

# DEI BEST PRACTICES



**Northeastern University's Employer  
Conference Fostering Diversity, Equity,  
Inclusion, and Belonging in the Workplace**

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Northeastern Office of Employer Engagement and Career Design  
and the Office of Diversity, Equity, and Inclusion



# DEI BEST PRACTICES

The information and ideas offered in this document are universal with regards to addressing workplace diversity, equity and inclusion challenges. They are some but not all the strategies that help organizations source diverse talent.



# BE AWARE OF DIVERSITY, EQUITY, AND INCLUSION CHALLENGES

- Diversity is defined in different ways, and organizations have different goals. Therefore, specific recruiting activities should be driven by prior analyses and the needs and interests of the populations being targeted.
- Creating an inclusive culture prior to recruiting diverse talent will enable you to craft a custom strategy in achieving your organizational goals.

# ESTABLISH WHERE DEI FITS IN YOUR ORGANIZATION

- A commitment to a DEI may take the form of a mission statement, core values, and/or representational goals and inclusive practices.
- Having a commitment to DEI as a central and strategic core value is essential in recruiting diverse candidates.



# MAKE THE CASE FOR YOUR ORGANIZATION



- Diverse learners are looking for evidence that organizations are inclusive and committed to their career growth and advancement.
- If possible, feature professionals in leadership roles that share intersections of historically underrepresented identities in the workforce to demonstrate pipelines to leadership.

# DISMANTLE SYSTEMIC BARRIERS AND BIAS

- Make sure your job descriptions are inclusive. Careful attention to words and phrases used can help eliminate implicit and explicit bias.
- Revisit recruitment, screening and interviewing practices to ensure that bias doesn't impact outreach efforts and decisions.



# **MAXIMIZE NORTHEASTERN UNIVERSITY DIVERSE TALENT PATHWAYS**

Northeastern University is the global leader in experiential education and programs designed to support the career pathways of historically underrepresented students.

# IDENTITY-BASED CAREER PROGRAMMING

- Participate in existing identity-based career programming. For example:
  - Reach(OUT) LGBTQA+ Career Conference
  - B.L.A.C.K. & L.A.T.I.N.X. Professional Immersion Series
  - Career and Identity Series (including topics such as Navigating Microaggressions, Tackling Imposter Syndrome, Implicit Bias, and the Decision to Disclose
  - Disability Career Fair
  - First Gen, Undocumented, Low Income (F.U.N.L.) Networking Events
  - International Student Career Forum
  - SheLEADS
- Please connect with a [Northeastern Co-op Coordinator](#) about appropriate college-specific events and programming.



# BUILDING VISIBILITY ON CAMPUS

- To increase your visibility on our campus, start by building relationships with identity-based student organizations and the cultural life department.
- Find their contact information and additional recommendations on our Diversity Recruiting Website: <https://careers.northeastern.edu/employers/diversity-recruiting-support/>
- Another tactic is to use one-off recruiting sessions and program facilitation which can be arranged through Northeastern University's Office of Employer Engagement and Career Design in conjunction with different cultural life centers and student groups. Some examples of events are:
  - Employer Connection Sessions and Coffee Chats with individual centers and/or student organizations.



# MAXIMIZE NORTHEASTERN UNIVERSITY TALENT PATHWAYS

- Career education programs, such as mock interviewing events, networking workshops, resume clinics, etc.
- Student organization sponsorship (e.g., professional association conference attendance, scholarship opportunities, group professional development programming)
- Other ways to increase your visibility on campus include but are not limited to:
  - Takeovers of our social media
  - This is especially helpful if you cannot be available virtually or on-campus but want to build your brand. In addition, analytics and insights are available post takeover to help inform your efforts.
- Connect with faculty
  - The industry-based, project-based (X.N.) learning opportunities allow for an early introduction to recruiting organizations and begin to build awareness of organizational commitments to diversity. Please feel free to connect to your Co-op Coordinator or a member of the Employer Engagement and Career Design team for more information.



# MAXIMIZE NORTHEASTERN UNIVERSITY TALENT PATHWAYS

- Our Employer Engagement and Career Design team provides quality programs, resources, services and support to employer partners and students. We focus on supporting employers in their engagement with students, expanding employer talent pipelines, and identifying candidates to meet employer hiring needs. We also provide a full range of programs, resources, and services to help students explore their career interests and achieve their professional and career goals.
- For more information and assistance with your DEI efforts please reach out to [recruiting@northeastern.edu](mailto:recruiting@northeastern.edu).

*We are committed to supporting all learners and employer partners in eliminating biases and inequitable systems that stand in the way of achieving their goals and fostering an inclusive and just society.*

# NU PLACE

NU PLACE (Professional Learning and Career Engagement) is an innovative Northeastern initiative that connects historically marginalized learners to career development, experiential learning, and hiring opportunities through our alumni, employer, and global university networks. NU PLACE will help remove access barriers and create a more equitable path to career success for all Northeastern learners while meeting our employer partners' needs for diverse talent.

Our collective diversity is a powerful but often untapped benefit to organizations and society. Network with others to tap into that diversity as well as shared efforts to further DEI.



# DEI & THE FUTURE OF WORK

- DEI needs to be at the core of FOW efforts.
- Gen Z & Y as well as people of color have little patience for “diversity theater” or DEI efforts without substance or authenticity
- Gen Z & Y embrace technology but remain suspicious of AI and DEI co-existing
- The pandemic accelerated key FOW trends embraced by Gen Z and Y, such as remote work, virtual meetings, e-commerce, and automation.
- However, organizations need to be attuned to inequities of how people experience these trends and the impact it may have on diverse talent.

Our collective diversity is a powerful but often untapped benefit to organizations and society. Network with Northeastern and others to tap into that diversity as well as collaborate on efforts to further DEI.

