

DIVERSITY IN THE JOB SEARCH

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ROADMAP

Definitions

Diversity activity

Advocacy through action

Diversity in the job search

Interview questions

Building your diverse brand

Hearing from industry recruiters



DIVERSITY

of people,
perspectives



EQUITY

in policy, practice
& position



INCLUSION

via power, voice &
organizational culture



JUSTICE

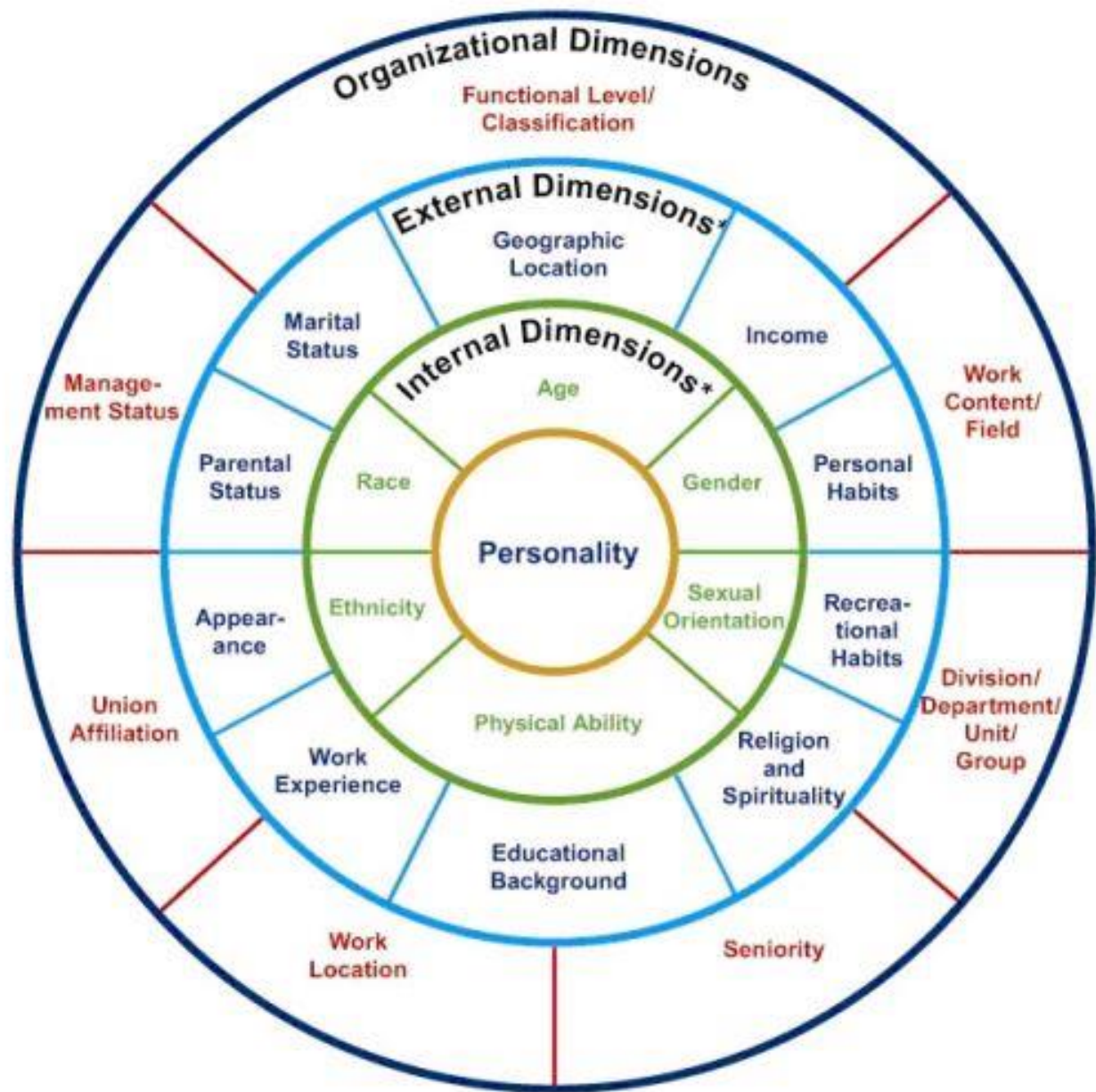
with equal rights &
equitable
opportunities



DEFINITIONS



GETTING TO BELONGING



The **'Four Layers of Diversity'** wheel shows the complexity of the diversity filters through which we all process stimuli and information.

