



Guide to Assessing Diversity, Equity, and Inclusion- Minded Workplaces



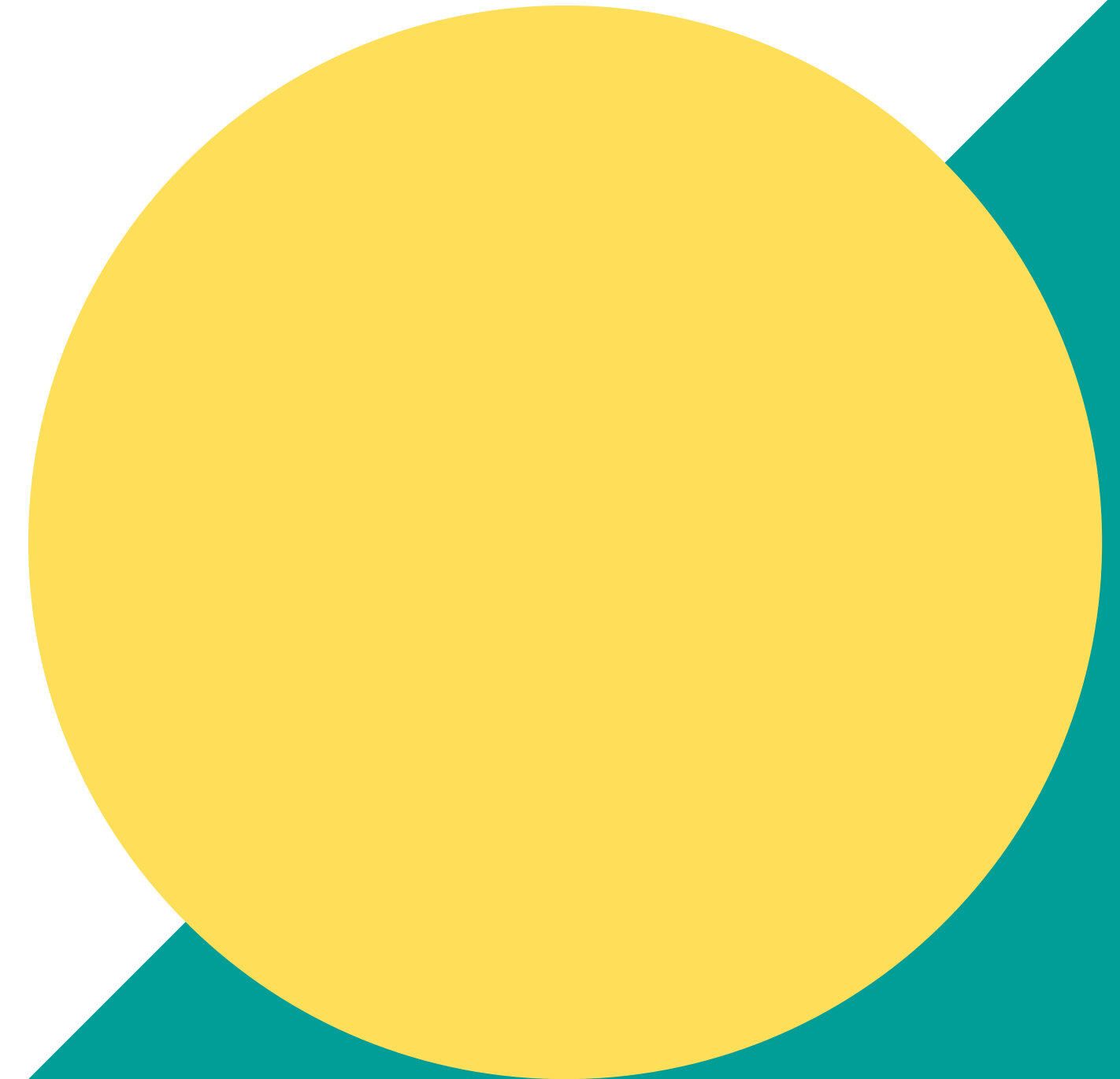
About this guide.

