



Career Related Identity Resources

Adapted from Willamette University

Identity is multidimensional, complex, and shapes us personally and professionally. It is important to reflect on how your identity influences your career development process.

These identity specific career resources were curated (mostly by our colleagues at Willamette University) to assist students with career content, advice, and insights into their career development and job search process. As many identities intersect, we encourage you to review as many of these links as you find helpful.

How to evaluate organizations on their commitment to diversity and inclusion:

Many organizations are actively working to diversify their recruitment strategies to attract and retain a more diverse workforce. Researching organizations is key to making a career choice.

We specifically encourage the following:

- View the organization's leadership structure and team to evaluate for diversity and inclusion
- Search for and conduct [informational interviews](#) with diverse employees
- Look for a diversity philosophy or policy on their website
- Research how the organization supports its diverse workforce. (This can include recruiting strategies, mentorship programs, internal teams and affinity groups, community support, etc.)
- Look to see if the organization is on [Diversity Inc.'s Top 50](#)
- Review the organization's job postings to see if they require a diversity statement or inclusivity requirement on the post.
- Read Reviews: What do others (e.g. peers, alumni, current employees) say about the organizational culture? Find reviews on Handshake and Glassdoor.
- Listen to "[How to Spot Diversity within a Company](#)" by pdxMindShares

Telling Your Unique Story:

You bring your full and authentic self—your talents, strengths and experiences—to campus as a student, and off-campus through community engagement in a volunteer role, through experiential learning at internships, clinicals, and practicums, and through part-time and full-time jobs. Your identity and the different intersections that shape you as a person collectively contribute to your lived experiences. As companies desire diversity in the workplace, you will likely navigate and evaluate organizations' commitment to diversity, equity and inclusion efforts as you search for the right employer that will align with your interests, skills and values.

For a deeper dive into cultural wealth and articulating the skills and strengths that come from your lived experiences, refer to the handout "[Cultural Wealth and Your Career Narrative](#)."

How to Answer and Ask About Diversity in an Interview:

An internship or job interview is a two-way evaluative process. While the employer is asking questions to determine if you are the right candidate, you are also "interviewing" the employer to see if the role and organization align with *your* values, skills, and interests. Here are some ways you can ask about their commitment to and practice of diversity, equity and inclusion within the organization.

- "[8 Interview Questions About Diversity and Inclusion Every Job Seeker Should Be Able to Answer](#)" by The Muse
- "[Looking for an Inclusive Employer? Ask These 9 Questions During Your Interview](#)" by The Muse
- "[10 Interview Questions To Determine If A Company Is As Inclusive As It Claims](#)" by Fast Company

Identity-Specific Resources

Below, are some job search boards, professional associations, blogs and other resources that might be useful.

DACA/Undocumented Students:

- [My \(Un\) Documented Life](#) – This website provides up-to-date information, resources, and a community for undocumented immigrants, including scholarship opportunities, strategies for navigating the educational system, and information on how to apply for DACA.
- [DACA and Your Workplace Rights](#)
- [DACA Guide for Employers](#)
- [Immigrants Rising](#) - Find resources such as the detailed [Life After College: A Guide for Undocumented Students](#) and the [Graduate Scholarship List and Guide](#), among many others
- [Free confidential online legal assistance for undocumented students by E4FC](#)
- [Pre-Health Dreamers](#) - Provides support to undocumented students who are pursuing careers in health and science

Filling Out Applications: On job applications, there is usually a question: “Are you legally authorized to work in the United States?”

- If you have DACA you can answer “yes” to the question and continue through the hiring process without having to disclose more detailed information about your background.
- If you do not have DACA or another work authorization status, there are other options you may consider for gaining experience and finding employment.

First Generation Students:

- [Career Tips for First-Generation College Students](#) - A guide for tips and tricks all first-generation college students should take a look at. First-generation college students should engage in networking to build meaningful long term relationships, ask questions and engage with resources, gain experience, and keep up the good work!
- [National Career Development Career Association on Career Services for First-Generation Students](#) - A post from a first-generation college student - now career advisor at the University of Toledo on Career Services and First-Generation College Students.
- [First-Generation Students in Higher Education Data](#) - Factsheets detailing demographic information and degree attainment data.

