Tips on Searching for Culturally-Sensitive Companies Job Aid

Here are some tips that will guide you when you are trying to determine if a company is culturally sensitive:

- Search for employee photographs, they can give a good indication of not only of a company’s diversity, but also of its promotion practices.

- Employ the “six degrees of separation” strategy. See if you know someone who knows someone who works for the company in question. Get the inside scoop on company politics.

- Do your homework; look carefully over the company’s literature. Check organization’s mission and history as well as their values. Do they resonate with yours?

- If you are very concerned, expand your research to include any possible EEO (Equal Employment Opportunities) lawsuits pending against the company. You may search a legal database such as the LexisNexis Communities website.

- Learn about their non-discrimination policy (e.g., “move-in” vs. “move-up” policy).

- Become aware of the company-wide education policies to raise awareness of diversity issues.

- Research professional development and training opportunities.

- Become acquainted with equitable benefits programming and pay equity.

- Gain knowledge of employee resources and the existence of support or mentoring groups.

- Study how much demonstration or public support to diversity issues the company has in the community.

- Find out if the company fosters a safe work environment.

- Gain a sense of how rigid the institution may be towards the balance of family and work.

Additional Resources when Searching for Culturally-Sensitive Companies

You may want to consider these resources when searching for culturally-sensitive companies:

- Fortune Magazine’s article on [100 Best Companies to Work For](#)
- DiversityInc.com’s article on [Top 50 Companies for Diversity](#)