



UNIVERSITY OF  
NOTRE DAME

MERUELO FAMILY CENTER FOR CAREER DEVELOPMENT

# DIVERSITY AND INCLUSION SHOWCASE BOOK



# DIVERSITY AND INCLUSION

## SHOWCASE BOOK

Dear Notre Dame students,

Diversity, equity, and inclusion. You will hear these three words often in the recruitment process, but what do they truly mean after you are hired? Moreover, how do employers create and foster inclusive environments that promote equity and advance diversity?

The vision of the Meruelo Family Center for Career Development is to empower you to discern, discover, and pursue meaningful careers to be a force for good in the world. Being a force for good starts with respecting the human dignity of others. A principle of Catholic social teaching, respecting human dignity is also a fundamental principle of diversity in the workplace.

Our staff has explored the question, "How can we help our students learn about world-class employers and their efforts to create workplaces that respect the human dignity of every employee and advances a culture of inclusion?" Our hope is this booklet, along with other initiatives to help connect you with employers, will help you find employers who are committed to being a force for good in the world, too.

I encourage you to use this resource as you discern your career path. Explore employers that align with your expectations for diversity and inclusion. Familiarize yourself with new employers, and find employers who are committed to issues that are meaningful to you.

This booklet will be updated on a regular basis throughout the academic year as more employers recognize the value of sharing their diversity and inclusion efforts with you.

I wish you all the best on your career development journey. And, don't forget, we are here for you.

Sincerely in Notre Dame,



**Ryan Willerton**

Associate Vice President for Career and Professional Development  
Meruelo Family Center for Career Development

DIVERSITY AND INCLUSION  
SHOWCASE BOOK

# THANK YOU TO OUR SPONSORS





# ACE Teaching Fellows

**Recruiting Contact:** Michael Comuniello  
**Phone #:** (574) 631-6561  
**Email:** mcomunie@nd.edu  
**Address:** 206C Carole Sandner Hall (ACE Building)

**Website:** <https://ace.nd.edu/teach/>  
**# of Employees:** 180  
**Regions:** Nationwide

## Organization Description

ACE responds to a call to prepare highly committed teachers for underserved Catholic schools across the nation. Formed through an innovative, two-year, debt-free Master of Education program that promotes best practice in instruction & assessment, the development of vibrant Christian community, and commitment to spiritual growth, ACE teachers serve as full-time instructional leaders, coaches, and mentors. Their commitment, imagination, and zeal help strengthen Catholic schools and empower marginalized children.

## Diversity & Inclusion Philosophy/ Statement

ACE exists to serve the mission of Catholic schools to provide an excellent education for ALL children. We are committed to growing as a community that welcomes and celebrates diversity in every sense of the term. We seek to partner with schools and recruit & form teachers that represent the full diversity of the Church in celebration of individual, communal, and cultural similarities and differences. Following Christ's model, we work to balance an experience of universality with a reverence to personality.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles   |
|------------------|---------------------|
| ACE Intern       | ACE Teaching Fellow |

## Diversity Programming & Initiatives

ACE is founded on three pillars: forming professional educators, building community, and growing spiritually. We seek to integrate these pillars in as many aspects of formation as possible, including our diversity & inclusion efforts. Practices of cultural responsiveness and sustenance, for example, are integrated into the M.Ed. coursework. Teachers' first summer includes a workshop on Christocentric Cultural Responsiveness to begin reflecting on the role of personal identity within community. Additionally, there are multiple opportunities to extend those reflections as teachers learn about the communities and individuals they serve including implicit bias training, book studies, and discussion groups on topics such as building an antiracist ontology. Teachers are encouraged to communicate with staff regarding other opportunities they desire. Much of the content of these formation experiences is shaped by this ongoing dialogue, and we look forward to our continual growth together.

## Individuals that can speak to diversity and inclusion efforts:

**Itzxul Moreno**  
imoreno@nd.edu

**Alec Torigian**  
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**Erin Newkirk**  
enewkirk2@nd.edu

**Kenna Arana**  
karana@nd.edu

ALLIANCE FOR CATHOLIC EDUCATION  
**ACE TEACHING FELLOWS**



**YOU WERE MADE FOR GREATNESS**



@aceatnd



@aceatnd

#WHEREACETAKESYOU



**Recruiting Contact:** Eryn Bass  
**Phone #:** (774) 707-2798  
**Email:** Eryn.bass@carrier.com  
**Address:** 13995 Pasteur Blvd. Palm Beach Gardens,  
 FL 33418

**Website:** [www.jobs.carrier.com/](http://www.jobs.carrier.com/)  
**# of Employees:** 53,000+  
**Regions:** Worldwide

## Organization Description

As a global provider of sustainable building and refrigeration solutions, Carrier is committed to making the world safer and more comfortable for generations to come. From the beginning, we've led in inventing new technologies and entirely new industries. Today, we continue to lead because we keep customers at the center of every product and service we offer, and we act quickly to exceed their expectations.

## Diversity & Inclusion Philosophy/ Statement

The values that we hold high at Carrier underscore how we will serve our customers and shareholders to position the company for future growth. We are committed to always operating with integrity in everything we do. We will continue to be innovators and deliver industry-leading products. We are committed to excellence, for our customers and shareholders. We are a global company that fosters an inclusive environment for all. We will achieve our goals by leveraging our diverse talents and perspectives.

## Sample Internship & Early Grad Roles

| Internship Roles                     | Recent Grad Roles                     | Graduate (Masters/ PhD) Roles     |
|--------------------------------------|---------------------------------------|-----------------------------------|
| Mechanical Engineering Intern        | Digital Technology Leadership Program | Data Variability & Analysis       |
| Supply Chain Intern                  | Operations Leadership Program         | Design Strategy and Research      |
| Financial Planning & Analysis Intern | Finance Leadership Program            | Advanced Thermal Systems Engineer |

## Diversity Programming & Initiatives

At Carrier, our greatest strength is the diversity of our people and their ideas. We work hard to build a culture where all employees are valued and everyone feels included. We have a robust talent acquisition process to attract talent from the diverse, global marketplace, and we foster an inclusive culture that drives employee engagement, retention, teamwork and innovation. We also contribute to the communities where we live and do business by actively partnering with community and philanthropic organizations locally and nationally. Last month Carrier launched a focused, company-wide Diversity & Inclusion strategy to create a more inclusive environment. The program has a four-pronged approach, starting with Carrier's Black talent and our Black talent pipeline, with similar programs to support women and our LGBTQIA, Hispanic and Asian communities, among others, to follow.

## Individuals that can speak to diversity and inclusion efforts:

**Wanita Dixon**

Wanita.E.Dixon@Carrier.com

**Daenon Gault-Vasconez**

Daenon.GaultVasconez@carrier.com

**Randy Vasquez**

Randy.Vasquez@carrier.com

**Massiel Schweighofer**

massiel.schweighofer@carrier.com



As a global provider of sustainable building and refrigeration solutions, we're committed to making the world safer and more comfortable for generations to come. From the beginning, we've led in inventing new technologies and entirely new industries. Today, we continue to lead because we keep customers at the center of every product and service we offer and we act quickly to exceed their expectations. Thanks to our performance-driven culture, we're translating our leadership into shareholder value – growing revenue and investing strategically to strengthen our world-leading market position.



**\$18.6B\***  
SALES



**~53,000**  
EMPLOYEES



**100+**  
NEW PRODUCTS  
for the 5th consecutive year



**80+**  
BRANDS



**160+**  
COUNTRIES



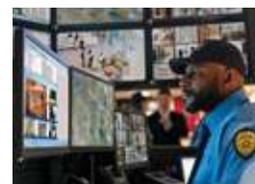
**100M+**  
PRODUCTS  
MANUFACTURED  
ANNUALLY



**\$9B**  
GOODS COOLED  
by Carrier on ocean daily



**1.5M+**  
KIDDE SMOKE &  
CO ALARMS  
donated since 2002



Turn to the experts



TRANSICOLD



The **19DV centrifugal chiller** provides efficient cooling and heating for commercial buildings, using a refrigerant with an ultra-low global warming potential and the best possible safety rating while also reducing impact on the ozone.

The **Infinity air conditioner with Greenspeed Intelligence** is Carrier's most innovative residential air conditioner. It marries its variable-speed technology with Greenspeed Intelligence to deliver ultra-precise comfort, enhanced humidity management and superior efficiency.

The **Vector HE 19** is a new flagship, next-generation, temperature-controlled trailer refrigeration system. It offers customers a number of advantages, including lower fuel consumption, lower maintenance costs and a lower noise level.

With the launch of its **TruSense alarms**, Kidde became the first smoke alarm manufacturer to meet 2020 UL safety standards. TruSense detects more types of fire faster and virtually eliminates nuisance alarms, such as those caused by burnt food or steam.

LenelS2's new **OnGuard version 7.6** offers building operators a number of enhancements for a more scalable, accessible and cloud-compatible enterprise security platform.



**Recruiting Contact:** Iman Mangum  
**Phone #:** (281) 615-3796  
**Email:** mangumis@lilly.com  
**Address:** 893 Delaware St., Indianapolis, IN 46285

**Website:** careers.lilly.com  
**# of Employees:** 34,000+  
**Regions:** Nationwide

### Organization Description

Lilly is a global healthcare leader that unites caring with discovery to create medicines that make life better for people around the world. We were founded more than a century ago by a man committed to creating high-quality medicines that meet real needs, and today we remain true to that mission in all our work. Lilly employees work to discover and bring life-changing medicines to those who need them and give back to communities through philanthropy and volunteerism.

### Diversity & Inclusion Philosophy/ Statement

Embracing diversity and inclusion is at the core of our organization. It is the lens through which we understand and respond to the unique needs of the millions of individuals who depend on our medicines worldwide. For us, embracing diversity means understanding, respecting and valuing differences, including but not limited to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status.

