



CONSIDERATIONS FOR MULTICULTURAL RESEARCH & INSIGHTS PROFESSIONALS CONTEMPLATING NEW ROLES

IF YOU ARE A:

CANDIDATE SEEKING NEW ROLES:

THIS LIST IS MEANT TO EMPOWER YOU

to ask the right questions during the interview process or to at least be on the look-out for specific cues and codes on how welcoming/ inclusive your experience will be should you be asked to join a company or research project.

RESEARCHER EXPANDING INTO DE+I FUNCTIONS



THIS LIST IS MEANT TO ENCOURAGE YOU

to properly vet & examine the full scope of the DE+I needs, to gauge your current company's vision and commitment to the space, and the extent to which your efforts will be successful.

THE EVALUATION PROCESS

It is always necessary to evaluate the companies attached to roles you are considering. If possible, find other BIPOC (Black and Indigenous People of Color) members from the company and see if you can have a candid conversation about their experiences. Or check posts on employer review sites like Glassdoor.






COMPANY VALUES/MISSION/VISION

-  Is it important to you that a company's stance be inclusive of race, gender, LGBTQIA and ability factors? If so, is the stance from this company inclusive of these factors?
-  Does the company acknowledge or have a public stance on diversity or inclusivity?

IF IT DOES:

- Is the stance general or is it specific about who is included?
- How does the company practice it beyond noting it on their website/social media?
- How does the company practice it beyond hiring BIPOC/having BIPOC on staff?

STAFFING PRACTICES


-  From what you can tell, does the company have BIPOC employees noted on their webpage?
 - If so, are there more than one?
 - If so, do you see diversity in the types of BIPOC representation they have?
-  Does the company celebrate, acknowledge, shine a spotlight on or give kudos to any of its BIPOC talent in any articles, linked in publications, blog posts or elsewhere ?
-  Are there any BIPOC members of the organization in leadership positions or roles?
-  Are there any senior or mid-level BIPOC members you could see yourself learning from?
-  If there are BIPOC employees on staff, do they appear to be equally distributed throughout the organization or are they mostly in lower level roles?






IF BEING INTERVIEWED / CONSIDERED FOR INTERNAL ROLES

If contacted for an interview, keep the questions in the evaluation process top of mind as you learn about benefits, offering, company culture, values, and mission.





INTERNAL SUPPORT

-  If you are being considered to support, feed into, or build the company's multicultural offer and/or Diversity, Equity & Inclusion needs:
- Will you have access to a team of other BIPOC professionals dedicated to help and support your efforts?
 - Will you have access to a substantial amount of resources and budgets to ensure your success?
 - Is there a timeline in place that will allow you to develop and execute a DE&I plan successfully?
 - Do you have buy-in from senior leadership or will your efforts in this space be an uphill battle that results in little to no change?
 - Will you be responsible for this role as well as a different one and will you be compensated for both or just one?



INTERNAL TRAININGS & EMPLOYEE RESOURCE GROUPS (ERG)

-  Does the company have any affinity or ERGs that you could see yourself being a part of?
-  Does the company currently have or do any diversity and inclusivity trainings, and if so how often?
-  Has the company been able to track how well or poorly they have been doing with their diversity efforts overtime, and if so, what have they learned?

RESEARCH PRACTICES

-  Do you feel the company may only be interviewing you because of your race and/or background in diversity/ multicultural work?
-  If multicultural work is not your focus area, do you feel the company could potentially pigeon-hole you into that space?
-  Has the company ever done any multicultural consumer work? If so, how long ago/effective was it?
-  Does the company have a multicultural research practice?
 - If so, is it headed by a member of the BIPOC community and is there more than one?

BEING YOURSELF

-  Do you feel you'd have the ability to truly be more of yourself in this company?
-  During your interview process did you feel the need to suppress parts of who you are (physically, verbally, personality wise) to be seen as a great candidate?

WHAT TO DO WITH THIS INFORMATION

Use the answers to these questions as a way to guide your final decision-making process. Ask yourself if the company has the ability to properly support who you are today, and who you're hoping to become in the future and then assess whether or not this decision is a long-term move or a short-term solution- both can be beneficial.