

Evaluating Employers from an I-EDIAA Perspective

If finding work in a workplace that prioritizes Indigenization-Equity, Diversity, Inclusion, Anti-Racism and Accessibility (I-EDIAA) is a priority for you, there are a few ways that can help you assess an employer's genuine commitment to fostering environments where everyone can thrive.

In this tipsheet you will learn:

- Ways of researching an employer's commitment to I-EDIAA
- Questions to ask yourself and your network to assess this commitment

Importance of Assessing Employers' Commitment to I-EDIAA

Evaluating employers' commitment to I-DEIAA allows you to determine if an employer or workplace:

- Aligns with your personal values
- Provides a healthy workplace environment
- Can support career advancement
- Has additional support and resources for diverse staff
- Is committed to social impact
- Can provide short-term and long-term career satisfaction

Researching Employers

A lot of information about an employer's I-EDIAA commitments is available online. Consider using the following to help inform your knowledge about an employer:

- Organizational websites
- Annual reports
- LinkedIn
- Glassdoor or other websites where employees can review their workplace
- Job search boards that report on the best diversity employers
- Diversity and inclusion-specific websites (i.e. [Canada's Best Diversity Employers: https://www.canadastop100.com/diversity/](https://www.canadastop100.com/diversity/))
- News and media
- Scholarly and industry reports

In your research, **ask yourself key questions** to assess if an employer is truly committed to I-EDIAA and to creating an inclusive work environment:

1. Does the organization include I-EDIAA within its mission, vision, or policy statement?
2. Do the organization's website and social media platforms demonstrate diversity and inclusion?
3. How do current and past employees speak about the employer?
4. Does the organization actively recruit from underrepresented and equity-deserving groups?
5. Do their recruitment materials encourage self-identification as an asset?
6. Does the organization actively engage with diverse groups?
7. Does the organization have a demonstrated history of positive change toward creating inclusive and equitable work environments?
8. What policies and resources does the organization provide to support underrepresented and equity-deserving groups?
9. Does the organization regularly track and publish its workforce demographics? Are diverse employees represented at all levels of the organization?
10. Is the organization transparent in its compensation and advancement practices?
11. Has the organization celebrated, participated in, and/or tangibly supported initiatives, services, and events that showcase and celebrate diversity and inclusion?

Some signs that may indicate an employer is not committed to I-EDIAA may include homogeneous leadership (i.e. the executive team lacks diversity), a uniform workforce, generic statements, lack of transparency, poor reviews, lack of accountability, and limited community engagement.

Assessing Culture

While a lot of information is available online, it is challenging to determine if an employer is truly committed to I-EDIAA or is simply presenting an image of commitment without putting I-EDIAA into practice. Finding opportunities to job shadow may help you gain insight into the workplace culture of an employer. Similarly, informational interviews with current employees and employers can be an efficient way to understand an organization's culture and workplace environment.*

Some questions that you might ask an employer about their I-EDIAA practices include:

1. What initiatives has your organization implemented to promote equity, diversity, and inclusion?
2. How does your organization measure the effectiveness of its diversity and inclusion programs?
3. What strategies do you use to ensure diverse candidates are considered for open positions?
4. What kind of training do your hiring managers receive regarding equitable hiring practices?

5. How does your company ensure equitable opportunities for career advancement?
6. Can you provide examples of how your organization has supported the professional development of employees from diverse backgrounds?
7. What steps has your organization taken to create a safe and inclusive environment for all employees?
8. How do you handle instances of discrimination or harassment in the workplace?
9. What initiatives are in place to ensure Indigenous perspectives are included in your business practices?
10. How does your organization hold itself accountable for its EDII commitments?

**For more on Informational Interviews, find our Informational Interview Tipsheet:*

<https://careers.queensu.ca/jobs-experience/career-support-tips>

Final Tips

As you research and evaluate employers, remember that decisions to work for a specific employer are uniquely yours. As you evaluate employers and make decisions:

- Use a variety of methods of research
- Use questions to probe deeper into an organization's true commitment to I-EDIAA
- Look beyond surface level statements and policies to understand the everyday experience of employees
- Consider how a company's values align with your own
- Consider how an organization's policies and practices may impact your career growth, work-life balance, sense of belonging, and overall general health
- Make an appointment with a Career Coach through MyCareer to discuss your options and for guidance with the decision-making process

By being thorough and critical in your evaluation, you can make informed decisions that will lead to a fulfilling and supportive professional journey. Trust your instincts, seek diverse perspectives, and prioritize environments where you feel respected, valued, and empowered to thrive.

Resources

- [Canada's Top 100 Diversity Employers and Canada's Best Diversity Employers:](https://canadastop100.com/diversity/) <https://canadastop100.com/diversity/>
- [DiversityInc Top 50 list:](https://www.fair360.com/) <https://www.fair360.com/>
- [Forbes Canada's Best Employers:](https://www.forbes.com/lists/canada-best-employers/#6bc12e2c241f) <https://www.forbes.com/lists/canada-best-employers/#6bc12e2c241f>

For information about disclosures and accommodations, see our Disclosure & Accommodations tipsheet:
<https://careers.queensu.ca/jobs-experience/career-support-tips>