### Sample Internship & Early Grad Roles

| Internship Roles                  | Recent Grad Roles         | Graduate (Masters/ PhD) Roles       |
|-----------------------------------|---------------------------|-------------------------------------|
| Undergraduate Finance Analyst     | Marketing Associate       | Global Payer Marketing              |
| Undergraduate Marketing Associate | Procurement Associate     | Statistician, Business Analytics    |
| Undergraduate Engineering Intern  | Engineer, Global Robotics | Pharmaceutical Sales Representative |

### Diversity Programming & Initiatives

Our employee resource groups (ERGs) are a critical part of the overall fabric of diversity and play a key role in the progress we are making. Approximately 12,500 of our employees are members of 10 groups in more than 60 worldwide chapters. These groups offer strong support networks for their members and help our company develop talented individuals for future leadership roles. All groups are open to our employees who have an interest in participating. We all benefit by learning about the many cultures that combine to make one Lilly. <https://careers.lilly.com/diversity>

Lilly was named No. 3 on DiversityInc's 2020 list of Top 50 Companies for Diversity. Even better was knowing what this ranking means: that Lilly's strategies to build a more inclusive culture set us apart. Our work to recruit, include and promote the best talent from all backgrounds is making a difference in our company, and it's fueling the way we serve our customers. <https://www.diversity-inc.com/the-2020-top-50-diversityinc/>

### Individuals that can speak to diversity and inclusion efforts:

**Iman Mangum**  
mangumis@lilly.com

**Jeff Nowlin**  
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**Nadine Hashem**  
hashem\_nadine@lilly.com

**Alexis Cohen**  
cohen\_alexis\_b@lilly.com

# Eli Lilly and Company is a global health care leader that unites caring with discovery to make life better for people around the world



- We're in a complex, fast-changing business, and we need the best people to bring their innovative, creative perspectives.
- That's why diversity and inclusion are so important to us — so we can understand, and better serve, our diverse customers around the world.
- We create a climate where all of our employees can be successful.
- How? We inspire people to think differently and we spark candid, sometimes tough, conversations.
- We take action to embed diversity and inclusion in everything we do.
- Our 11 employee resource groups have over 14,000 members — nearly 40% of our company!

We've been recognized ... a lot! Here are just a few honors:

- DiversityInc Top 50 Companies for Diversity **#3!**
- Ethisphere, World's Most Ethical Companies
- Human Rights Campaign Foundation
- National Association for Female Executives (NAFE)
- Science Magazine, Top 20 Employers
- Thomson Reuters Diversity Index, #17
- Working Mother, 100 Best Companies

## LEARN MORE

We strive to be an employer of choice for the best talent in healthcare. Learn more at [www.lilly.com/careers](http://www.lilly.com/careers).

Follow us: [!\[\]\(a69696d69cfd88b51cbd02e5288eca32\_img.jpg\)](#) [!\[\]\(d9b483bd1ab407f85f37cb8f5cbdea8d\_img.jpg\)](#) [!\[\]\(bd50e340175d65a78bf5d1b2963112b7\_img.jpg\)](#)



**Recruiting Contact:** Christine Romero Schaefer  
**Phone #:** (312) 914-7620  
**Email:** schaefer.cr@pg.com  
**Address:** 1 P&G Plaza, Cincinnati, OH 45202

**Website:** www.pgcareers.com  
**# of Employees:** 100,000  
**Regions:** Worldwide

## Organization Description

P&G is the world's largest consumer goods company, operating in over 70 countries, and home to iconic, trusted brands that make life a little bit easier in small but meaningful ways. Over the course of 183 years, our brands have challenged convention, led innovation, and helped shape culture. Our Purpose, Values & Principles, including integrity, respect for all individuals, ownership, and passion for winning, are the foundation for P&G's unique culture.

## Diversity & Inclusion Philosophy/ Statement

At P&G, Diversity and Inclusion is a fundamental part of who we are and how we do business. It's how we develop and recruit outstanding diverse talent around the world. It's how we develop market-leading brands. It's how we recruit top-notch talent and develop the best talent in the world. It's how we lead our industries and our communities. Every day, we strive to get the full value of our diversity through inclusion, fostering an environment where P&G people can be their best, full selves in the workplace.

## Sample Internship & Early Grad Roles

| Internship Roles                                    | Recent Grad Roles                                | Graduate (Masters/ PhD) Roles                               |
|---|--|---|
| Finance & Accounting Summer Intern - Business Unit  | Finance & Accounting Manager - Business Unit     | Sr. Finance & Accounting Manager - Global Business Services |
| Finance & Accounting Summer Intern - Product Supply | Finance & Accounting Manager - Market Operations | Sr. Finance & Accounting Manager - Internal Controls        |
| Brand Management Summer Intern                      | Assistant Brand Manager                          | Assistant Brand Manager                                     |

## Diversity Programming & Initiatives

- Consistently recognized externally for D&I leadership: #3 Forbes Best Employers for Diversity (2020), DiversityInc. Top Companies for Diversity (2020), Disability Equality Index (DEI) Best Places to Work (2019), among many others.
- Robust and active affinity groups, including Corporate Women's Leadership Team, Hispanic Finance Network, Finance & Accounting Asian Network, Gay, Ally, Bisexual, Lesbian, and Transgender Employees (GABLE), and African Ancestry Leadership Network.
- Using our voice as a leading advertiser to facilitate constructive dialogue that leads to understanding and action via avenues such as the Take on Race Campaign, including "The Talk," "The Look," and "The Choice," and the #LikeAGirl campaign.
- Annual Diversity & Inclusion Week, during which we highlight P&G employees who bring their full selves to work and help create a more inclusive environment by using their voice, making an impact and changing the culture.
- #WeSeeEqual campaign - in honor of International Women's Day 2020, a powerful lineup of truth-tellers from sports, comedy, music and more had engaging conversations about gender and intersectional equality.

## Individuals that can speak to diversity and inclusion efforts:

**Vicente Lynch**  
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**Danielle Bound**  
bound.dr@pg.com

**Kim Mattson**  
mattson.k@pg.com

**Jake Wagner**  
wagner.jr@pg.com

**MANAGE  
WORLD-  
CLASS  
BRANDS  
#PGDAY1**



**DAY 1.**

## FROM BEST FIT TO FIT FOR YOU.

As a “build from within” organization, our people primarily start at entry level and then progress throughout the organization. So, when we make a job offer, it’s with the expectation that you will grow into one of our future leaders. And to help you get there, you’ll work alongside and be mentored and coached by exceptionally talented P&G veterans at every turn.

We embrace who you are and invest in your ability to take on projects that align with your strengths and interests. Flexible working conditions enable you to integrate your personal interests into your work schedule – leading to optimal work/life effectiveness and creating the maximum impact on consumers every day

After 175 years, we’ve learned that successful team members make for a successful company. We’ve found some pretty extraordinary successes ourselves:

- Largest non-food consumer packaged goods company in the world
- In business since 1837
- 100,000+ employees
- 20+ billion-dollar brands
- Operations in 70+ countries
- Consumers in 180+ countries

**FOR P&G CAREER INFORMATION VISIT US AT [PGCAREERS.COM](https://pgcareers.com)! APPLY TODAY!**



Procter & Gamble is an Equal Opportunity Employer.



**Gillette**





**Recruiting Contact:** Kamren Coutee  
**Phone #:** (773) 797-9157  
**Email:** [kcoutee@radioflyer.com](mailto:kcoutee@radioflyer.com)  
**Address:** 6515 West Grand Avenue, Chicago, IL

**Website:** [www.radioflyer.com/careers](http://www.radioflyer.com/careers)  
**# of Employees:** 80  
**Regions:** Midwest

## Organization Description

For over 100 years, Radio Flyer has made innovative toys that inspire active play, bring smiles, and create warm memories that last a lifetime. Beyond our iconic Little Red Wagon, our Team designs tricycles, scooters, and battery-operated ride-ons. Radio Flyer is a recognized leader in the toy industry, headquartered in Chicago and led by Robert Pasin, grandson of the company founder. We are committed to a culture that embraces feedback, collaboration, and innovation to achieve great results and drive growth.

## Diversity & Inclusion Philosophy/ Statement

Radio Flyer recognizes that individual differences strengthen our organization. We value all backgrounds and welcome the diversity of people, cultures, and ideas. Radio Flyer is committed to employing a diverse workforce and proud to be an equal opportunity employer. Our commitment to diversity means providing a welcoming, respectful, and engaging workplace with opportunities for all.

## Sample Internship & Early Grad Roles

### Internship Roles

Product Engineering: Mechanical, Electrical, & Quality  
 Design: Industrial Design & Marketing Visual Communications  
 Business: Marketing, Accounting, Sales, HR, & Operations

### Recent Grad Roles

Product Engineering: Mechanical, Electrical, & Quality  
 Design: Industrial Design & Marketing Visual Communications  
 Business: Marketing, Accounting, Sales, HR, & Operations

## Diversity Programming & Initiatives

- Our Diversity, Inclusion, and Belonging Committee advises our leadership team to support initiatives that provide an inclusive workplace.
- Radio Flyer’s leaders lead with respect and support equity through supportive benefits, equal pay, and equal access to opportunities.
- Our Wagon U curriculum provides training for our employees, including topics such as understanding unconscious bias, self-awareness, conflict resolution, communication, and appreciation of differences.
- Interns are paired with a mentor to provide coaching for personal and professional growth.
- Committees create and coordinate culture-building events to promote belonging for employees and interns including wellness, volunteering, and social events.
- We promote inclusion and provide a safe space for all to voice ideas, concerns, and suggestions.
- We are committed to being an anti-racist workplace.

