



Loyola University Chicago Employer Diversity, Equity and Inclusion Policy

LUC Career Services encourages all employer partners to commit to the following diversity, equity and inclusion actions:

1. Consciously provide interns and employees with educational opportunities to develop diversity and inclusion competency.
2. Strive to create an increasingly diverse and inclusive workforce by engaging in continuous organizational self-assessment aimed at decolonizing company traditions and practices.
3. Implement equitable opportunities for historically under-represented individuals and groups to participate in organizational change within your company despite position or authority.
4. Expand opportunities for your company's senior leadership to understand the experience of historically under-represented employees by centering their voices and incorporating their feedback into organizational decision-making.

We appreciate your commitment to and agreement with the LUC Employer Diversity, Equity and Inclusion Policy. We welcome additional conversations with you.

To learn more about our department's action steps, please refer to our [Black Lives Matter statement](#).

Suggestions for Diversifying Your Workplace Culture

Loyola University Chicago values employer partners who prioritize inclusive recruiting practices as well as a work environment that supports diverse employees in their professional roles. Please consider the ideas outlined below for enhancing your workplace culture.

How your company fosters an inclusive culture

- Does your company have mentoring programs? Employee affinity groups?
- Family friendly programs such as job-sharing?
- What does diversity look like at all levels particularly at the management, executive, and board levels?

Where and with whom your company does business

- Do your company's suppliers include small, women, minority, and/or LGBTQ suppliers?

- Does your company conduct business with and/or have products made in countries that do not protect the human rights of their workers?
- Have you reassessed the causes your company's charitable efforts benefit?

Your company's compliance with federal laws

- What is your company's non-discriminatory policy on sexual orientation and gender identity?
- Does your company have a proven track record of no civil rights violations?

The inclusivity of your benefits package

- What are your company's spousal/partner benefits?
- Does your company have a maternity/paternity leave policy?
- Do your company's benefits include transgender inclusive health insurance?

Credit: Loyola Marymount University Career & Professional Development Office

Employers' DEI Recruiting Strategies

Below is a list of Diversity, Equity and Inclusion recruiting strategies

- Host targeted programming, events, conferences & externships
- Get to know student organizations that serve students of color
- Partner with D & I organizations
- Designate staff champions
- Create diversity council & employee resource groups
- Create scholarships that include an internship experience
- Get involved in the community and build relationships with the individuals you would like to eventually recruit early in their college career