



DIVERSITY IN THE WORKPLACE

Employers are embracing the benefits of a diverse workforce and changing their recruiting efforts to meet the changing demographics of our nation. As you begin or continue on your College to Career Journey, educate yourself by evaluating and assessing your personal level of cultural competency. There is always something new to learn about people who are different from you in order to be successful and thrive in an inclusive work setting.

EMPLOYERS SEEK CANDIDATES WHO:

- Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions
- Demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences



PUT INTO ACTION

Consider the ideas below to increase your cultural competency

- Get involved in a community service project that involves different cultural or socioeconomic groups
- Participate in awareness activities or events hosted by the Warrior Cross Cultural Center and other clubs and organizations on campus
- Commit time to read articles, journals, blogs, and books about the experiences of people from diverse backgrounds
- Follow professional associations, magazines, organizations that focus on supporting diverse groups of people to stay informed and up to date
- Participate in events and activities on or off campus that focus on the interests, traditions or religions of different cultural groups
- Study abroad and check out the variety of programs offered by Stan State's International Education department to experience the world and develop a global mindset
- Take a course in Women and Gender studies or Ethnic Studies department
- Attend an informational session, event or activity hosted by the Undocumented Student Organization to learn the challenges of your fellow DACA and DREAMER Warriors
- Find a volunteer opportunity or take part in a community service project where you will interact with members of the local community. Take a look at current volunteer opportunities at <https://www.loveourneighbors.org/volunteer>
- Find an internship opportunity that will allow you to collaborate with people from all levels
- Learn a foreign language: take foreign language course or learn on your own by listening to audio books or self-training programs such as Rosetta Stone
- Visit museums and cultural institutions

Adapted from: CalPoly Diversity Resources Toolkit

DIVERSITY

YOU AND THE EMPLOYER

Know what matters to you when searching for a potential employment opportunities. Research companies you are interested in and truly learn more about their Diversity Inclusion initiatives to get a deeper understanding of how your values align. Consider the questions below in your research.

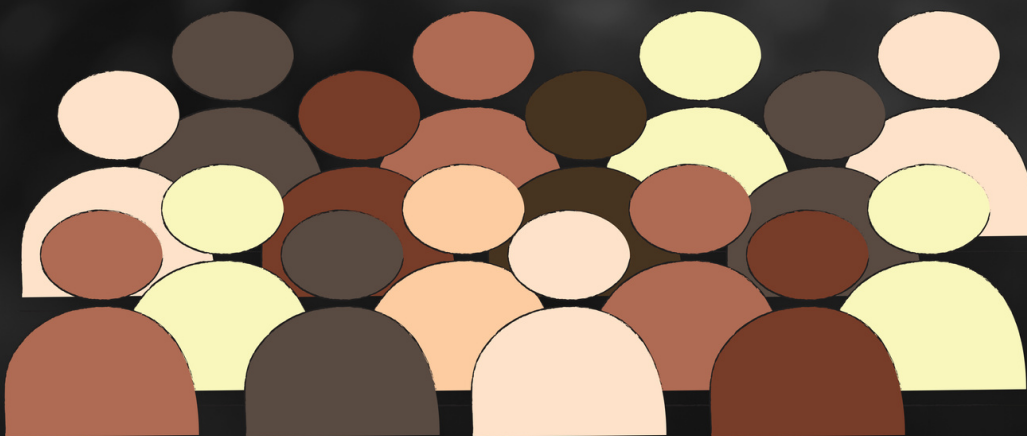
QUESTIONS TO ASK YOURSELF:

- When searching for a potential employer, what are the key attributes you seek?
- Have you identified values you want in a potential employer? If so, what are those values?
- What type of company culture do you value?
- What type of colleague do you see yourself working well with? What type of colleague do you see yourself not working well with?

QUESTIONS TO CONSIDER AS YOU RESEARCH:

- Are this company's values evident in its literature? If so, are they congruent with my own values?
- Does this company offer training opportunities for employees regarding diversity and inclusion?
- Does this company include diversity and inclusion in its workplace policies or strategies?
- Does this company offer resources and initiatives regarding diversity and inclusion?

Adapted from: NACE: Current Trends in Diversity Recruiting Practices , 02/2020



OUR TEAM