Why this guide?

A key component of the job/internship search is finding an organization that is a good fit for your values and beliefs. With increased attention to diversity, equity, and inclusion (DEI) in U.S. society, it becomes important to monitor the scope and degree to which employers are engaged in DEI-related efforts. The CCPA has created this guide as a tool for students and alumni to assess potential workplaces for their commitment to DEI activities and initiatives.

How to use this guide.

This guide is designed as a starting point in your research on potential (or current) employers. We have identified questions in each of five areas where organizations can demonstrate and enact a commitment to diversity, equity, and inclusion, as well as a set of strategies for gathering this information. You may also consider asking these questions during interviews with employers!





Contents.

Jump to the topics that interest you most!

Information-Gathering Strategies	Page 4
1/ Values & Commitments	Page 5
2/ Workforce Demographics	Page 7
3/ Staff Development & Support	Page 8
4/ Community Engagement	Page 9
5/ Financial Commitments	Page 10



Information-Gathering Strategies.

Where to look and who to ask.



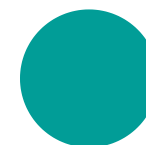
Browse Organizations' Websites.

Comb through an organization's website to gain insight into its approach to DEI-related issues. Read the mission and vision statements, review the diversity statement (if one exists), and scan employee bios and photos for diverse representation.



Search Google News.

Search for the organization's name and the word "diversity" in Google News to yield information about its DEI-related activities, whether positive or problematic.



Seek Reviews and Evaluations.

Look for DEI-related employee reviews of the organization on job sites like Vault, Glassdoor, and Indeed. See if the organization is listed on diversity scorecards like those published by [DiversityInc](#) or the [Human Rights Campaign](#).



Ask Questions.

Connect with current/former employees about their experiences. Contact the Human Resources department about DEI-related affinity groups and professional development.



