

# RISD Career Center Principles of Social Equity & Inclusion

---

## EMPLOYERS / RECRUITERS / ORGANIZATIONS

### **We value working with employers, recruiters and organizations who are committed to supporting...**

- ...Black Lives Matter.
- ...BIPOC employees.
- ...LGBTQIA+ employees.
- ...international employees.
- ...differently abled employees.
- ...social equity and inclusion.
- ...gender equality.
- ...pay equality.
- ...the acknowledgement of climate change.
- ...fairness and transparency in recruitment, hiring, award and grant processes.
- ...reasonable deadlines and notifications during hiring and award processes.
- ...informed and responsible decision making by candidates.
- ...the professional development of artists and designers.
- ...sustainable relationships that are respectful and transcend transactions.
- ...professional association standards and principles.

### **We support social equity and inclusion for our students and alumni by...**

- ...having you post all opportunities to our job board – ArtWorks.
- ...not selecting specific students and alumni as candidates for your opportunities.
- ...being impartial and transparent throughout your hiring process.
- ...protecting confidentiality throughout the hiring process.
- ...having you clearly articulate and widely disseminate your policies and guidelines.
- ...providing access and exposure to professional networks and opportunities.
- ...educating students to make informed decisions regarding career opportunities.
- ...providing professional development opportunities for artists and designers.
- ...having you comply with laws associated with local, state, and federal entities, including but not limited to EEO compliance, immigration and affirmative action.
- ...[our commitment to RISD's Social Equity & Inclusion \(SEI\) initiatives, goals and resources.](#)
- ...[our alignment with the National Association of Colleges and Employers' \(NACE\) Principles for Ethical Professional Practice.](#)