## Individuals that can speak to diversity and inclusion efforts:

**Robert Pasin - ND '91**  
[LinkedIn](#)

**Amy Bastuga**  
[LinkedIn](#)

**Lisa Cockrell**  
[LinkedIn](#)

**Kamren Coutee**  
[LinkedIn](#)

**RADIO FLYER**

TIME FLIES  
ENJOY *the* RIDE

100 YEARS  
RADIO FLYER

**Akeem Kennedy**

Electrical Engineer  
Intern Class of 2019



|                            |                                   |                        |                           |
|----------------------------|-----------------------------------|------------------------|---------------------------|
| <b>Recruiting Contact:</b> | Lauren Schneiderhan               | <b>Website:</b>        | Wellington.com/en/careers |
| <b>Phone #:</b>            | (617) 289-3483                    | <b># of Employees:</b> | 2,700                     |
| <b>Email:</b>              | ljschneiderhan@wellington.com     | <b>Regions:</b>        | Worldwide                 |
| <b>Address:</b>            | 280 Congress St. Boston, MA 02210 |                        |                           |

## Organization Description

Wellington Management offers comprehensive investment management capabilities that span nearly all segments of the global capital markets. Our only business is investment management, and our mission is to exceed the investment objectives and service expectations of our clients worldwide.

## Diversity & Inclusion Philosophy/ Statement

As a global asset management firm, we define diversity and inclusivity broadly, focus on dimension of diversity with the greatest opportunity for improvement, and then leverage it to deliver better investment results and solutions for our clients. There are four competitive advantages to having a globally diverse and inclusive firm. First, it creates a culture that attracts, develops, and retains world class talent. Second, it strengthens our ability to adapt to the complexity of local and global markets. Third, it creates opportunities for collaborative decision making and creative solutions. Lastly, it helps connect us with current and future clients. Diversity and inclusion (D&I) are core to who we are; and there is much more that are doing to strengthen our existing workforce and culture.

## Sample Internship & Early Grad Roles

| Internship Roles               | Recent Grad Roles    | Graduate (Masters/ PhD) Roles |
|--------------------------------|----------------------|-------------------------------|
| Business Internship            | Technology Associate | Launch Research Associate     |
| Technology Internship          | Client Associate     | Portfolio Service Associate   |
| Investment Reserach Internship | Business Associate   |                               |

## Diversity Programming & Initiatives

We recognize the need across the financial services/ asset management industry to increase diversity and inclusivity, and we are doing our part to lean into the conversation with strategic intent and action. We invite you to visit our global diversity and inclusion website (<https://www.wellington.com/en/-global-diversity-and-inclusion>) for more information.

- **Talent initiatives:** Diversity Internships; Early in Career Programs; Historically Black Colleges and Universities (HBCUs); specialized search firms to identify under represented talent for mid-career positions; diversity lens incorporated into talent management process, and global talent succession planning practices.
- **Culture initiatives:** Skill building training sessions on topic such as unconscious bias, cross cultural, generational, thinking and workstyles differences; ongoing talent engagement survey and focus groups to solicit actionable feedback from employees including their insights on diversity and inclusion; the firm has a group of partners called Upstanders who serve as sponsors and mentors; Business Network Councils for Americas and EMEA, and 13 Business Networks (i.e. employee resource groups) with regional chapters.
- **Community initiatives:** Investing in the communities where we work and live through philanthropic efforts; procurement practices, via our suppliers and trading partners; and external marketplace collaborations include working with 10+ external diversity associations, including: 100 Women in Finance, Girls Who Invest, INROADS, The CFA Institute, and The Diversity Project.

## Contacts from historically underrepresented groups willing to speak to students:

**Anna Ribeiro**  
FARibeiro@Wellington.com

**Chance Nyi**  
CNyi@wellington.com

**Shawna Ferguson**  
SAFerguson@wellington.com



# Investing in diversity and inclusion

DRIVING BUSINESS RESULTS WITH  
A DIVERSE AND INCLUSIVE CULTURE

WELLINGTON  
MANAGEMENT®

**Recruiting Contact:** Liz Gerbus  
**Phone #:** (513) 568-7591  
**Email:** liz.gerbus@8451.com  
**Address:** 100 W. 5th Street

**Website:** 8451.com/early-career-program  
**# of Employees:** 1,200  
**Regions:** Midwest

## Organization Description

84.51° knows customers, and we know how to connect you. Using a sophisticated, proprietary suite of tools and technology, we turn customer data into actionable knowledge. With unparalleled customer data and predictive analytics capabilities, we deliver personalized marketing strategies and ensure the best experience for customers of Kroger and more than 300 consumer-packaged-goods companies. We put the customer at the center of everything we do, resulting in a more dynamic, informed and personal approach.

## Diversity & Inclusion Philosophy/ Statement

At 84.51°, we believe a diverse and inclusive work environment is essential to the work we do as a data science company. Just as no two Kroger customers are alike, no two 84.51° associates are alike. We understand the importance of fostering an inclusive culture: to encourage our associates to bring their authentic selves to work – embracing who they are and celebrating what they can become.

## Sample Internship & Early Grad Roles

| Internship Roles        | Recent Grad Roles                | Graduate (Masters/ PhD) Roles    |
|-------------------------|----------------------------------|----------------------------------|
| Consulting Internship   | Consulting Development Program   | Consulting Development Program   |
| Data Science Internship | Data Science Development Program | Data Science Development Program |
| Engineering Internship  | Engineering Development Program  | Engineering Development Program  |

## Diversity Programming & Initiatives

We continually strive to ensure 84.51° is a place where everyone feels like they belong, is respected and valued regardless of who they are, where they are from, and what experiences they've had. We have developed a Diversity and Inclusion roadmap with goals and commitments that will allow us to continue our journey towards becoming a destination for diverse, driven, and authentic minds.

Our Diversity Commitments:

- Developing inclusive leaders who foster and sustain our culture of inclusion and belonging.
- Diversity and Inclusion onboarding workshops for all full-time, new employees.
- Embracing whole brain thinking styles through the use Hermann Brain Dominance Instrument (HBDI).
- Be a recognized leader in the field of understanding Algorithm Fairness to ensure our algorithms are fair and do not exclude any protected class.
- Improve the recruitment, development, engagement and retention of diverse, phenomenal talent with a focus on African Americans and Women in Technology.

## Individuals that can speak to diversity and inclusion efforts:

**Liz Gerbus**  
Liz.Gerbus@8451.com

**Terron Wilson**  
Terron.Wilson@8451.com

|                            |   |                        |                      |
|----------------------------|---|------------------------|----------------------|
| <b>Recruiting Contact:</b> | Meg Foley   | <b>Website:</b>        | www.alphasights.com/ |
| <b>Phone #:</b>            | (646) 653-3212                                    | <b># of Employees:</b> | 900                  |
| <b>Email:</b>              | Meghan.Foley@AlphaSights.com                      | <b>Regions:</b>        | NE, W                |
| <b>Address:</b>            | 350 Madison Ave, 12th Floor<br>New York, NY 10017 |                        |                      |

## Organization Description

AlphaSights provides global investment and business professionals with on-demand access to the knowledge they need across all industries and geographies. AlphaSights connects decision-makers from investment management, private equity, management consulting, and corporations with a dynamic network of industry experts who provide qualitative and quantitative market insights, industry expertise, and execution support so our clients can make more informed decisions.

## Diversity & Inclusion Philosophy/ Statement

AlphaSights is a people-centric company, where every person is evaluated based on their merit and values regardless of their gender, race, sexual preferences and orientation, or religion. We recruit top talent based on our five core values, invest massively in our people's development, and put key DEI-related programs in place to ensure that everyone is treated equitably and with universal humanist values. Our mission is to scale humanity's knowledge by powering progress for individuals, businesses, and society.

## Sample Internship & Early Grad Roles

| Internship Roles            | Recent Grad Roles    | Graduate (Masters/ PhD) Roles |
|-----------------------------|----------------------|-------------------------------|
| Summer Associate Program NY | Associate Program NY |                               |
| Summer Associate Program SF | Associate Program SF |                               |

## Diversity Programming & Initiatives

At AlphaSights, we are focusing on attracting a more diverse workforce, onboarding and cultivating diverse talent and fostering strong relationships with diverse clients. We have a globally aligned interview process for our Associate program, including project exercises and simulations to go beyond the resume. All of our interviewers have been trained on recognizing and correcting unconscious bias. We've established a number of different resources to support employees including AlphaPride, PRISM, Asians@AlphaSights, and our Women's Initiative Network. Every new joiner is paired with a trainer on a 1:1 ratio and may participate in a VP mentorship program to set them up for success on their AlphaSights journey.

## Individuals that can speak to diversity and inclusion efforts:

|   |   |   |
|---|---|---|
| <b>Christina Aguirre</b><br>Christina.Aguirre@alphasights.com | <b>Marissa Reyes</b><br>Marissa.Reyes@alphasights.com | <b>Mary Ashby</b><br>Mary.Ashby@alphasights.com |
|---|---|---|



|                            |  |                        |  |
|----------------------------|--|------------------------|--|
| <b>Recruiting Contact:</b> | Kelly Bridgeman  | <b>Website:</b>        | <a href="http://alvarezandmarsal.com/careers">alvarezandmarsal.com/careers</a>                   |
| <b>Phone #:</b>            | (843) 819-0003   | <b># of Employees:</b> | 4,500+   |
| <b>Email:</b>              | <a href="mailto:kbridgeman@alvarezandmarsal.com">kbridgeman@alvarezandmarsal.com</a> | <b>Regions:</b>        | <a href="http://alvarezandmarsal.com/global-locations">alvarezandmarsal.com/global-locations</a> |
| <b>Address:</b>            | 600 Madison Ave., 5th Floor, New York, NY 10022                                      |                        |  |

## Organization Description

A&M is a leading global consulting firm that provides advisory, business performance improvement and turnaround management services. Our lean, fast-paced and entrepreneurial culture celebrates independent thinkers and doers who can positively impact our clients and shape our industry. The collaborative environment, challenging work and incredible co-workers are the main reasons our people love working at A&M.

## Diversity & Inclusion Philosophy/ Statement

A&M believes in the power of diverse teaming to solve complex problems, create value and drive change. We see our professionals' differences as strengths and are committed to fostering a culture of inclusion guided by A&M's core values. We encourage our people to live our values of integrity, quality, objectivity, fun and personal reward daily and to embrace enriching and diverse experiences with clients and colleagues. The result is gratifying careers in a collaborative and inclusive environment.