This leads to our assumptions, drives our own behaviors and ultimately impacts others.

PRIVILEGE AND DISADVANTAGE INVENTORY

Directions: Read each of the following statements and indicate whether or not the statement is true for you. Circle the T if the statement is true for you. Circle the F if the statement is not true for you.

Process Questions

- What are your reactions to the process of doing the activity?
- What are your reactions to identifying some of the privileges and disadvantages associated with some of your social group memberships?
- What statements were particularly striking to you? Why?
- What questions about privilege and disadvantage are raised for you?
- How was your experience of privilege and disadvantage the same or different from others in your discussion group?



**EVERYONE IS DIVERSE
IN THEIR OWN WAY!**

...SO WHAT DOES THIS ALL MEAN?...

DEFINITIONS

An **Ally** is typically an outsider who elevates the efforts of advocates and activists. They're willing to educate themselves and share their support in social media and their social circles.

An **Advocate** publicly supports the work of activists — donating, amplifying, lobbying, and driving the message to the broader world. An advocate is either an insider or an outsider who solicits others to join the cause, devoted to raising awareness or funding while engaging hearts and minds.

An **Activist** is on the front lines: most engaged, actively involved in forcing change, holding power accountable, setting the agenda and leading the charge. Typically, these are courageous, relentless, committed people who dedicate all or most of their lives' work to their vision of moving society forward.

WHAT DO YOU THINK ALLYSHIP, ADVOCACY AND ACTIVISM LOOKS LIKE?



ADVOCACY THROUGH ACTION

listens first

works to educate
themselves

takes action when
appropriate

is someone who
provides a support
when an individual
needs it

helps someone
access information
when they need

finds ways to use
their privilege to
improve situations
for other individuals

STRATEGIES TO INCREASE YOUR ADVOCACY

Engage and build

Engage and build community with the people you are advocating with. You are not the hero or the savior, listen to the needs of those who are marginalized and ask how you can use your privilege to support them.

Understand


Understand the historical context that has informed the current manifestations of oppression that you are encountering.

Review


Review policies and practices currently in place within your office/department to determine if it is biased in terms of sexual orientation, gender identity, or gender expression.

ADVOCACY TIPS

Find the issues that speak to you and focus your energy and efforts in combatting them.



Understand that advocacy requires you to examine the ways you have been socialized and commit yourself to unlearning problematic teachings.

