Questions from Indigenous Students to Prospective Employers

To help employers better support and retain Indigenous employees in the workplace, Indigenous students* offered the following questions:

Questions about your workplace and intercultural training

- Is your organization committed to ongoing training, education, and professional development that seeks to develop an understanding of Indigenous histories and the impacts of colonization?

- Before you hire, do you have a clear sense of why your organization is seeking to hire Indigenous applicants?

- How does your hiring process respect, engage with, and respond to the diversity of Indigenous identities?

- How does your hiring process recognize and value the experiences and identity that an Indigenous employee brings to the workplace?

- What work have you done as a supervisor or as an organization to decolonize your workplace culture?

Questions about hiring and retention

- If an Indigenous person is hired for their cultural competencies, how will they be supported in the workplace?

- If an applicant experiences tokenization in the hiring process, what strategies does your organization have in place to address this?

- What kind of retention plans exist to specifically support new Indigenous hires?

- Does your organization provide child care benefits, resources, and services?

- Does your organization recognize and offer accommodations for cultural and family obligations?

- The work of reconciliation, diversity, inclusion, and anti-racism needs to be championed by non-Indigenous leadership in an organization. Who is your workplace's non-Indigenous leader/executive who leads this work?

* *We thank and acknowledge members of the Native Students Union at the University of Victoria for offering these questions. This resource was adapted from UVic's Decolonizing & Indigenizing your Hiring Practices information sheet.*

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