your organization support?
 - Does your organization actively support diverse suppliers, contractors, and small businesses?
 - Has your organization made any formal commitments in support of racial equity?
 - How does your organization center diversity, equity, inclusion, and belonging?
 - Does your organization offer any formal employee training around biases, anti-racism, or general DEI?
 - How has your organization prioritized executive accountability toward DEI advancement?
 - Does your organization have any affinity groups or committees to support diverse populations? If so, how do these groups contribute to the culture of the organization?
 - Does your organization complete annual compensation equity analysis?
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FROM A NACE THREAD: QUESTIONS STUDENTS CAN ASK IN INTERVIEWS TO TELL IF A COMPANY REALLY CARES ABOUT DIVERSITY & INCLUSION

- Can you describe some of your company's core values?
- How would you describe the company's culture?
- Have the racial events of 2020 changed any of your organization's DE&I priorities going forward? If so, how?
- You mentioned – or on your website you mention – ZYX has a commitment to diversity. How has the organization demonstrated that commitment?
- What are some of the key DE&I actions your organization has taken in recent months?
- What does diversity, and inclusion mean here?
- What does your company do to ensure inclusiveness?
- What do you do to create an inclusive team environment?
- How do you measure inclusion?
- What resources does the company provide to support trans employees, black employees, veteran employees, etc.?
- Are there any programs or initiatives in place at your company geared toward promoting diversity?
- Are there any specific internal DE&I groups, resources or initiatives you are particularly proud of?
- Does your company use any training programs to help create an inclusive work environment?
- How can employees get involved in DE&I initiatives in your workplace?
- In your opinion, what is the most challenging aspect of working in a diverse environment?
- Can you give me an example of how you make your direct reports feel a sense of inclusion, belonging, and equity on a daily basis?
- Can you tell me about a time you had to have an uncomfortable conversation to resolve an issue?
- How do you celebrate diversity of ideas and people?
- What tangible goals does the organization have surrounding diversity, equity, and inclusion? Who is responsible for making sure these goals are met?