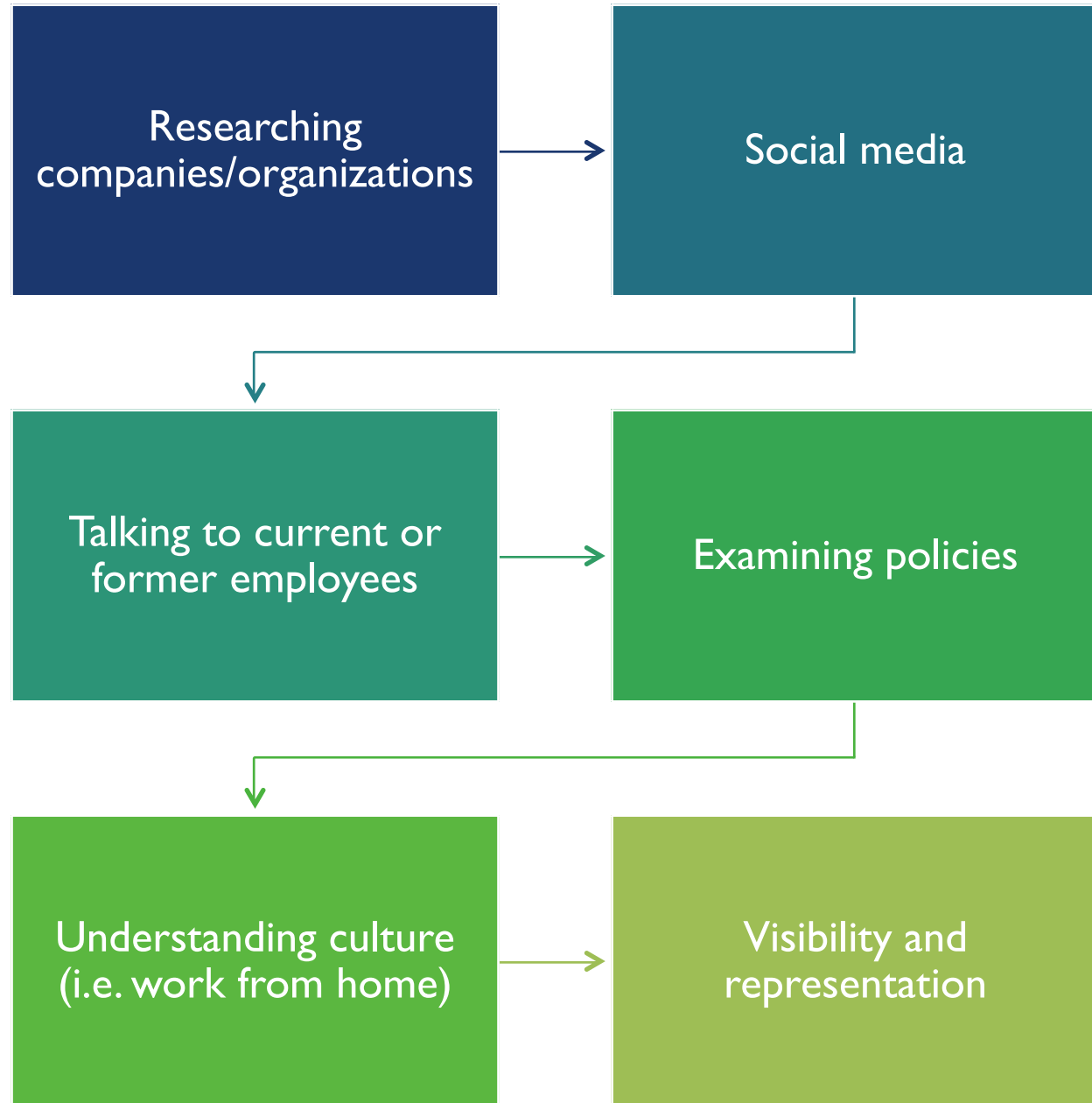


This also requires an openness to accept feedback and criticism without guilt, anger, or defensiveness.



Remember the creating of inclusive spaces is an ongoing process.

DIVERSITY IN THE JOB SEARCH



7 INTERVIEW QUESTIONS ABOUT DEI EVERY JOB SEEKER SHOULD BE ABLE TO ANSWER

Please Share With Us What Diversity, Equity, and Inclusion Mean to You and Why They're Important.

In Your Opinion, What Is the Most Challenging Aspect of Working in a Diverse Environment?

What Is Your Approach to Understanding the Perspectives of Colleagues From Different Backgrounds?

How Would You Handle a Situation Where a Colleague Was Being Culturally Insensitive, Sexist, Racist, or Homophobic?

How Would You Advocate for Diversity, Equity, and Inclusion With Colleagues Who Don't Understand its Importance?

Tell Me About a Time When You Advocated for Diversity and Inclusion in the Workplace.

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?

WHAT IS YOUR APPROACH TO UNDERSTANDING THE PERSPECTIVES OF COLLEAGUES FROM DIFFERENT BACKGROUNDS?

The goal of this type of question is to determine how active you will be in building a bridge of understanding between your colleagues and yourself.

How to Answer

Only when you've put in the work to get to know your coworkers beyond your nine-to-five projects can you really understand them in a meaningful way.

You'll want to answer this question in a way that shows you recognize the power of relationship building.



WHAT YOU MIGHT SAY...

“Whether it’s my supervisor, report, or peer, I take the time to get to know everyone I’m working with on a personal basis.

Ideally, this takes the form of a scheduled lunch or coffee. However, I also find times like passing each other in the hallway or breakroom to quickly connect on a personal level.

I like to know what matters to people outside of work, what drives their engagement at work, the values they hold and why. In my experience, this builds a relationship that helps instill a level of trust.

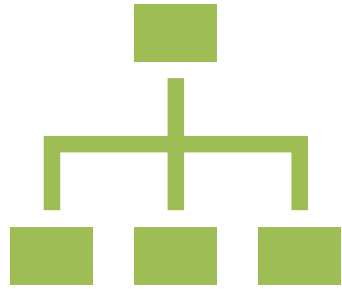
When differences of opinion arise, that level of trust we’ve already established makes it easier to understand one another and work through conflict.”

COMMUNICATING DIVERSITY IN INTERVIEWS

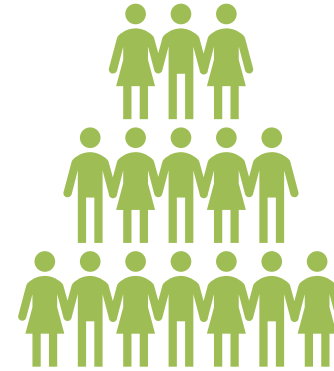


- Humanize and narrate your own diversity- what makes you unique and why is that a value add
- How does your diversity (and support) make you a valuable candidate?
- Explain how you are educating yourself and growing
- What is important to you and why?
- How does your own diversity enable you to develop and support others?