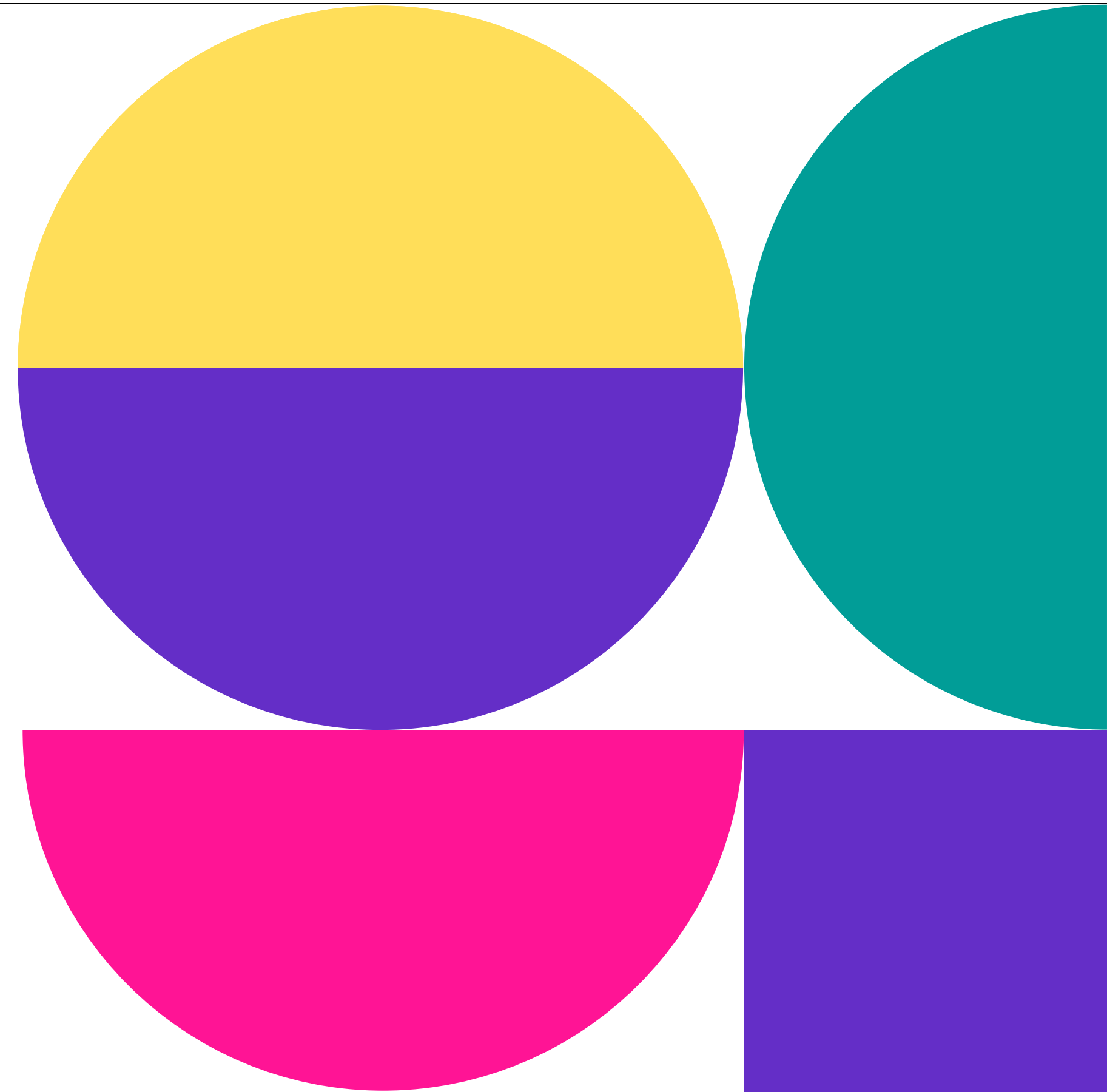
1/ Values & Commitments

Are diversity, equity, and inclusion part of the organization's core values and strategic goals?

Does the organization have an explicit diversity statement and/or a strategic plan for diversity, equity, and inclusion? If so, do their practices seem to align with the statement and/or plan?

Does the organization have a task force, committee, or council devoted to DEI efforts? How visible and active is this entity? Who are its members? What is its charge? What degree of influence does it have within the organization?

Does the organization provide its workforce with training and professional development related to diversity, equity, and inclusion? Are these activities mandatory or optional? Are they effective?



