

# EMPLOYER GUIDE TO DIVERSITY, EQUITY AND INCLUSION

**Inclusive**  
**Informative**  
**Interactive**  
**Interpersonal**

Academic year 2022-2023

Career Development Office



Yale SCHOOL OF MANAGEMENT

# Employer Guide to diversity, equity and inclusion

We are committed to fostering a diverse, equitable, and inclusive community. SOM's mission to educate leaders for business and society urges us to engage with the problems afflicting our world—especially issues of discrimination, bias, and equity—in our pursuit of supporting the education of purpose-driven and inclusive business leaders. In order to fulfill this distinctive mission, we must be a community that achieves and celebrates diversity in our own ranks. We aspire to build and sustain a welcoming community in which unique perspectives are heard and valued—and all community members feel that they belong.

This statement of inclusivity extends to how we support recruiting efforts at Yale SOM. We work hard to ensure all students feel included and encourage all organizations to share how they value diversity, equity and inclusivity.

## Some specific steps include:

### Create a welcoming environment

- Plan the when and where: avoid religious/cultural holidays; pick accessible platforms.
- Select inclusive and welcoming messaging and images when marketing.
- Allow for self-expression; encourage your team to share pronouns and/or how they identify to set inclusive example for students.
- Provide a variety of networking opportunities for different personality and learning styles.
- When recruiting returns to in-person, also offer event accommodations, such as elevators, an all-gender restroom, a lactation room, and menu considerations. Include diverse suppliers and vendors. Don't forget about inclusivity for virtual events too - turn on closed captioning, and include pronouns with your virtual/Zoom names.

### Ensure diverse representation in every recruiting touchpoint

- Start with a diverse recruiting team.
- Include colleagues with 'visible' diverse affinities (e.g., gender, race, ethnicity, national origin, age) and 'invisible' diversity dimensions (e.g., sexual orientation, socioeconomic status, education, religion) – whether or not Yale SOM alumni.
- Ensure colleagues are comfortable speaking about diversity and inclusion in your organization.
- Educate colleagues on how to ensure all students are engaged, including how to ask questions, encourage participation across different styles, etc.

### Advance inclusivity at Yale SOM

- Sponsor a student affinity club to showcase your commitment to advancing student interest and pursuits.
- Use the resume databases strategically, whether trying to broaden your reach to new students, or to tailor your messages based on student interests and experiences.
- Build a recruiting strategy that incorporates an array of touchpoints and formats to connect with a variety of student learning and networking styles.
- Connect with students from the variety of Yale SOM degree programs to broaden your brand building efforts to a wider base of potential candidates.

