

NAVIGATING ANTIRACISM in the job search process



OVERCOMING IMPOSTER SYNDROME

Imposter syndrome describes the feeling of questioning yourself or your credibility. If you're doubting yourself or your abilities talk about your feelings with trusted friends. Keep your resume updated with your accomplishments to remind yourself of all that you've done. Remember that the Center for Career and Experiential Education (CCEE) Center can support you in this process!

FIND A MENTOR



Build a "personal board of directors" to help guide you including family, URI alumni, faculty, former supervisors, and more. Use tools like LinkedIn and URI CareerConnect to help you build connections outside of your existing network.



DESCRIBE YOUR EXPERIENCES

Highlight your experiences on your resume and in your cover letter. All work (both paid and volunteer) is valid including student leadership positions or a retail job. Check out tips for writing good resumes and cover letters on our website and meet with your Career Education Specialist (CES) for personalized support in deciding what identity related information to include in your documents.

SEARCHING FOR OPPORTUNITIES



Handshake is a great place to start your search. Additionally, there are job search databases explicitly for BIPOC seekers. Employers who post there are seeking racially diverse candidates and in some cases are consulting with diversity recruitment experts. While it doesn't mean the hiring process will be 100% free from bias, finding and applying to opportunities through these channels might increase your confidence in the process.



DETERMINING VALUE ALIGNMENT

A company's anti discrimination policies only scratch the surface when it comes to determining the extent to which you will feel safe and uplifted at an organization. Research their mission, values, and practices related to equity and inclusion. Check to see if there are company reviews on Glassdoor or Handshake, or if anyone in your network has experience working at the organization. Look at their staff and leadership teams; to what extent do you see yourself represented?