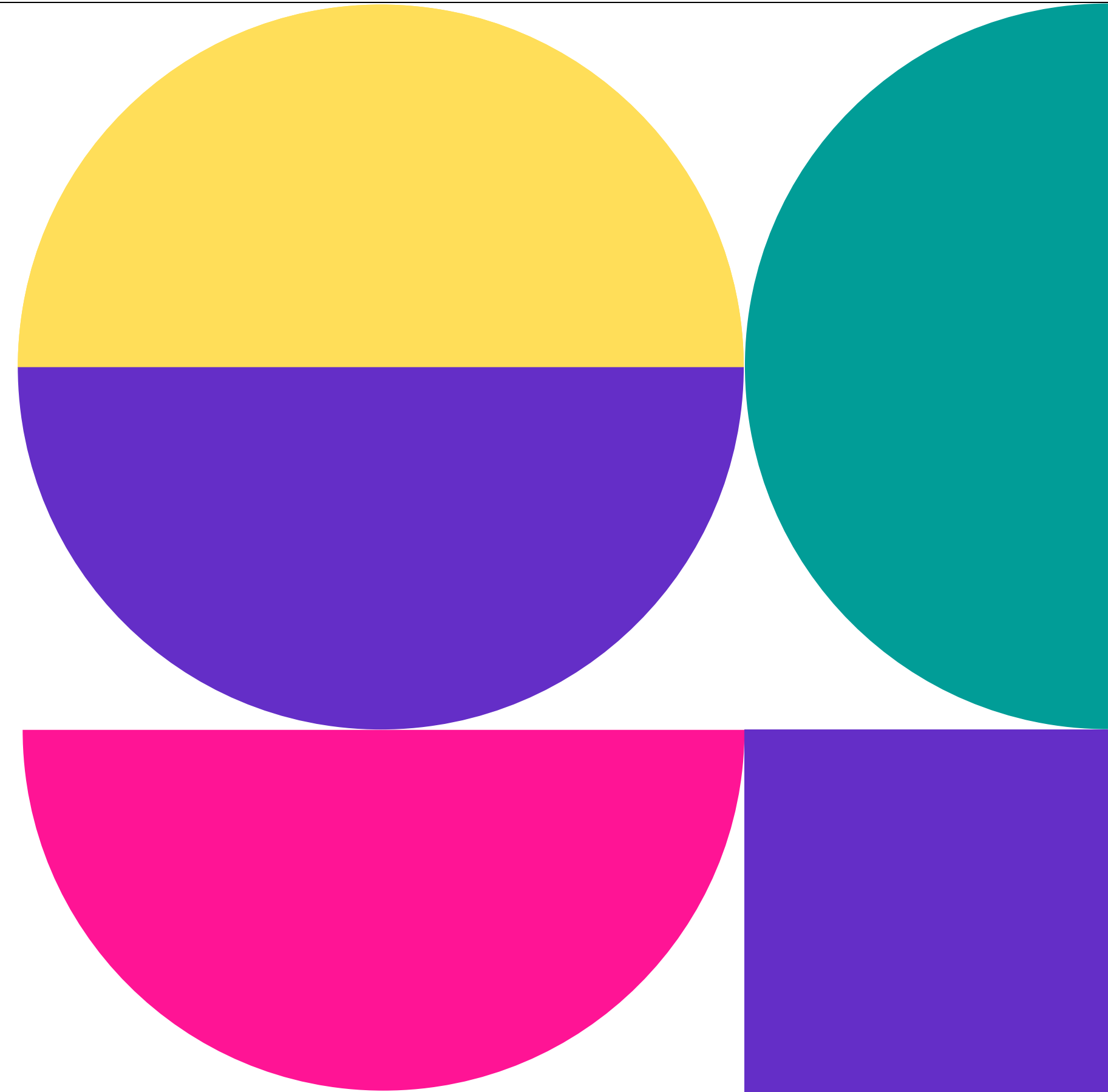


1/ Values & Commitments, ctd.

Are diversity, equity, and inclusion part of the organization's core values and strategic goals?

What is the organization's track record with regard to DEI-related issues?
Have they actively championed and supported DEI efforts?

How has the organization responded to DEI-related concerns raised about them? Do the responses appear genuine with tangible action steps or generic without specific solutions?





2/ Workforce Demographics

Does the organization have a diverse and representative workforce?

What is the demographic makeup of the senior leadership team, board directors, and staff? Is there diversity in race/ethnicity, gender, and other social identities? Is the diversity distributed across all positional levels (e.g., directors, managers, coordinators, assistants) or clustered within certain ranks?

Does the organization have a position(s) devoted to diversity, equity, and inclusion efforts? What is the scope of responsibility and degree of influence of this position? Are those with marginalized identities concentrated in these positions within the organization?



