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Everyone wants to feel like they belong, but how do you know if an organization will welcome your whole

researching the company, but with a few extra steps. Do you see people who look like you? Do they talk about diversity, equity, and inclusion on their website? Check LinkedIn to see who works there; and check to see if they have had cases brought against them for things like ions in the interview.

Below is a list of possible questions to ask either the hiring manager or your contact in human resources. Depending on your comfort level and how important diversity and inclusion are to you and your career, choose one to two questions, three tops, to ascertain your comfort with the organization sculture. And remember, some questions are more appropriate for new graduates, but those at a more senior level, may feel more directed questions are appropriate. belonginess important

Only you can decide if the organization will make you feel like you belong. part of

What's it like to work here?"

Can you describe some of your company's core values?

[&]quot;How would ()#600.000009e of

What resources does the company provide to support trans employees, black employees, veteran employees, etc.?"

If they mention that they have ERGs, ask if it would be possible to talk to the volunteer leaders from one to two of the ERGs.

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 inclusi 0 2 5 MCID SEDC q0.00

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