

Webinar Discussion Questions



An Initiative of the Center for WorkLife
Law at UC Hastings College the Law

Leveling the Playing Field for Class Migrants: Tips for Individuals and Their Employers

- 1) Before participating in today's webinar, had you thought about the workplace challenges facing first-generation professionals? Why/why not?
- 2) How might the issues discussed in today's webinar impact individuals in your organization/team?
- 3) How might your diversity and inclusion programs better integrate class issues into diversity and inclusion programming? How might this be beneficial?
- 4) What would help class migrants in your organization feel comfortable speaking up about the issues discussed in the webinar? What steps could leaders in your organization take to promote more open and inclusive conversations about these issues?
- 5) How might your organization's "culture" exclude or alienate class migrants? What steps could you take to create a more inclusive culture?
- 6) How does "culture fit" impact hiring and/or other business systems in your organization? How might you better define "culture fit" to:
 - a) Be more inclusive;
 - b) Link the definition to concrete, measurable factors to ensure fair application to all candidates/employees; and
 - c) Ensure these factors are clearly linked to traits directly tied to success in your organization?
- 7) If your organization has a sponsorship, mentoring, or other similar program(s), how might these programs better integrate class issues to facilitate open conversations/guidance to help class migrants get equal footing in the professional workplace? How might this increase class migrants' sense of acceptance and belonging in your org?
- 8) Do social events for your team/department/organization send signals re class norms and expectations? What changes would you suggest to foster greater inclusivity?