## Sample Internship & Early Grad Roles

| Internship Roles  | Recent Grad Roles   | Graduate (Masters/ PhD) Roles  |
|---|---|--|
| Global Transaction Advisory Group Intern<br>Global Transaction Tax Intern | Global Transaction Advisory Group Leadership Academy<br>Corporate Performance Improvement Analyst | Global Transaction Advisory Group Leadership Academy<br>Global Transaction Tax Intern (Law School) |

## Diversity Programming & Initiatives

A&M's diversity and inclusion programs include campus outreach and recruiting initiatives, training and education, mentorship and development, and employee resource groups. The focus of our programs continues to evolve and adapt based on the needs of our people. A&M's employee resource groups help bring together professionals across the firm to foster a culture of inclusion. Through these groups, including our Young Professionals, Women's Leadership and A&MOne LGBTQ+ networks, we focus on building connectivity and channels for our people to be heard. Further, A&M values engaging with our local communities around the globe. Through A&M's Giving Back initiative, we offer volunteer opportunities to give back to causes benefiting youth, cultural and community groups, veterans, health and wellness, and education.

## Individuals that can speak to diversity and inclusion efforts:

|  |   |  |   |
|--|---|--|---|
| <b>Kelly Bridgeman</b><br><a href="mailto:kbridgeman@alvarezandmarsal.com">kbridgeman@alvarezandmarsal.com</a> | <b>Claire McCurry</b><br><a href="mailto:cmccurry@alvarezandmarsal.com">cmccurry@alvarezandmarsal.com</a> | <b>Jasmine Lee</b><br><a href="mailto:jlee@alvarezandmarsal.com">jlee@alvarezandmarsal.com</a> | <b>Kate Zepernick</b><br><a href="mailto:kzepernick@alvarezandmarsal.com">kzepernick@alvarezandmarsal.com</a> |
|--|---|--|---|



|                            |                                  |                        |                               |
|----------------------------|----------------------------------|------------------------|-------------------------------|
| <b>Recruiting Contact:</b> | Meagan Perratore                 | <b>Website:</b>        | structurepoint.com/careers    |
| <b>Phone #:</b>            | (317) 547-5580                   | <b># of Employees:</b> | 500                           |
| <b>Email:</b>              | mperratore@structurepoint.com    | <b>Regions:</b>        | Indiana, Ohio, Texas, Florida |
| <b>Address:</b>            | 9025 River Rd., Indianapolis, IN |                        |                               |

## Organization Description

American Structurepoint creates projects that people and communities value. We specialize in delivering innovation and vision in Civil Engineering, Architecture + Interiors, Planning + Economic Development, IT Solutions, and Investigative services from concept to completion. Collaboration and teamwork comprise the foundation of everything our firm does as we use the expertise of 500 in-house professionals and consultants working across 11 disciplines.

## Diversity & Inclusion Philosophy/ Statement

Our philosophy is that we can only put our best foot forward as an organization when we have a diverse and inclusive workforce. We value the different ideas and perspectives that each unique individual brings to the table as only they can with their experiences. We value the thoughts and opinions of employees from all backgrounds as we can only propel forward and excel in innovation when we combine our diverse thoughts and perspectives.

## Sample Internship & Early Grad Roles

| Internship Roles   | Recent Grad Roles  |
|--|--|
| Office/Design Internship (all Civil Engineering Disciplines) | Staff Engineer (Civil Site, Road, Traffic, Structural, Bridge, Investigative Utility Infrastructure, Construction) |
| Field Internship (Construction & Survey)                     | Construction Inspector/Staff Engineer  |
|  | Environmental Scientist & Geologist  |
|  | Survey Technician  |

## Diversity Programming & Initiatives

The mission of PointUP (United Progress) is to provide support and networking tools necessary to build a diverse and inclusive workplace. PointUP hosts a variety of events/training opportunities to increase awareness and understanding on a variety of topics such as multigenerational workforce, unconscious bias, leading from any seat, unpacking privilege, and more. We also host a number of networking events with company leadership as well as clients to give all employees the opportunity to enhance networking skills. We also work closely with DREAM Alive, a local non-profit focused on mentoring at-risk youth (7th-12th grade) to become civic-minded leaders and helps break the cycle of poverty by helping youth discover career paths. We are consistently researching ways to become more engaged in efforts to support diversity.

## Individuals that can speak to diversity and inclusion efforts:

|  |   |   |
|--|---|---|
| <b>Meagan Perratore</b><br>mperratore@structurepoint.com | <b>Melanie Bucher</b><br>mbucher@structurepoint.com | <b>Ben Braun</b><br>bbraun@structurepoint.com |
|--|---|---|



**Recruiting Contact:** Elizabeth Schwider  
**Phone #:** (310) 921-7378  
**Email:** eschwieder@aresmgmt.com  
**Address:** 800 Corporate Pointe, Culver City, CA

**Website:** aresmgmt.com/careers-at-ares  
**# of Employees:** 1,000+  
**Regions:** NE, SE, W, Europe, Asia

## Organization Description

Ares Management Corporation is a leading global alternative investment manager operating three integrated businesses across Credit, Private Equity and Real Estate. Ares Management's investment groups collaborate to deliver innovative investment solutions and consistent and attractive investment returns for fund investors throughout market cycles. Our firm focuses on being entrepreneurial, meritocratic, collaborative, inclusive and diverse, community minded, and development focused.

## Diversity & Inclusion Philosophy/ Statement

The mission of Ares' Inclusion & Diversity Council is to establish strategies that incorporate business alignment, leadership accountability and measured success in the following areas: cultivate relationships with diversity organizations to impact diversity recruiting pipelines; partner with business leaders to implement best practices that support diversity in interviewing/hiring; foster a culture of inclusion that embraces all forms of diversity; identify key retention levers to support diverse team members.

## Sample Internship & Early Grad Roles

| Internship Roles              | Recent Grad Roles      | Graduate (Masters/ PhD) Roles |
|-------------------------------|------------------------|-------------------------------|
| Credit Summer Analyst         | Credit Analyst         |                               |
| Private Equity Summer Analyst | Private Equity Analyst |                               |
| Real Estate Summer Analyst    | Real Estate Analyst    |                               |

## Diversity Programming & Initiatives

- **Employee Resource Groups:**
  - Ares Network of Empowered Women (ANEW)
  - Ares Black Alliance (ABA)
  - Out At Ares
  - Disability Resources Around Me (DREAM)
- **Family-Friendly Programs:** Parental Leave for primary and non-primary caregivers in connection with the birth of a child, adoption or surrogacy; adoption assistance; flexible work arrangements; domestic partner benefits
- **Diversity Organization Partnerships** with Hispanic Scholarship Fund, LA Promise Fund, Operation Hope, SEO, SuitUp, WIIN, Out for Undergrad, Girls Who Invest

## Individuals that can speak to diversity and inclusion efforts:

**Allyson Satin**  
[linkedin.com/in/allyson-satin-65ab9519b/](https://www.linkedin.com/in/allyson-satin-65ab9519b/)

**Hillary Mow**  
[linkedin.com/in/hillary-mow-4b09728/](https://www.linkedin.com/in/hillary-mow-4b09728/)

**Julie Solomon**  
[linkedin.com/in/recruiterjuliesolomon/](https://www.linkedin.com/in/recruiterjuliesolomon/)

**Jessica Dosen**  
[linkedin.com/in/jessica-dosen-aa9566/](https://www.linkedin.com/in/jessica-dosen-aa9566/)

**Recruiting Contact:** Kim Donovan  
**Phone #:** kd7167@att.com  
**Email:** (314) 239-5372  
**Address:** 12851 Manchester Road, Des Peres, MO 63131

**Website:** att.jobs/students/  
**# of Employees:** 250,000  
**Regions:** Nationwide

### Organization Description

As the first truly modern media company, AT&T has been changing the way people live, work and play for the past 144 years. Today, we're shaping the future with premium content, high-speed networks, direct-to-consumer relationships and an advanced ad technology platform. AT&T and its employees are united by a shared desire to inspire progress and change the world for the better. We've set out to rewrite the rules in media & entertainment. Inspire human progress through the power of communication and entertainment.

### Diversity & Inclusion Philosophy/ Statement

AT&T is All of Us. It's a story about people: from our more than 50 vibrant employee groups inspiring their members, elevating their communities and supporting our business priorities, to our employees working in underserved communities to develop valuable career skills, and young filmmakers breaking down barriers to tell powerful narratives from a unique perspective. We know that when everyone's unique story is celebrated, we're able to connect, create and innovate in real and meaningful ways.

### Sample Internship & Early Grad Roles

| Internship Roles                      | Recent Grad Roles              | Graduate (Masters/ PhD) Roles          |
|---------------------------------------|--------------------------------|--|
| Technology Development Program Intern | Technology Development Program | MBA Development Program Intern         |
| B2B Sales Development Program Intern  | B2B Sales Development Program  | Leadership Development Program         |
|                                       |                                | Finance Leadership Development Program |

### Diversity Programming & Initiatives

Together, we celebrate what makes us unique as we build relationships, hone our skills and serve our communities. Our employee groups across AT&T, WarnerMedia, Xandr and AT&T Latin America reflect our diverse workforce. They're not only organized around women, people of color, LGBTQ+ individuals, people with disabilities and veterans, but also around professionals who are young, experienced or interested in cybersecurity, engineering, innovation, project management and media & entertainment technology. They are also true to our inclusive culture: each group is not only open to employees who identify with that community, but also their allies. Together, we celebrate what makes us unique as we build relationships, hone our skills, support business priorities and serve our communities. Our individual stories are rooted in our communities and each of our communities has its own unique needs and assets. That's why, as a company, we are dedicated to giving back in impactful ways.

