



Diversity Meet-Up: Guiding Questions

These *Guiding Questions* are to help you get the conversation started with company representatives and to learn more about an organization's diversity hiring initiatives.

Diversity-Related:

1. How does your organization define diversity?
2. Can you share any data on the organization's diversity?
3. What types of support does your organization provide to your affinity groups?
4. Diversity & Inclusion is listed as a value of your organization. Can you please discuss any specific policies or initiatives that align with those values? What does it bring?
5. What diversity, inclusion, and cultural competence training are supervisors required to complete?
6. What initiatives does your organization have to recruit and retain underrepresented individuals in this field/industry?

Organizational Culture:

1. How would you describe the company culture?
2. How has hiring people from diverse backgrounds impacted the organization?
3. How does your company foster an environment of inclusion?
4. What does your organization do to make sure everyone feels included?
5. How is diversity represented in your organization's leadership?

Professional Growth:

1. What types of diversity training are available to employees within your organization?
2. Does your organization have professional development opportunities related to diversity for students?
3. What structures are in place to support diverse employees gaining leadership experience?

Recruitment Process:

1. Does your organization have a process for requesting accommodations for interviews? If so, would you please explain the process?
2. Will I have the opportunity to speak with diverse individuals during the recruitment process?
3. What is the structure of your recruitment process?