

Diversity, Equity, and Inclusion (DEI) Questions

The Center for Career Development and Academic Exploration strives to foster a welcoming environment that accepts and appreciates all students' unique perspectives, backgrounds, and values. Students at the University of Tennessee, Knoxville value employers who emphasize the importance of recruiting diverse students and alumni and foster an inclusive and supportive environment for all employees.

- How does your company ensure they're recruiting diverse talent?
- What groups do you consider underrepresented at your company, and how is the leadership team taking steps towards changing that?
- What inclusive practices and policies are in place to support diverse talent?
- Do you have active Affinity Groups or Employee Resource Groups in your organization?
- Are employees retained at equal levels regardless of race/ethnicity, gender, ability, or orientation?
- What does diversity look like at all levels of the organization?
- Does your organization provide support to community organizations or give employees the opportunity to engage in charitable work?
- Do your employees participate in diversity, equity, and Inclusion training? (Unconscious Bias Training, Cultural Competency Training, etc.)
- What are your organization's spousal/ partner benefits?
- What is your company policy on sexual orientation and gender identity?
- Are accommodations made for people with differing abilities?
- Does your company have a maternity/paternity leave policy?