### Individuals that can speak to diversity and inclusion efforts:

**Charmaine Murphy**  
cm7212@att.com

**Kim Donovan**  
kd7167@att.com

**Jenny Galinski**  
jm249w@att.com



**Recruiting Contact:** Niki Hirani  
**Phone #:** (440) 930-3295  
**Email:** niki.hirani@polyone.com  
**Address:** 33587 Walker Rd. Avon Lake, OH 44012

**Website:** [www.avient.com/careers](http://www.avient.com/careers)  
**# of Employees:** 9,100  
**Regions:** Worldwide

## Organization Description

Avient Corporation (formerly PolyOne Corporation), provides specialized and sustainable material solutions that bring new products to life for a better world. For example, our light-weighting solutions replace heavier traditional materials like metal, glass and wood, which can improve fuel efficiency in all modes of transportation and our barrier technologies preserve the shelf-life and quality of food, beverages, medicine and other perishable goods through high-performance materials that require less plastic.

## Diversity & Inclusion Philosophy/ Statement

At Avient, the core of our diversity and inclusion improvement is our management commitment, which has fostered multiple Employee Resource Groups that are driving improvements —and opening opportunities—throughout our organization. The vision that guides our collective efforts is consistent and unwavering: To be the company of choice for all. Each with their own mission and supporting activities, their efforts coalesce to help educate and inspire our global workforce and fortify sustainable business practices.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles                         | Graduate (Masters/ PhD) Roles |
|------------------|---|-------------------------------|
|                  | Commercial Leadership Development Program |                               |

## Diversity Programming & Initiatives

At Avient, we strive for a culture of trust and engagement. Our associates are leading company initiatives such as Lead by Women, HYPE and Pride to advance diversity in professional and personal development. LEAD by Women is an all-inclusive initiative that increases access to the tools and resources necessary to build leadership skills and accelerate careers. HYPE provides relevant content to young professionals to help them succeed in their careers and adult lives. PRIDE at Avient promotes a safe and accepting environment for all LGBTQ+ associates to perform to their fullest potential and contribute to the success of Avient. We also provide our associates with robust development programs such as Avient Academy, Lean Six Sigma, and various leadership workshops to allow for career growth in a variety of ways. With workplace flexibility, health and wellness programs, casual dress days, and paid time off for community service, we are committed to building upon our positive momentum.

## Individuals that can speak to diversity and inclusion efforts:

**Niki Hirani**  
 niki.hirani@polyone.com

**Paige Maruschak**  
 paige.maruschak@polyone.com

**Rochelle Richendollar**  
 rochelle.richendollar@polyone.com

**Michaela Cunningham**  
 michael.cunningham@polyone.com

|                            |  |                        |  |
|----------------------------|--|------------------------|--|
| <b>Recruiting Contact:</b> | Dan Green  | <b>Website:</b>        | <a href="http://www.avionos.com/join-us/">www.avionos.com/join-us/</a> |
| <b>Phone #:</b>            | (312) 439-3830   | <b># of Employees:</b> | 90   |
| <b>Email:</b>              | <a href="mailto:dan.green@avionos.com">dan.green@avionos.com</a> | <b>Regions:</b>        | Nationwide   |
| <b>Address:</b>            | 33 North La Salle Street, Chicago, Illinois 60602                |                        |  |

## Organization Description

At Avionos, our culture is palpable and evolving. We're proud of our Avionos Women's Leadership Network, our philanthropy group the Avionos Ambassadors, and the Avionos Culture Club. And we have a blast at our monthly Huddles and annual summer and winter parties. But, we're always looking for more. From 35 employees last year to 65 this year, we're excited to hear your ideas for ways we can keep our winning streak for being Crain's Best Places to Work running for a third year in a row.

## Diversity & Inclusion Philosophy/ Statement

Avionos is committed to creating a diverse environment and is pleased to be an equal opportunity employer. Qualified applicants will receive equal consideration for employment without regard to race, religion, color, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Our mission is to help everyone find, and use their VOICE.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles   | Graduate (Masters/ PhD) Roles |
|------------------|---|-------------------------------|
|                  | UI/UX Designer<br>Business Analyst<br>Adobe AEM Developer |                               |

## Diversity Programming & Initiatives

The mission of the D&I (Diversity & Inclusion) committee is to drive conversation at Avionos regarding the importance of diversity and necessity of inclusion. By identifying unconscious biases, celebrating thought diversity, and expanding social boundaries, we will improve our individual journeys, our company's performance, and partnerships within the industry. Diversity is a kaleidoscope of race, orientation, values, and experiences that create a common thread of acceptance and celebration through education and collaboration.

Overcoming Diversity Fatigue: Diversity fatigue can best be described as feelings of exhaustion with diversity and inclusion issues. Given the increased attention on diversity issues, one of the negative outcome may be that people have grown weary and tired of talking about diversity. Our primary goal is overcome this by providing: Opportunity, Insight, Celebration, Equity.

## Individuals that can speak to diversity and inclusion efforts:

|   |   |   |  |
|---|---|---|--|
| <b>Daniel Green</b><br><a href="mailto:dan.green@avionos.com">dan.green@avionos.com</a> | <b>Aqib Shazzad</b><br><a href="mailto:aqib.shazzad@avionos.com">aqib.shazzad@avionos.com</a> | <b>Mousumi Behari</b><br><a href="mailto:mousumi.behari@avionos.com">mousumi.behari@avionos.com</a> | <b>Camila Penaloza</b><br><a href="mailto:camilia.penaloz@avionos.com">camilia.penaloz@avionos.com</a> |
|---|---|---|--|



**Recruiting Contact:** Bonnie Hoeft  
**Phone #:** (414) 298-6015  
**Email:** bhoeft@rwbaird.com  
**Address:** 777 E. Wisconsin Avenue, Milwaukee, WI 53202

**Website:** www.Bairdcareers.com  
**# of Employees:** 4,600  
**Regions:** Worldwide

## Organization Description

Baird is an employee owned, international wealth management, capital markets, private equity and asset management firm. Established in 1919, Baird has over \$300 billion in client assets serving the needs of individual, corporate, institutional and municipal clients. Committed to being a great place to work, Baird ranks No. 13 on the Fortune Magazine's 100 Best Companies to Work For®, our seventeenth consecutive year on the list.

## Diversity & Inclusion Philosophy/ Statement

Inclusion & Diversity at Baird is about making sure everyone is a valued associate who knows without a doubt that what they do contributes directly to the firm's success. It's about hiring the best people with a variety of ideas, backgrounds and perspectives across the globe. Simply put, inclusion and diversity is integrated into the fabric of every business unit and group at Baird, enhancing the way we operate to create great outcomes for our associates, clients and the communities where we live and work.

## Sample Internship & Early Grad Roles

| Internship Roles                 | Recent Grad Roles                                       | Graduate (Masters/ PhD) Roles |
|----------------------------------|---|-------------------------------|
| Equity Research Analyst Intern   | Equity Research Analyst                                 | Investment Banking Associate  |
| Private Wealth Management Intern | Private Wealth Management Foundations Program Associate |                               |
| Rotational Intern                | Investment Banking Analyst                              |                               |

## Diversity Programming & Initiatives

- **Associate Resource Groups:** We realize that our people—and the passion they have for what they do—make us unique. Their energy, experience, and ideas define this as a truly great place to work. To show our support for their contributions, we have formed associate resource groups where team members with like interests can discuss workplace challenges and share solutions.
- **Diversity Recruiting & Community Partners:** Attracting and retaining associates with different backgrounds and varied perspectives not only fits our culture, it gives us a better understanding and appreciation for the unique needs of our clients. We sponsor and partner with academic and professional organizations to enhance our efforts to attract and develop diverse talent.
- **Leadership & Professional Development:** We offer diversity focused internal and external mentoring and leadership development opportunities that empower our associates to expand their network with other business leaders to gain valuable experience.

## Individuals that can speak to diversity and inclusion efforts:

**Caitlin Hallada**  
challada@rwbaird.com

**Bonnie Hoeft**  
bhoeft@rwbaird.com

**Barb Pesich**  
bpesich@rwbaird.com



|                            |  |                        |   |
|----------------------------|--|------------------------|---|
| <b>Recruiting Contact:</b> | Ali Mancuso  | <b>Website:</b>        | <a href="https://campus.bankofamerica.com">https://campus.bankofamerica.com</a> |
| <b>Phone #:</b>            | (212) 852-2983   | <b># of Employees:</b> | 250,000   |
| <b>Email:</b>              | <a href="mailto:ali.mancuso@bofa.com">ali.mancuso@bofa.com</a> | <b>Regions:</b>        | Worldwide   |
| <b>Address:</b>            | 50 Rockefeller Plaza, New York, NY 10020                       |                        |   |

## Organization Description

Bank of America is one of the world's leading financial institutions, serving individual consumers, small and middle-market businesses and large corporations with a full range of banking, investing, asset management and other financial and risk management products and services.

## Diversity & Inclusion Philosophy/ Statement

We make financial lives better through the power of every connection, and these connections are strengthened when we can bring broader perspectives to meet the needs of our customers, clients and communities in more than 35 countries. Together, we are a company that recognizes the potential of every employee by actively encouraging a diverse and inclusive workplace — in thought, style, sexual orientation, gender, gender identity, race, ethnicity, culture, age, ability and experience. This commitment helps make Bank of America a great place to work, where every employee is welcomed and given the support to build careers where they can make a difference and contribute to the responsible growth of our business.

## Sample Internship & Early Grad Roles

| Internship Roles                         | Recent Grad Roles                 | Graduate (Masters/ PhD) Roles |
|--|-----------------------------------|-------------------------------|
| Global Investment Banking Summer Analyst | Global Investment Banking Analyst |                               |
| Sales & Trading Summer Analyst           | Sales & Trading Associate         |                               |
| Global Capital Markets Summer Analyst    | Global Capital Markets Analyst    |                               |

## Diversity Programming & Initiatives

Whether you are in the early stages of exploring opportunities or you have decided on a potential career path, the Bank of America Elevating Careers – Fall Diversity & Inclusion Forums provide female and ethnically diverse sophomore and junior students with the opportunity to learn about the financial services industry, hear about specific business areas, develop relationships with professionals and prepare for the 2021 and 2022 application and interview process.