WHAT TO ASK DURING PHONE INTERVIEWS



What are your most important values as a company/organization?



How does this company/organization promote diversity?

WHAT TO ASK THE HIRING MANAGER

Joining an inclusive team is important to me. How do you promote inclusivity on your team so all employees can succeed?

How do you empower the members of your team?

WHAT TO ASK HUMAN RESOURCES

Can you share data on current employee diversity?

What groups do you consider underrepresented, and how is the leadership team taking steps to hire and empower people who fit into that category?

What resources/benefits do you offer to support employees with families?

What programs are in place to support inclusion?

Are there opportunities to participate in diversity training such as unconscious bias or cultural competency training?

**BUILDING YOUR
DIVERSITY
BRAND**

BEING AN INCLUSIVE COLLEAGUE



INVITE PEOPLE TO LUNCH



ASK ABOUT COLLEAGUE'S
INTERESTS



SHARE HOMEMADE FOOD



SERVE ON COMMITTEES



EDUCATE OTHERS ABOUT
THINGS THAT MATTER TO
YOU- CINCINNATI SPORTS
ANYONE?!



ASK WHAT YOU CAN DO
FOR OTHERS

ADDITIONAL WAY TO SHOW DIVERSITY

Introduce pronouns early.

Include pronouns in email signatures.

When introducing yourself, include your names and pronouns.

The point in including pronouns in introductions is to create a space for individuals to voluntarily provide their pronouns.

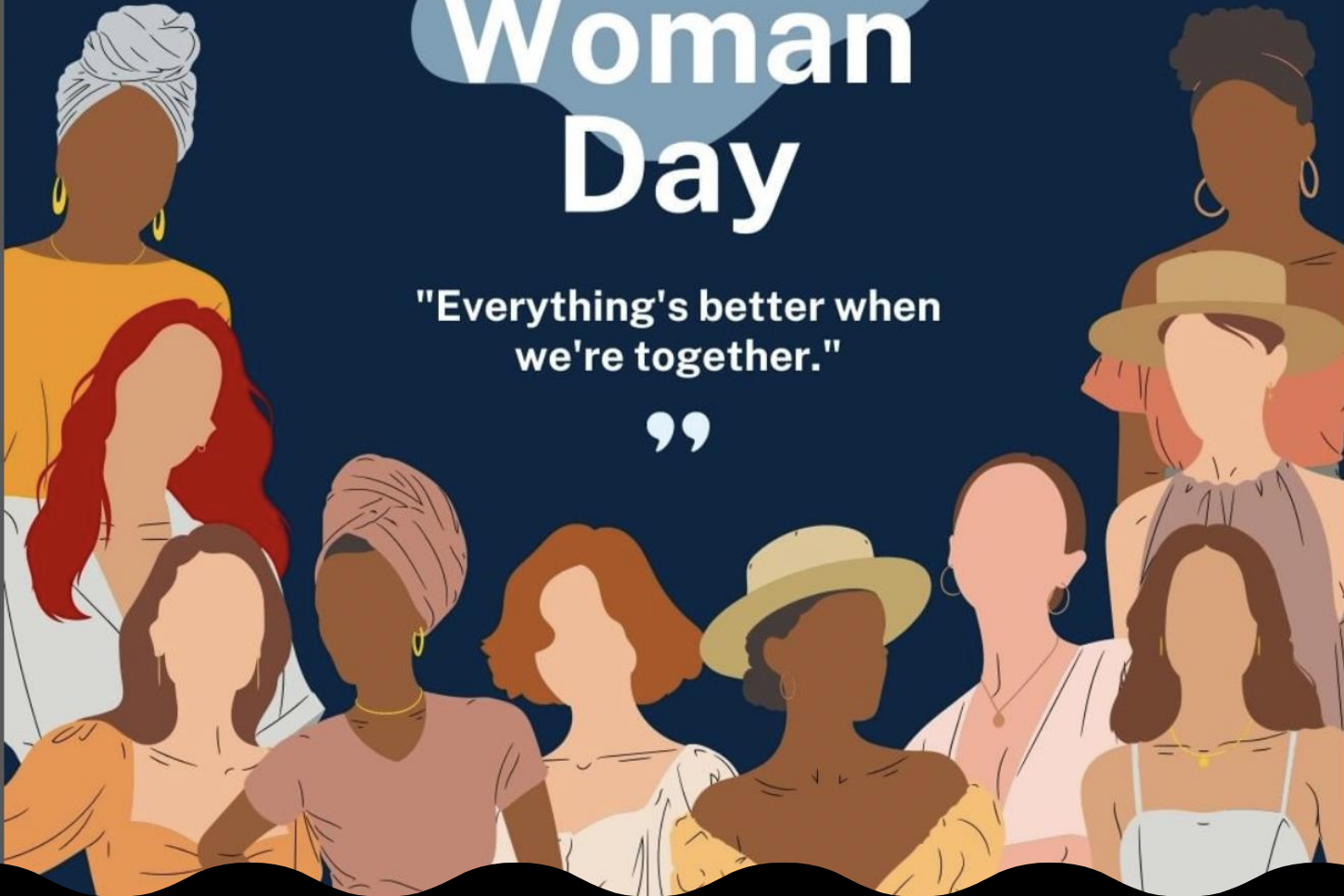
Practice using gender-neutral pronouns on your own time.