LGBTQ+ Students:

- [LGBTQ+ Professional and Student Associations](#) – Compilation of links to the leading Asian American professional associations, many with career and job sites of their own, collected by Monster.
- Job websites: [Pro Gay Jobs](#), [Out & Equal](#), [Out For Work](#), [Simply Hired](#), [LGBT Connect](#), [Ford GLOBE](#)
- [HRC GenEQ Guide to Entering the Workforce](#): A comprehensive guide on navigating challenges many LGBTQ+ individuals face when entering the workforce. This covers information on exploring your values, finding inclusive employers, non-discrimination policies, the job search, and coming out at work.
- [HRC Corporate Equality Index](#): This resource provides a list of employers that earned a 100 percent rating on the HRC Corporate Equality Index. HRC states that their rating system consists of the following three factors: “non-discrimination policies across business entities, equitable benefits for LGBTQ workers and their families, supporting an inclusive culture and corporate social responsibility.” Because of their rating, these corporations have been listed as a “Best Place to Work for LGBTQ Equality.”
- [HRC Best Places to Work 2020](#): A list of companies that have scored a 100% in the Corporate Equality Index (described above) organized by industry.
- [HRC Municipal Equality Index](#): “examines how inclusive municipal laws, policies, and services are of LGBTQ people who live and work there.” This resource can be helpful if you are looking to relocate and would like to research the cities that you are considering. While state laws are considered in the ranking system, the end result focuses on each individual city’s inclusivity. Cities can score up to 100 points.



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Transgender-Specific Resources

- [Navigating Gender Identity and Expression During a Job Search](#): This article was written by a career services professional who is a transgender woman. She shares her personal experiences in job searching while offering advice on how to navigate topics such as legal names, pronouns, and interview questions while you are job searching.
- [Practical Advice for Transgender and Nonbinary Folks Navigating the Job Search](#) - (*Content warning from the author: Mentions of misgendering, harassment, discrimination, and anti-trans hatred*). This article is helpful in offering advice on finding trans-inclusive work environments, transitioning your references, changing your legal name, and checking your online presence.
- [National Transgender Center For Equality's \(NCTE\) Know Your Employment Rights Page](#) - The NCTE is a national advocacy organization committed to advancing transgender equality. This page includes resources on transgender-specific employment rights.
- [Model Transgender Employment Policy](#) - The Transgender Law Center has prepared a thorough model nondiscrimination policy that you can use to compare to other businesses' workplace policies.

Students of Color:

Internship Programs for Students of Color

- [Emerging Leaders Internship \(ELI\)](#) removes barriers to access by connecting talented students of color with leadership-track, paid internships at top companies throughout the Greater Portland area. Applications open late fall and close early spring for summer internships.
- [INROADS: The Network You Need to Go Where You Want](#) – INROADS accepts applications year-round, however for priority consideration, we recommend college undergraduates submit their online internship application by spring.

Asian/Pacific Islander

- [Asian American Professional Associations](#) – Compilation of links to the leading Asian American professional associations.
- [National Association of Asian American Professionals](#) – The NAAAP a non-profit organization that cultivates and empowers Asian and Pacific Islander leaders through professional development, community service, and networking. It offers a diverse range of professional development programs including a career center and job board.
- [National Council of Asian Pacific Americans](#) – A directory of links to Asian Pacific American organizations, many with career sites of their own. The links also include website and contact information for networking and internship and job search purposes.

Black/African American

- [African American Professional Associations](#) – Compilation of links to the leading African American professional associations, many with career and job sites of their own, collected by Monster.
- [National Urban League Job Network](#) – The Urban League Job Network is backed by the National Urban League and is dedicated to helping diverse students find employment opportunities.
- [United Negro College Fund](#) – UNCF is the nation's largest private scholarship provider to minority group members. It manages various scholarship, fellowship, and internship programs.

Hispanic/Latinx

- [Hispanic Association of Colleges and Universities](#) – A compilation of internship and job boards sponsored by the association, which represents more than 400 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, and Spain.

- [Hispanic and Latino Professional Associations](#) – Compilation of links to the leading Hispanic and Latino professional associations, many with career and job sites of their own, collected by Monster.
- [iHispano](#) – Job board sponsored by the Professional Diversity Network.
- [Latino Careers](#) – Job board sponsored by LATCareers.com.
- [LatPro.com](#) – Source for connecting Hispanic and Latino bilingual job seekers with recruiters searching for skilled diversity candidates.
- [Oregon Latino Scholarship Program](#): A college scholarship program for students in Oregon

Native/Indigenous

- [Native American Professional Organizations](#) – A list of 21 organizations and professional associations serving the Native American community.
- [Indian Country Today](#) – A magazine that covers topics pertinent to Native Americans. The website includes internships, a scholarship guide, and job search database.
- [National Congress of American Indians](#) – A list of job opportunities submitted by employers that are American Indian, Native Hawaiian or Alaska Native businesses, governments, or organizations. It also includes opportunities submitted by organizations seeking Native American applicants.
- [Native American Jobs](#) – A job search database for Native American job seekers which includes Tribal and Non-Tribal companies across the nation.
- [Tribal College Journal of American Indian Higher Education](#) – A magazine for Native Americans in higher education which includes a job board.