Bank of America is committed to diversity and inclusion in its workforces – all students are welcome to apply.

## Individuals that can speak to diversity and inclusion efforts:

**Natalie Choe**  
[natalie.choe@bofa.com](mailto:natalie.choe@bofa.com)

**Carmen Del Valle**  
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**Steven Bow**  
[steven.m.bow@bofa.com](mailto:steven.m.bow@bofa.com)

**Tia Barrett**  
[dontia.barrett@bofa.com](mailto:dontia.barrett@bofa.com)

**Recruiting Contact:** Joelle Rosen  
**Phone #:** (312) 730-1340  
**Email:** jrosen@bdo.com  
**Address:** 330 N Wabash #3200, Chicago

**Website:** www.bdo.com/mycareer/home  
**# of Employees:** 80,000+  
**Regions:** Midwest

### Organization Description

BDO delivers assurance, tax, and financial advisory services to clients throughout the country and around the globe. We offer numerous industry-specific practices, world-class resources, and an unparalleled commitment to meeting our clients' needs. We currently serve more than 400 publicly traded domestic and international clients. BDO brings world-class resources and exceptional service to each and every one of our clients. BDO USA is a member of BDO International, the world's fifth largest accounting network.

### Diversity & Inclusion Philosophy/ Statement

BDO's core purpose is helping people thrive every day, and part of that commitment is fostering a culture that not only celebrates individual differences, but actively supports people with a range of backgrounds, perspectives, and ways of working. As a company dedicated both to industry excellence and the well-being of our employees, BDO is deeply committed to fostering workplace inclusion across all dimensions.

### Sample Internship & Early Grad Roles

| Internship Roles         | Recent Grad Roles | Graduate (Masters/ PhD) Roles |
|--------------------------|-------------------|-------------------------------|
| Audit Internship         | Audit Associate   | Audit Associate               |
| Tax Internship           | Tax Associate     | Tax Associate                 |
| STS/ Advisory Internship |                   |                               |

### Diversity Programming & Initiatives

As a company dedicated both to industry excellence and the well-being of our employees, BDO is deeply committed to fostering workplace inclusion across all dimensions:

- FLEXIBILITY
- GLOBAL MOBILITY
- RACE & ETHNICITY
- UNCONSCIOUS BIAS
- WOMEN
- GENERATIONS
- PARENTS
- SEXUAL ORIENTATION & GENDER IDENTITY
- VETERANS

<https://www.bdo.com/mycareer/diversity-inclusion/diversity/diversity-inclusion-at-bdo>

### Individuals that can speak to diversity and inclusion efforts:

**Jo Anne Dy**  
jdy@bdo.com

**Joelle Rosen**  
jrosen@bdo.com



Comprehensive Cancer Care Network

# Cancer Treatment Centers of America

**Recruiting Contact:** Michael Riley      **Website:** [www.ManagementFellowship.cancercenter.com](http://www.ManagementFellowship.cancercenter.com)  
**Phone #:** (502) 487-1717      **# of Employees:** 704  
**Email:** [michael.riley@ctca-hope.com](mailto:michael.riley@ctca-hope.com)      **Regions:** Midwest  
**Address:** 500 Remington Rd, Schaumburg, IL 60173

## Organization Description

Cancer Treatment Centers of America is a comprehensive cancer care network, with five hospitals around the country and a growing footprint within the oncology field. CTCA is dedicated to delivering holistic and compassionate care through our innovative and personalized therapies. As a Management Fellow, you will be working with executives on critical projects in data analytics, corporate strategy and product development to ensure that the organization delivers on its promise of the Mother Standard® of cancer care.

## Diversity & Inclusion Philosophy/ Statement

As Stakeholders, we value each other as special members of the CTCA family, appreciating one another's unique talents, optimism and energy. Much as our patients come from all walks of life, we are committed to actively recruiting and hiring fellow Stakeholders from diverse backgrounds. Together we celebrate our commitment to make a real and lasting difference in the lives of one another, and the people we serve.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles | Graduate (Masters/ PhD) Roles |
|------------------|-------------------|-------------------------------|
|                  | Management Fellow | Management Fellow             |

## Diversity Programming & Initiatives

CTCA is actively working to promote diversity across the enterprise by creating constituency groups, hosting roundtable discussions, and forming a diversity advisory board team that will renew and refresh our focus on fostering an inclusive, empowering and caring community. The Management Fellowship hosts frequent discussions to foster racial education and continued accountability, covering topics like the school to prison pipeline and books like How to be an Antiracist by Ibram X. Kendi. Fellows also engage in weekly Lunch and Learns, which provide a platform for anyone to lead an open discussion on a topic of their choice in a supportive environment. Our recruitment process designates resources towards promoting diversity and eliminating bias in hiring practices via trainings, literary/media resources and sponsoring international students. Finally, the fellowship emphasizes the importance of feedback, offering numerous opportunities for mentorship!

## Individuals that can speak to diversity and inclusion efforts:

**Neha Gandra**      **Alex Yom**      **Kenya Wright**      **Akhil Shanishetti**  
[neha.gandra@ctca-hope.com](mailto:neha.gandra@ctca-hope.com)      [alex.yom@ctca-hope.com](mailto:alex.yom@ctca-hope.com)      [Kenya.wright@ctca-hope.com](mailto:Kenya.wright@ctca-hope.com)      [akhil.shanishetti@ctca-hope.com](mailto:akhil.shanishetti@ctca-hope.com)



**Recruiting Contact:** Alexis Montagano  
**Phone #:**  
**Email:** alexis.montagano@citi.com  
**Address:** 388 Greenwich Street New York, New York 10013

**Website:** careers.citi.com  
**# of Employees:** 200,000  
**Regions:** Worldwide

### Organization Description

Citi's mission is to serve as a trusted partner to our clients by responsibly providing financial services that enable growth and economic progress. Our core activities are safeguarding assets, lending money, making payments and accessing the capital markets on behalf of our clients.

### Diversity & Inclusion Philosophy/ Statement

Research and experience both confirm that when a company embraces diversity, the most talented people are not just attracted to joining the company, but are also much more productive and motivated to stay. Maintaining a truly diverse environment has been proven to be a leading indicator of the quality of our culture in addition to being an effective way of connecting to an equally diverse client base.

### Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles  | Graduate (Masters/ PhD) Roles |
|------------------|--------------------|-------------------------------|
|                  | Finance            | Technology                    |
|                  | Investment Banking | Human Resources               |
|                  | Sales & Trading    | Capital Markets               |

### Diversity Programming & Initiatives

- Diversity panels during Fall & Spring recruiting seasons.
- Freshman Discovery Diversity Program: A two day introductory experience focused on helping freshman of diverse backgrounds understand financial services.
- Early Identification Leadership Program: A prestigious 5-week virtual program focused on identifying, mentoring and hiring top diverse talent for our Summer Analyst Programs across the firm.
- Sophomore Leadership Program: Provides exceptional sophomores with a paid 10 week summer internship in NYC. The program offers training, mentorship and exposure to businesses throughout Citi's Institutional Client Group. There is a focus on diverse students, but the program is open to everyone.

### Individuals that can speak to diversity and inclusion efforts:

**Alexis Montagano** Alexis.Montagano@citi.com  
**Emily Bilotta** Emily.Bilotta@citi.com  
**Eliza Grosovsky** Eliza.grosovsky@citi.com  
**Campus Diversity Team** Diversity.recruiting@citi.com



# City Year, AmeriCorps

**Recruiting Contact:** Veronica Giraldo  
**Phone #:** (773) 919-6422  
**Email:** vgiraldo@cityyear.org  
**Address:** 36 S Wabash Ave #1300, Chicago, IL 60603

**Website:** www.cityyear.org  
**# of Employees:** 3,000  
**Regions:** Nationwide and Worldwide

## Organization Description

At the core of City Year’s work are 3,000 young and diverse leaders who dedicate a year or more of their lives to serve students in schools. City Year AmeriCorps members are inspiring young adults from all walks of life who say they serve for many different reasons, including to make a positive impact, to challenge themselves and to learn and grow professionally. They work as full time tutors and mentors in systemically under-resourced schools, for the duration of the school year.

## Diversity & Inclusion Philosophy/ Statement

We dedicate ourselves to building a more just, equal, fair and compassionate world. We recognize that unequal access to opportunity along lines of race, class, gender, sexual orientation, ability, age and other aspects of identity has deep roots in our country—including in our education system and all the systems that we operate in—creating persistent and deep inequities. To work toward greater educational equity for all, we must deeply understand and enable the conditions to promote equity.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles                 | Graduate (Masters/ PhD) Roles |
|------------------|-----------------------------------|-------------------------------|
|                  | Student Success Coach, AmeriCorps |                               |

## Diversity Programming & Initiatives

In continuing on our journey to become an anti-racist organization, this is an update on progress on the recommendations the National Equity Council developed during the past year.

Highlights include:

- Developing and beginning to execute a plan to form a new Equity Department, including hiring for a Senior Vice President of Equity in early FY21.
- Expanding our Student and AmeriCorps Voice Initiatives.
- Launching national affinity groups, including LatinX, Black/African American, LGBTQ+, APIDA groups, as well as an anti-racist White space.
- Creating and providing new management and hiring equity trainings.
- Resourcing the design and implementation in FY21 of staff and AmeriCorps Member "Diversity Equity Inclusivity and Belonging" training.

## Individuals that can speak to diversity and inclusion efforts:

**Veronica Giraldo**  
vgiraldo@cityyear.org

**Todd Marsh**  
tmarsh@cityyear.org

**Stephanie Chavez**  
schavez@cityyear.org

**Ines Brookens**  
ibrookens@cityyear.org

**Recruiting Contact:** Angela Ansell  
**Phone #:** 206-787-8927  
**Email:** aansell@dc-engineers.com  
**Address:** 818 Stewart Street, Suite 1000

**Website:** www.dci-engineers.com/careers  
**# of Employees:** 325  
**Regions:** SW, W, NW

## Organization Description

DCI Engineers has been providing client-focused structural and civil engineering services for over 32 years. Our office locations are spread up and down the West Coast, including Washington, Oregon, California and Alaska; the Mountain States of Colorado and Montana; and Texas. These thirteen offices employ over 325 staff. We are licensed in all 50 states as well as many Canadian provinces. Our project portfolio includes mass timber, modular construction, healthcare, high-rise, education, and commercial projects.