Feeling comfortable with these terms does not happen immediately and can require concerted effort.

Be open and willing to being corrected should you make a mistake when addressing someone.

International Woman Day

"Everything's better when
we're together."



beyonddiscoverycoaching It's time to celebrate the women who inspire you, empower you and LIFT YOU UP!

And what better woman to celebrate than YOU!

As a female entrepreneur, I know it's hard to brag on yourself so let today be the day you let that go and speak to yourself like you are hyping up your best friend!

When we learn to speak kindly to ourselves, we speak kindly to those all around us.

#internationalwomensday#careerlife #careercoachingonline
#careercoachingservices #careerdevelopmentcoaching
#careertipscoaching #careertransitioncoaching
#careercoachingforwomen #careercoachingtips
#careercoaching #workgoals #careersuccess #careeradvice
#changemanagement #careergrowth #careerstrategy
#careeradvancement #careerplanning #careertransition
#careerpath #careerssearch #careermotivation #careerhelp
#careergoal #careermove

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4 DAYS AGO



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Post



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beyonddiscoverycoaching Today marks the start of the Lunar New Year! 2022 is the Year of the Tiger – a symbol of strength and braveness.

How will you be brave this year? Share your goals for the year and how you're going to approach them with the strength and braveness of a Tiger.

#lunarnewyear #yearofthetiger #chinesenewyear #newyear #lunarnewyear2022 #goals #goalsetting #brave #strength #strengthquotes

5w



coachadrimeyer Happy New Chinese Year Nadia 🌞🎉🎊
Lovely to connect with you dear ❤️



5w 1 like Reply



coachtwannacarter Happy Lunar New Year 🎉🎊🏮



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FEBRUARY 1



Carly Trimboli (She/Her) · 1st

1w ...

Pathway Program™ Director at Tech Elevator | Career Connector a...

Two small things that come to mind for me are 1) Asking for help keeping me accountable for not saying "you guys" that seems ingrained in my brain, and crowdsourcing alternatives, and 2) Always asking for name pronunciations and keeping notes for myself on answers for reference. I look forward to seeing other ideas here. You'll do great with this presentation!



My Dinh (She/Her) · 1st

5d ...

GHC'21 | Seeking Full-time Business Analyst Positions - Business ...

My mentor recently shared an example where people at the workplace show that they listen, are open and willing to learn. Sometimes we subconsciously speak/ behave in non-inclusive ways, and it's important to build an environment where people can give you constructive feedback, raise concerns, and you just be willing to listen and act on the feedback! 😊



Ali Strohm (She/Her) · 1st

6d ...

Talent Consultant at EY

Such a great topic as we continue our journeys to being advocates and allies! A couple things I do:

If I see someone's name in writing before I meet them, googling how it's pronounced. Again on name, asking their preferred name if they go by something different. Double checking I'm spelling someone's name correctly, particularly if they're used to it being misspelled.

Opening up about which DEI areas I'm involved in! That opens the gates for great conversation.

Being an includer for someone new - plan to meet before an event, offer my cell number so they have a buddy. When I'm the new person, I ask people their work preferences - how they prefer to communicate, better to chat and hoc or set time, whether they want to meet in person or virtually, etc. Flex to others' styles where possible.

LET'S CONNECT

[LINKEDIN.COM/IN/NADIAIBRAHIM/](https://www.linkedin.com/in/nadiaibrahim/)