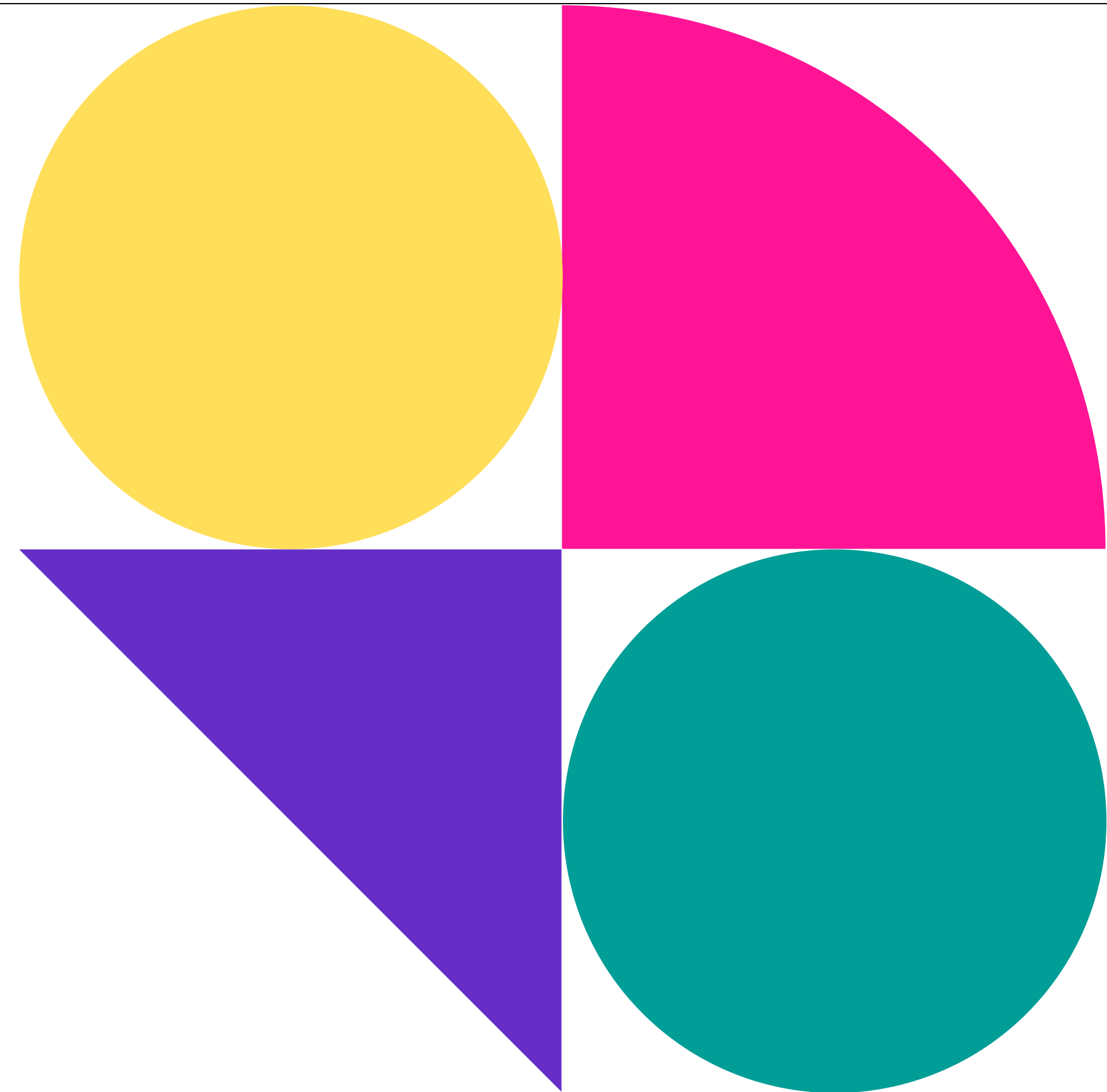
3/ Staff Development & Support

Does the organization have DEI-related resources for professional development and employee support?

Does the organization provide its workforce with training and professional development related to diversity, equity, and inclusion? Are these activities mandatory or optional? Are they effective?

Are there support networks or affinity groups for underrepresented and marginalized identities? How visible and active are they? What degree of support do they receive from the organization?

Are there formal/informal mentorship or other professional development activities for underrepresented and marginalized groups in the organization?





4/ Community Engagement

How does the organization engage with and support external underrepresented and marginalized communities?

If the organization makes philanthropic contributions, are they directed to nonprofits or causes serving underrepresented and marginalized communities? Are these ongoing/recurring contributions a one-time donation?

What is the organization's relationship with the local communities where they are located? Does the organization invest financial resources and/or encourage employee volunteerism through formal or informal activities?