Additional Multicultural Resources

- [Say Hey!](#) convenes business and community leaders to welcome professionals of color who recently relocated to Oregon and Southwest Washington. We help deepen their connection and engagement with our region's multicultural community. Everyone is welcome to attend this free program.
- [Emerging Leaders](#) (EL) is dedicated to improving racial and cultural diversity at the leadership level in Portland-area companies by providing pathways to leadership for traditional and non-traditional students of color and aspiring professionals.
- [IMDiversity.com](#) – IMDiversity.com is a career and self-development site devoted to serving the cultural and career-related needs of all minorities.
- [INSIGHT Into Diversity](#) – One of the most recognized resources for equal opportunity employers who are seeking to add diverse, qualified candidates to their workforce. Job postings include positions in academia, business, healthcare, and the government.
- [Institute for Broadening Participation](#) – A directory of links to programs designed to increase diversity in the science, technology, engineering and mathematics (STEM) workforce. The programs include an internship, job, scholarship and fellowship opportunities. The institute is an independent, open-source non-profit and provides resources to faculty and students by means of an infrastructure unfettered by institutional or disciplinary barriers.
- [NACE Diversity Resources](#) – The National Association of Colleges and Employers (NACE) connects university career service professionals to recruiters and employers. It maintains a list of diversity resources accessible to students.
- [Quintessential Careers](#) – Career and job search resources for multicultural job seekers.

Students with Disabilities:

- Job websites: [Ability Job](#), [AbilityLinks](#), [ADDA Workplace Committee](#), [Disabled Person](#), [Getting Hired](#), [Hire Potential](#), [JAN — Job Accommodation Network](#), [Project Hired](#), [Recruit Disability Job Board](#)

Job Accommodation Network (JAN) Resources

- Whenever you are searching for any type of career resources regarding disabilities, [JAN](#) is a great place to start. JAN is a free resource that provides expert advice surrounding workplace accommodations and barriers for individuals with disabilities in all stages of their career development.

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- [Resources for Job Seekers](#)- This JAN resource is tailored to the needs of those who are currently job searching. It provides resources for accessing accommodations in the job search, information on pre-employment rights, and employment sites.

U.S. Department of Labor Resources

- [Disability Employment Policy Resources by Topic](#)- Search for workplace policy information categorized by specific topics. This can lead to additional information on acquiring accommodation, knowing one's workplace rights, and available trainings.

Searching for Inclusive Environments

- [Disability:In Best Places to Work](#): Disability:IN has provided a list of companies that have been rated highly on the Disability Equality Index. The Disability Equality Index states that it measures, "Culture & Leadership, Enterprise-Wide Access, Employment Practices (Benefits, Recruitment, Employment, Education, Retention & Advancement, Accommodations), Community Engagement, Supplier Diversity, and Non-U.S. Operations." While being included on this list does not mean that an organization is perfect, the list can help you get started on finding organizations that value inclusivity.

Professional Development Resources

- [Lime Connect](#): Connects students with professional development and networking opportunities
- [Scholarships for Students with Disabilities](#): A list of scholarships for college students with disabilities, listed by order of upcoming deadline
- [Disability Art and Culture Project](#): An Oregon-Based, Performing Arts Organization that offers in-person and remote opportunities to support the creative expression of individuals with disabilities.

Disclosing Disability

- [Disclosure of a Disability in a Job Interview, NACE](#): An article that addresses the many factors that apply when making the decision of whether to disclose or when to disclose. It also provides information on how employers can be accommodating in the hiring process and a list of illegal interview questions regarding disability.
- [Youth, Disclosure, and the Workplace Why, When, What, and How, U.S. Department of Labor](#): A resource from the Department of Labor that continues the conversation of whether or not to disclose or when to disclose. Highlights of this resource include a break down of the different stages when one might choose to disclose and examples of what information one might choose to disclose about their disability.

Requesting Accommodation

- [How to Request Disability Accommodations During a Job Search](#): An article from The Muse that details the unique position one is in when requesting accommodation in the job search. For additional information on requesting accommodation during the job search, we recommend reading "Resources for Job Seekers" in the "Job Accommodation Network (JAN) Resources" section above.
- [JAN, Service Animals](#): A common concern for students entering the workforce is the process involved in bringing a service animal to a new job. This resource outlines considerations for service animals in the workplace.

Women:

- [Professional Associations for Women](#): Compilation of links to American professional associations for women, many with career and job sites of their own, collected by JobStars
- Job Websites: [Advancing Women](#), [BellaOnline](#), [Career Women](#), [Fairlygodboss](#), [Feminist Majority Foundation](#), [Job and Company Reviews for Women](#), [She Runs It Job Bank](#), [Women for Hire](#), [Women's Job List](#)