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# Career Fair Questions for Employers

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## Questions about the Organization:

- What is a typical day like at your organization?
- What makes a candidate a good team member?
- What skills and qualities do you look for in interns or new grads?
- What makes an application stand out to you?
- How does your company support diversity in the workplace?
- How does the organization actively support and further the commitment to diversity, equity, and inclusion that it indicates on its website? Can you give me some examples?
- How does leadership support diversity, equity, and inclusion at the company? How are these values communicated and shared with employees?
- Who at your company spearheads DEI work? How do people at your organization engage with DEI work?
- What do you see as some areas for development at your organization? Can you give an example of how your organization has responded when you have identified gaps in this work?

## Questions about Recruiting, the Positions, and the Workplace:

- What do you hope interns gain from your internship programs?
- What are some examples of projects that interns work on?
- How does research experience at a university compare to an internship in industry?
- Do you hire first years? If not, what can I be doing now to build my skills for your roles?
- Can you tell me more about [Program Name]? What are you looking for from candidates? (*If you've found limited information about existing diversity recruitment programs on their website, Handshake, or Brazen booth.*)
- What programs exist at your organization to recruit candidates from diverse backgrounds? (*If their Handshake profile, Brazen booth, or website does not indicate this.*)

- What are the short and long-term goals of these programs? How do they fit within the organization's broader DEI initiatives?
- What training around DEI is offered at the company? Who participates in this training?
- How does your organization support employees from underrepresented backgrounds—for instance, mentorship programs, affinity groups, leadership development programs? How active are these programs?
- What initiatives exist at the company to ensure that employees from underrepresented backgrounds have equitable access to opportunities for advancement and promotion?
- How does your organization create an inclusive environment? Where do you see opportunities for improvement?
- How does your organization encourage employees to bring their full selves to work? Can you give me some examples? Where do you see opportunities for improvement?

### Questions about the Person, their Role, and their Experience:

- What is your role at the organization?
- What do you enjoy most about your work?
- What does a typical day look like for someone in your role?
- What is your role in DEI initiatives at the organization?
- Why is this topic important to you?
- What are some of your favorite company traditions?