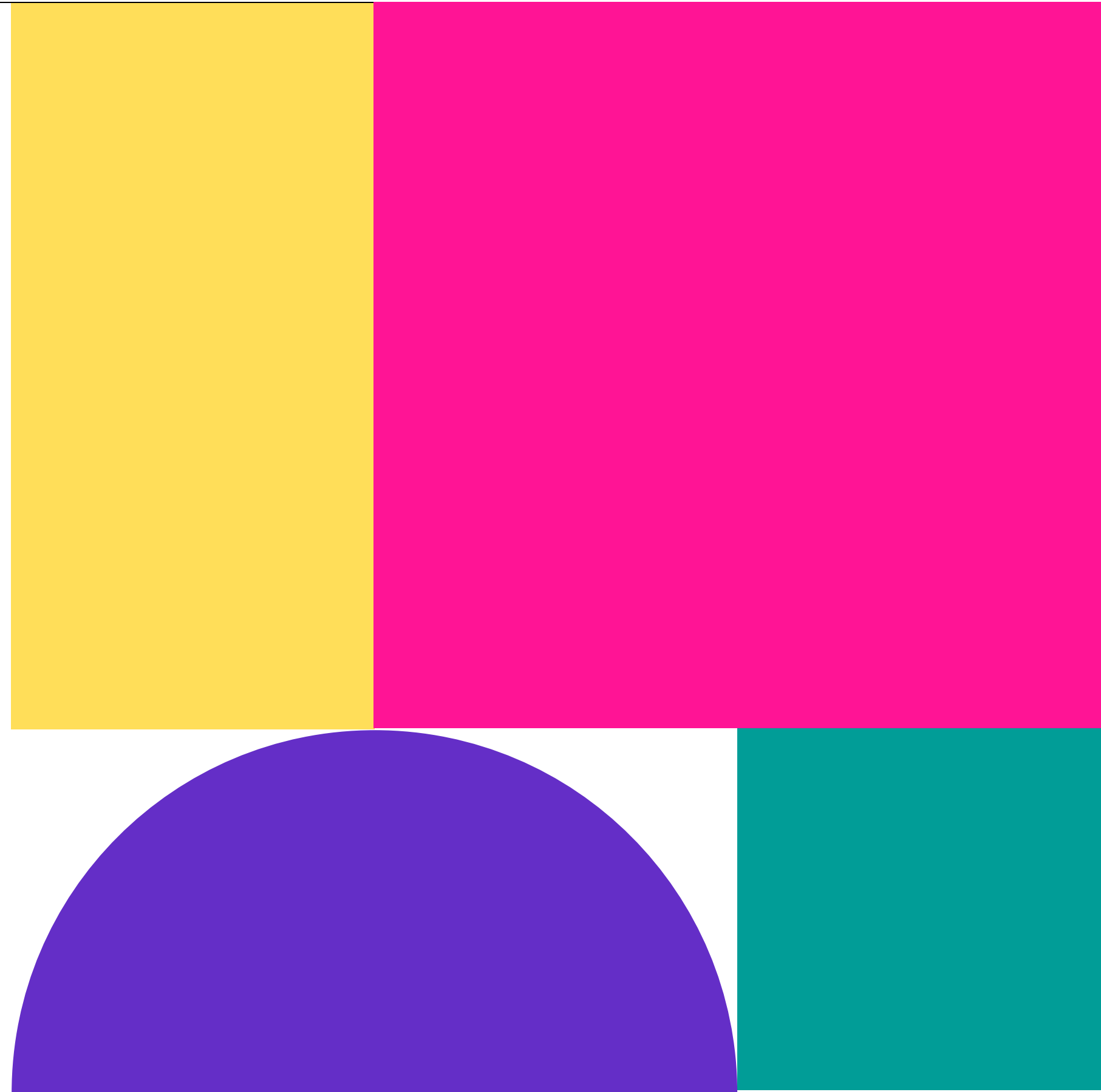


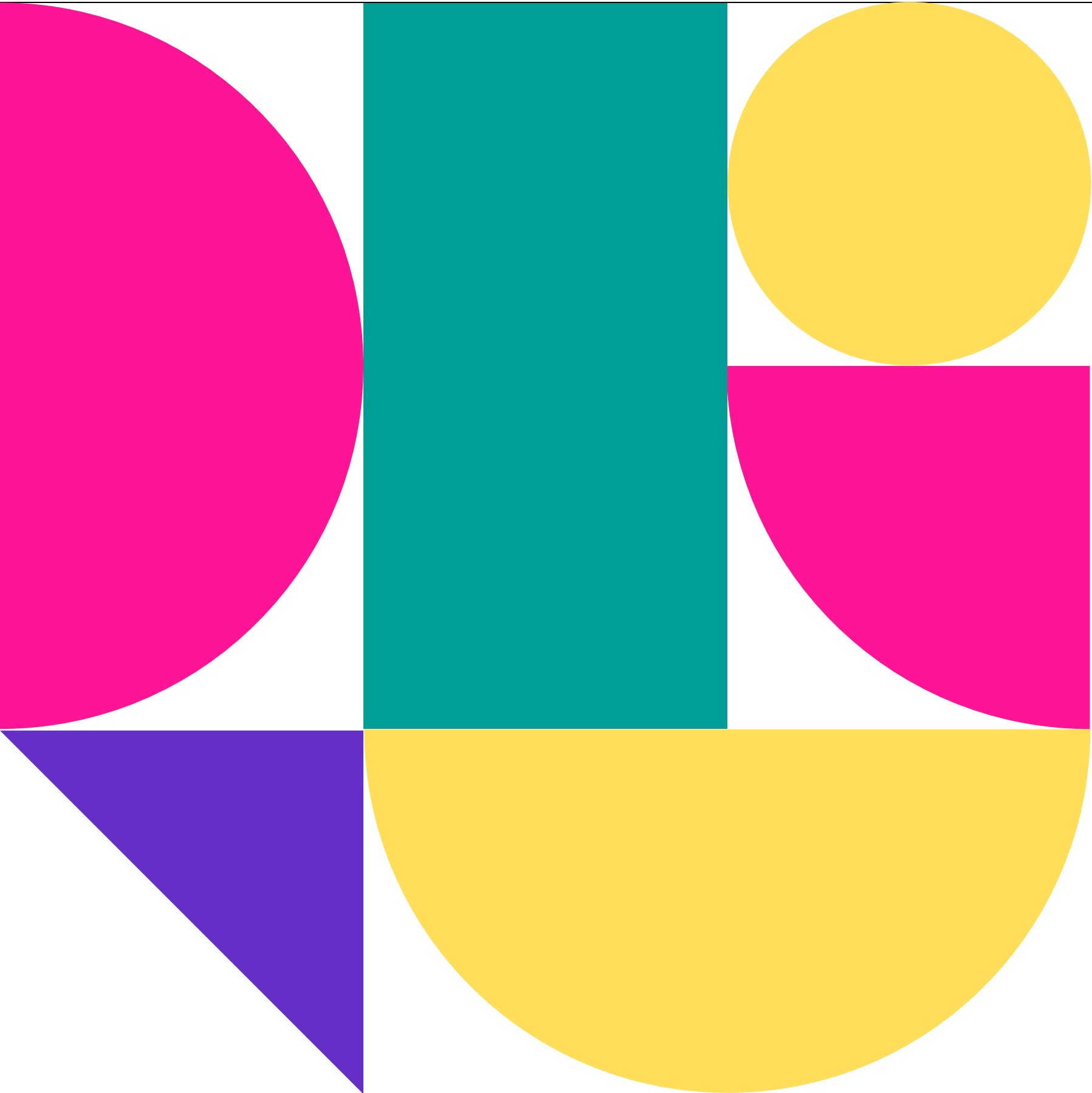
5/ Financial Commitments

What is the profile of the organization's financial contributions, sponsorships, and investments?

To what entities or causes has the company made financial contributions? From what entities has the organization accepted donations and sponsorships? Are these entities and causes in line with the values of diversity, equity, and inclusion?

If the organization has an investment portfolio, what entities comprise the portfolio? Are these entities in line with the values of diversity, equity, and inclusion?





Questions?

Feel free to get in touch with us.

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<https://www.haverford.edu/ccpa/contact>