

# BIPOC FRIENDLY WORKPLACES

Indications that a workplace may be friendly to BIPOC people

## Diverse Leadership

Leadership comes from many backgrounds and BIPOC leaders are in positions aside from diversity and inclusion.



## Transparent and Fair Hiring Process

Wage is posted with the position, the timeline for hiring is clear, and the hiring committee is diverse.



## BIPOC Employee Mobility

Do BIPOC employees get promoted in the organization or do they often stay in the same role for years?



## Low Turnover Rate for BIPOC Employees

Are diverse employees staying beyond two years at the organization? If so, this may be an indicator the workplace can retain BIPOC employees.



## Promises and Accountability

Did leadership promise a better culture and more diversity? Have they kept those promises? Is there a system (ex. bias reporting) for accountability?

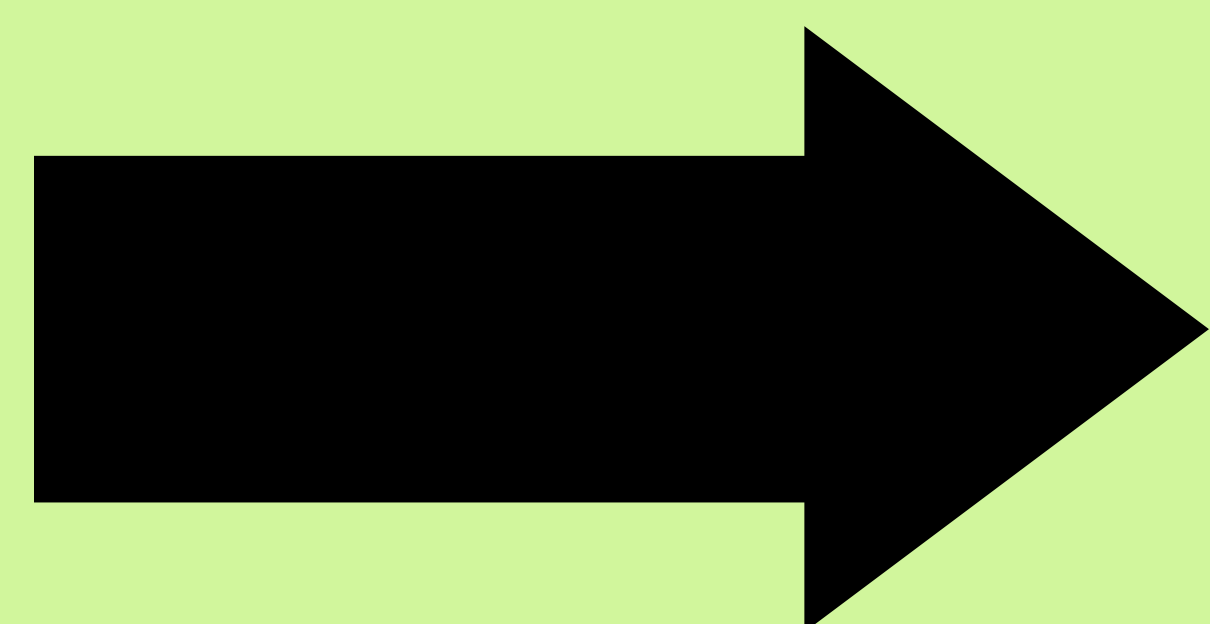


## BIPOC Employees are not Free Diversity Experts

BIPOC employees are not expected to educate their colleagues. There are paid positions for diversity education and improvement.



## Questions You Can Ask Employers



# FIVE QUESTIONS TO ASK EMPLOYERS



**What has your organization done in the past couple years to improve diversity and inclusion?**

**What resources and support are available to BIPOC employees at your organization?**



**How does your organization address racism in the workplace? What systems are in place for accountability?**

**Where do you think your organization can improve the most on diversity and inclusion?**



**Can you tell me about anti-racism training in your workplace? How often is it updated?**



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