## Diversity & Inclusion Philosophy / Statement

DCI isn't just focused on building something tangible, but also building a culture that embraces diverse ideas, equality, and celebrates the individual stories of our employees. We believe diversity drives innovation in an environment that is designed to help employees grow. We want every employee to equally thrive, have access to growth opportunities, enjoy their work environment, and unquestionably know they are valued. No matter your background or how you got here, what matters is you're now here.

## Sample Internship & Early Grad Roles

| Internship Roles              | Recent Grad Roles           | Graduate (Masters/ PhD) Roles |
|-------------------------------|-----------------------------|-------------------------------|
| Structural Engineering Intern | Project Civil Engineer      | Project Civil Engineer        |
| Civil Engineering Intern      | Project Structural Engineer | Project Structural Engineer   |

## Diversity Programming & Initiatives

We are taking action through our five foundations of change.

- 1. Equality:** A core value at DCI. Equal access to hiring, education, mentorship, pay equity and advancement. Adopting inclusive business practices that are committed to fair, equitable and inclusive business processes.
- 2. Transparency:** Promote and create open channels of communication and collaboration; connecting our employees to help shape the direction of our company with transparent reporting, platforms for communication, and accountability to measure ourselves against our goals.
- 3. Safe Spaces:** A supportive environment with zero tolerance for any acts of racism, harassment and bias, with training to empower employees to help navigate and mitigate situations of hostility.
- 4. Community:** Support a culture that promotes a range of ideas, lifestyles, and is inclusive through involvement and participation.
- 5. Engagement:** We Support a workplace that creates a place where employees feel empowered to have their voices heard.

## Individuals that can speak to diversity and inclusion efforts:

**Manny Nuno**  
mnuno@dc-engineers.com

**Amy Pugh**  
apugh@dc-engineers.com

**Sandra Biddulph**  
sbiddulph@dc-engineers.com

**Justin Bettner**  
jbettner@dc-engineers.com

**Recruiting Contact:** Gretchen Thom

**Phone #:**

**Email:** gretthom@deloitte.com

**Address:** 30 Rockefeller Plaza, New York, NY, 10112

**Website:** <https://www2.deloitte.com/us/en.html>

**# of Employees:** 100,000+

**Regions:** Nationwide & Worldwide

## Organization Description

With more than 100,000 professionals, Deloitte provides audit and assurance, tax, consulting, and risk and financial advisory services to a broad cross-section of the largest corporations and governmental agencies. Want to know more about Deloitte? Experience what life is really like at one of the world's largest professional services firm by checking us out at campus events, our YouTube channel, as well as by following @lifeatdeloitteus on social media.

## Diversity & Inclusion Philosophy/ Statement

In 1993, Deloitte became the first professional services organization to establish women's and diversity initiatives. While much has changed over the years, a few things have remained constant: leadership commitment, continuous evolution, and an innovative approach to fostering an inclusive culture. Deloitte's inclusion approach is two-fold: We are attracting, retaining, and advancing a diverse workforce and strengthening our inclusive culture where all of our people can connect, belong, and grow.

## Sample Internship & Early Grad Roles

| Internship Roles                 | Recent Grad Roles                    | Graduate (Masters/ PhD) Roles |
|----------------------------------|--------------------------------------|-------------------------------|
| Consulting Intern                | Consulting Business Analyst          | Tax Consultant                |
| Audit & Assurance Intern         | Risk & Financial Advisory Consultant | Audit Consultant              |
| Risk & Financial Advisory Intern | Tax Consultant                       |                               |

## Diversity Programming & Initiatives

- We engage in a number of activities to recruit people from a wide range of backgrounds.
- We connect with talent through collaboration with professional associations and offer scholarships, internships, and pre-hire development opportunities.
- Various Deloitte businesses host an annual diversity conference weekend at Deloitte University (DU). The conferences are for primarily, women, veterans, and/or minorities. The entire weekend is dedicated to professional development, networking, and interview prep.
- We are reaching talent early, preparing them for college and their careers, and building interest in our professions. Examples include our partnerships with RightStep, professional associations such as NABA, ALPFA, Management Leadership for Tomorrow, the Forte Foundation, and Out & Equal, as well as the Deloitte Cornerstone Career Pathways program which helps prepare students for college and build awareness around careers in professional services.

## Individuals that can speak to diversity and inclusion efforts:

**Gretchen Thom**  
gretthom@deloitte.com

**Suzanne Joyce**  
sujoyce@deloitte.com

|                            |                                  |                        |                                 |
|----------------------------|----------------------------------|------------------------|---------------------------------|
| <b>Recruiting Contact:</b> | Cody Gould                       | <b>Website:</b>        | www.careers.dimensionalfund.com |
| <b>Phone #:</b>            | (512) 306-2301                   | <b># of Employees:</b> | 1,492                           |
| <b>Email:</b>              | cody.gould@dimensionalfund.com   | <b>Regions:</b>        | South                           |
| <b>Address:</b>            | 6300 Bee Cave Road, Bldg One, TX |                        |                                 |

## Organization Description

Dimensional Fund Advisors is a global investment firm guided by deep convictions about the power of capital markets. Headquartered in Austin, Texas, with 13 offices around the world, Dimensional manages \$514 billion globally as of June 30, 2020. For more than 30 years, we have translated research into real-world investment solutions for clients. Our clients include financial advisors, pension funds, retirement plans, college savings plans, insurance companies, endowments and foundations, and sovereign wealth funds.

## Diversity & Inclusion Philosophy/ Statement

Dimensional is focused on fostering a meritocratic, inclusive environment where employees from all backgrounds can come together to build their own careers while helping to further the mission of the firm.

## Sample Internship & Early Grad Roles

| Internship Roles                   | Recent Grad Roles | Graduate (Masters/ PhD) Roles                |
|------------------------------------|-------------------|--|
| Internship in Portfolio Management |                   | Internship in Research (PhD)                 |
| Internship in Research             |                   | Internship in Investment Solutions (Masters) |
| Internship in Investment Solutions |                   | Internship in Research (Masters)             |

## Diversity Programming & Initiatives

Dimensional has always had a focus on diverse outreach and equitable and consistent evaluation in its recruiting processes. Over the years, the focus has increased but never wavered from the goal of finding and attracting strong, diverse talent. In mid 2019, Dimensional appointed a head of D&I and created an Executive Council and Working Group to further elevate the goal of fostering an inclusive environment where talent from all backgrounds can thrive. The initial focus of the groups has been to take active measures to better understand the employee experience and use that insight to identify ways of enhancing inclusion and belonging across the firm. This grassroots' perspective is then blending into a more top-down strategy that aims at building an infrastructure with the mission of creating sustained and impactful awareness, education, and opportunity for community building to employees all across the firm.

## Individuals that can speak to diversity and inclusion efforts:

**Cody Gould**  
 cody.gould@dimensionalfund.com



# E&J Gallo Winery

**Recruiting Contact:** Ryan Fox  
**Phone #:** (603) 812-3660  
**Email:** Ryan.Fox@ejgallo.com  
**Address:** 600 Yosemite Blvd, Modesto, CA 95354

**Website:** Gallo.com  
**# of Employees:** 5,000  
**Regions:** National

## Organization Description

Our Mission: E. & J. Gallo Winery will remain a family-owned company that will be the leader in the U.S. wine industry and the leading provider of California wines in select markets around the world. Guided by six core values, Integrity, Respect, Humility, Teamwork, Commitment, and Innovation, since our founding by brothers Ernest and Julio Gallo in 1933, our focus on quality products, sustainability, and, most importantly, our people, has led to storied success in the wine and spirits industry.

## Diversity & Inclusion Philosophy/ Statement

We value the diverse skills, backgrounds, experiences and cultural differences every individual brings to the workplace. We believe that seeking diversity in all its dimensions encourages innovation and creativity, leading to a stronger company with better results. Our Diversity and Inclusion initiatives will focus on ensuring equity and opportunity for all. We are committed to Diversity and Inclusion and fully acknowledge it is a journey.

## Sample Internship & Early Grad Roles

| Internship Roles                        | Recent Grad Roles                    | Graduate (Masters/ PhD) Roles |
|---|--------------------------------------|-------------------------------|
| Sales Leadership Development Internship | Sales Leadership Development Program |                               |

## Diversity Programming & Initiatives

- Employee Resource Groups:
  - Gallo African American Network (GAAN)
  - Women of Wine & Spirits (WOWS)
  - Gallo Veterans Organization (GVO)
  - Latino Association for Career Advancement & Social Advocacy (LA CASA)
  - LGBTQ+
  - enABLE
  - Asian Society for Inclusion and Achievement (ASIA)
- Multi-Year Partnership with the Thurgood Marshall College Fund
- Sales Leadership Development Program Mentor Assignments
- Gallo African American Network Mentor Assignments
- Mandatory Company-Wide Unconscious Bias and Microaggression Training

## Individuals that can speak to diversity and inclusion efforts:

**Ryan Fox** Ryan.Fox@ejgallo.com     
**Kaila Turner** Kaila.Turner@ejgallo.com     
**Charis Nunez** Charis.Nunez@ejgallo.com     
**DJ Alston** Wendell.Alston@ejgallo.com

**Recruiting Contact:** Erin Kelly  
**Phone #:** (312) 879-4386  
**Email:** erin.kelly@ey.com  
**Address:** 155 N Wacker Dr. Chicago, IL

**Website:** [www.ey.com/en\\_us/careers](http://www.ey.com/en_us/careers)  
**# of Employees:** 260,000  
**Regions:** Nationwide

## Organization Description

At EY, we're dedicated to helping organizations solve their toughest challenges and realize their greatest ambitions. Through our four service lines — Assurance, Consulting, Strategy and Transactions, and Tax — we help our clients capitalize on transformative opportunities. We help them fulfill regulatory requirements, keep investors informed and meet the needs of all of their stakeholders. And in a fast-changing world, we give them the support they need to be effective today and create long-term value for tomorrow.

