AINOW

HOW TO INTERVIEW A TECH COMPANY:
A GUIDE FOR STUDENTS

Tech companies spend hundreds of millions of dollars a year competing to recruit and hire students, particularly those with math and engineering backgrounds. This means that they're listening to the people they recruit and will take your questions and concerns seriously. As the future workers that tech companies compete to hire, students have significant leverage to shape how these companies operate.

To help students better understand and investigate their options with future tech employers, this guide offers students going through the tech recruiting and interviewing process 10 research-driven questions, helping them address issues of ethics and equity in tech with potential employers before they accept the job. Our hope is that by creating this space for conversation, students will be able to gain the knowledge they need to better understand their employment choices, and if they feel safe enough to do so, express their own opinions and preferences to employers as part of a larger movement for justice within tech companies.

See our full post [here](#).

Q1. What do you do to ensure your teams are inclusive of people of different backgrounds and identities? How do you measure diversity, both across the company and within this team? What do you do to counteract discrimination in the workplace? *[i, ii, iii, iv, v]*

Q2. How does your company ensure pay and opportunity equity across race, gender, and ability? Are there any public sources of information on your company's pay equity practices? *[vi, vii, viii, ix, x]*

Q3. What percentage of workers at your company are contractors, temporary workers, or vendors? How does this company ensure that these workers are compensated fairly and protected from exploitation? *[xi, xii, xiii, xiv, xv]*

Q4. How does your company protect workers' rights to organize and engage and collective action and protected concerted activity? *[xvi, xvii, xviii, xix, xx]*

Q5. Are any parts of your company unionized? If so, how would a new hire go about joining a union? *[xxi, xxii, xxiii, xxiv, xxv]*

Q6. Are you, the person interviewing me, a full-time employee? If yes, have you ever been a contractor, and can you speak to that experience? *[xxvi, xxvii, xxviii, xxix, xxx]*

Q7. Will I know how my work is applied in the world, and do you have a process in place to ensure that I can safely object if it is ultimately used in harmful and unethical ways? What protections do you have in place to ensure that people who report unethical projects and decisions are protected? *xxxi, xxxii, xxxiii, xxxiv, xxxv*

Q8. Do you have ethical guidelines in place governing research, product development, and application? How are they put into practice? Who oversees and enforces these guidelines? *xxxvi, xxxvii, xxxviii, xxxix, xl*

Q9. Does your company provide technology to any military or law enforcement customers? Do any of those customers use your technology to support or provide surveillance, criminal prosecution, deportation, or incarceration? *xli, xlii, xliii, xliv, xlv*

Q10. Does this company have any contracts with CBP or ICE? If so, how are they justified given the human rights abuses being perpetrated by these agencies on the US Southern border? *xlvi, xlvii, xlviii, xlix, l*

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