

Is Your Future Employer Homophobic or Racist? Career Readiness Through Corporate Culture Research Workshops for EOP and GLBTQIIA Students

Objective



To train diverse students on how to do corporate culture research. To find their best fit for an employer.

What is Corporate Culture?

Corporations are people (sort of). Corporations and organizations have values, and demonstrate those values by how they support charities, politicians, and lobbying. Organizations also show their culture by their specific employee benefits, such as maternity leave.

Why Do Corporate Culture Research?

Corporate culture research helps students be more career ready and determine “fit” with their new employer. Finding out about that culture helps a job seeker determine if they’ll thrive in their new position.

Case #1: Career Workshop Series (2015, 2016)

This series of three workshops is specifically designed for EOP students: first generation college students from historically low income families.

Main Players and Responsibilities

- Student Academic Services Staff – invites, logistics, marketing, food
- Career Service Staff – creates the majority of the workshop content
- Business Librarian – one workshop on company and corporate culture research

Objectives of the Workshop

- Know **why** to do corporate culture research
- Learn **how** to do corporate culture research

Outcomes of Workshop

- Increased career readiness for attendees
- Awareness of the importance of corporate culture
- Outreach and deeper connection to each community of students



Case #2: Queer Career Workshop



Queer Career Interventions (2014)

A series of workshops for GLBTQIIA students to help them become more career ready.

Main Players and Responsibilities

- Cross Cultural Center graduate student - creator of the workshop and facilitator
- Business Librarian

Objectives of the Workshop

- How-to for doing corporate culture research to examine their target organization for fit

Outcomes of Workshop

- Increased career readiness for attendees
- Awareness of the importance of corporate culture in determining fit
- Outreach and deeper connection to each community of students

Next Steps



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