

Get applicants: Discuss your company's commitment to diversity!

University Career Services attributes our being a top source of talent to the diversity of our students. Our students value organizations that not only emphasize diversity in recruiting practices but that also foster an inclusive environment and support diverse populations in their everyday work life.

Recruitment is one thing, retention is another.

This resource is intended to provide you with some quick tips for talking to students about your organization's commitment to diversity. Providing evidence that the company has support structures in place to ensure the success of underrepresented employees is essential.

Our students want to know...

How your company fosters an inclusive culture

- Does your company have mentoring programs? Employee affinity groups?
- Family friendly programs such as job sharing?
- Does your company have unbiased retention in the workforce, meaning that employees are retained at equal levels regardless of race/ethnicity or gender?
- What does diversity look like at all levels particularly at the management, executive, and board levels?

Where and with whom your company does business

- Do your company's suppliers include small, women, minority, and/or LGBTQ suppliers?
- Does your company conduct business with and/or have products made in countries that do not protect the human rights of their workers?
- What are the causes that your company's charitable efforts benefit?

Your company's compliance with federal laws

- What is your company's non-discriminatory policy on sexual orientation and gender identity?
- Does your company have a proven track record of having no civil rights violations?

The inclusivity of your benefits package

- What are your company's spousal/partner benefits?
- Does your company have a maternity/paternity leave policy?
- Do your company's benefits include transgender inclusive health insurance coverage?