## Diversity & Inclusion Philosophy/ Statement

Diverse and inclusive teams make the working world better. Leveraging different perspectives fuels innovation, fosters collaboration and strengthens relationships. Your point of view matters and you deserve to feel included. We're working to build a culture where you're embraced for who you are. We want you to be empowered to use your voice to help others find theirs. We solve the toughest challenges together by valuing our differences and teaming inclusively to build safety and trust. We want you to feel like you belong here because your uniqueness helps us to stand apart.

## Sample Internship & Early Grad Roles

| Internship Roles      | Recent Grad Roles          | Graduate (Masters/ PhD) Roles    |
|-----------------------|----------------------------|----------------------------------|
| Assurance Internship  | Assurance Full-Time Staff  | Assurance Full-Time Staff (MSA)  |
| Tax Internship        | Tax Full-Time Staff        | Tax Full-Time Staff (MSA)        |
| Consulting Internship | Consulting Full-Time Staff | Consulting Full-Time Staff (MSA) |

## Diversity Programming & Initiatives

Programs available to students, include but not limited to:

- College Map (high school program)
- Discover EY
- Women in Technology Conference
- Mary T Washington Program
- Junior Achievement (high school program)
- Launch Internship
- Women in Assurance

For EY employees – Available Programs and Professional Networks, include but not limited to:

- Unplugged
- Black Professional Network
- International Cultural Exchange Network
- Professional Women's Network
- Unity Network
- AccessAbilities
- Latinx Professional Network
- Pan Asian Professional Network
- Today's Families Network
- Veterans Network

## Individuals that can speak to diversity and inclusion efforts:

**Alexandra M Ortiz-Perez**  
Alexandra.OrtizPerez@ey.com

**Alexander D Fernandez**  
Alexander.D.Fernandez@ey.com

**Hector Munoz**  
Hector.Munoz@ey.com

**Dai Payton**  
Dai.Payton@ey.com



**Recruiting Contact:** Brittany Keller  
**Phone #:** (312) 408-3716  
**Email:** bkeller@gelbergroup.com  
**Address:** 350 North Orleans, 7th Floor, North Tower  
 Chicago, IL 60654

**Website:** [www.gelbergroup.com/careers/](http://www.gelbergroup.com/careers/)  
**# of Employees:** 200  
**Regions:** Midwest

## Organization Description

Gelber Group, a Chicago-based global proprietary trading company, has set the bar as one of the industry’s most innovative and enduring firms. Our success is driven by our relentless pursuit of new trading ideas and our emphasis on technological innovation. Established in 1982, Gelber Group is privately funded and trades on major exchanges in the United States and worldwide, operating in a variety of asset classes including foreign exchange, fixed income, equities, and commodities.

## Diversity & Inclusion Philosophy/ Statement

Gelber is committed to supporting employment opportunities to develop a diverse work environment while promoting the philosophy of our CEO, Brian Gelber: At Gelber Group all are equal—and equally important. Gelber provides qualified candidates with an opportunity for employment consideration without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or Veteran status.

## Sample Internship & Early Grad Roles

| Internship Roles   | Recent Grad Roles | Graduate (Masters/ PhD) Roles |
|--|-------------------|-------------------------------|
| Algorithmic Trading Internship<br>Discretionary Trading Internship | Junior Trader     | Junior Trader                 |

## Diversity Programming & Initiatives

- Support of the Daniel Murphy Scholarship Fund in their efforts to provide high school scholarship assistance and educational support to students from economically disadvantaged backgrounds.
- Support of Cristo Rey High School in their efforts to provide college preparatory education and professional work experience to students from Spanish-speaking families with limited financial means.
- School Outreach and development of recruitment relationship with historically black Colleges and Universities.
- Charitable-giving and contribution matching initiatives that support employee-supported/suggested organizations who are working to address racial injustice.
- Development of a firm-wide plan to target financial and other support; implementation of focus-groups, suggested readings and peer-to-peer discussion to help illuminate and guide diversity and inclusion initiatives with meaningful input from the Gelber community.
- Zero tolerance for racism, sexism or hate of any kind.

## Individuals that can speak to diversity and inclusion efforts:

**Brian Malone**  
 bmalone@gelbergroup.com

**Brittany Keller**  
 bkeller@gelbergroup.com



**Recruiting Contact:** Tendresse Okada  
**Phone #:** (763) 293-3459  
**Email:** tendresse.okada@genmills.com  
**Address:** 1 General Mills Blvd, N02-B. Minneapolis,  
 MN 55426

**Website:** generalmills.com  
**# of Employees:** 35,000+  
**Regions:** Worldwide

## Organization Description

Are you passionate about the future of food? You've come to the right table. General Mills is reshaping the future of food, and we want bright, talented, fiercely curious people to help us get there. General Mills makes +100 consumer brands which can be found in +100 countries around the world, including Cheerios, Nature Valley, Betty Crocker, Yoplait, Annie's Homegrown, Old El Paso, Epic Provisions, Blue Buffalo and more.

## Diversity & Inclusion Philosophy/ Statement

Our goal is to foster a culture of inclusion and belonging that allows all our employees to thrive. Ensuring diversity of input and perspectives is core to our business strategy. We actively cultivate a culture that acknowledges, respects and values all dimensions of diversity – including gender, race, sexual orientation, ability, backgrounds and beliefs.

## Sample Internship & Early Grad Roles

| Internship Roles                     | Recent Grad Roles             | Graduate (Masters/ PhD) Roles |
|--------------------------------------|-------------------------------|-------------------------------|
| Business Management Associate Intern | Business Management Associate |                               |

## Diversity Programming & Initiatives

- **Employee networks:** General Mills has a long history of supporting employee networks that help build a culture of belonging. These programs bring together colleagues to enhance employee engagement and provide opportunities for community building, networking, professional development and community outreach.
- **Courageous Conversations:** Now in its third year, our Courageous Conversations initiative brings together employees to have candid discussions in a safe and supportive setting about important issues affecting our work and our lives. The conversations begin with a keynote speaker, followed by small group dialogues, each led by a trained General Mills facilitator.
- **Inclusion Contacts:** We know that small actions often make a big difference. To help drive inclusion every day, Inclusion Contacts are available to all employees. Generally used at the beginning of a meeting, these contacts create space for team members to share personal stories, experiences, perspectives, etc.

## Individuals that can speak to diversity and inclusion efforts:

**Tendresse Okada**  
 tendresse.okada@genmills.com

|                            |                                  |                        |                        |
|----------------------------|----------------------------------|------------------------|------------------------|
| <b>Recruiting Contact:</b> | Molly Curran                     | <b>Website:</b>        | www.grantthornton.com/ |
| <b>Phone #:</b>            | (312) 602-8402                   | <b># of Employees:</b> | 52,535                 |
| <b>Email:</b>              | molly.curran@us.gt.com           | <b>Regions:</b>        | Nationwide & Worldwide |
| <b>Address:</b>            | 171 N Clark St, Chicago IL 60601 |                        |                        |

## Organization Description

We have seen the power of bringing diversity – whether it be race, ethnicity, gender identity, disability (visible and invisible), nationality, religion, generation, sexual orientation or experience — and the dynamic and innovative environment that results. In keeping with our culture of diversity and inclusion, Grant Thornton’s diversity & inclusion team develops strategies, programs and tools to unlock the power of difference.

## Diversity & Inclusion Philosophy/ Statement

Our people thrive personally and professionally because all perspectives are valued and heard. In turn, our inclusive culture enables us to craft creative solutions for ourselves and the clients we serve. Diverse perspectives aligned under a unified vision translates to our people contributing their best in the office, with our clients and within our communities. Simply put, at Grant Thornton, inclusion is a way of life. It permeates our culture, is embedded in our values and behaviors, attracts diverse talent.

## Sample Internship & Early Grad Roles

| Internship Roles          | Recent Grad Roles          | Graduate (Masters/ PhD) Roles |
|---------------------------|----------------------------|-------------------------------|
| Audit Intern- Summer 2021 | Audit Associate- Fall 2021 | Audit Associate- Fall 2021    |
| Tax Intern- Summer 2021   | Tax Associate- Fall 2021   | Tax Associate- Fall 2021      |

## Diversity Programming & Initiatives

Our business resource groups work to fulfill our mission. Each of our business resource groups (BRGs) is a team of employees from various service lines, career levels and job functions. BRGs are employee-driven and supported by the Diversity & Inclusion Team to cultivate an inclusive culture, which ultimately benefits our clients and drives our business. They operate at both the national and the local levels. Joining a BRG is an engaging way to network with colleagues, develop leadership skills and contribute to the firm’s strategic drivers. All employees are invited to join a BRG as an executive sponsor, or a local leader or member — regardless of their personal backgrounds.

- African Americans & Allies at Grant Thornton
- Equality GT (LGBTQ+ & Allies)
- Latinxs/Hispanics at Grant Thornton
- Veterans at Grant Thornton
- Working Parents & Allies
- Diverse Abilities at Grant Thornton
- Future Leaders & Allies
- Pan-Asians at Grant Thornton
- Women at Grant Thornton

## Individuals that can speak to diversity and inclusion efforts:

|   |   |   |
|---|---|---|
| <b>Molly Curran</b><br>molly.curran@us.gt.com | <b>Jonathan Philipp</b><br>jonathan.philipp@us.gt.com | <b>Karina Sanchez</b><br>karina.Sanchez@us.gt.com |
|---|---|---|

|                            |   |                        |                               |
|----------------------------|---|------------------------|-------------------------------|
| <b>Recruiting Contact:</b> | Lydia Talen                                 | <b>Website:</b>        | www.huronconsultinggroup.com  |
| <b>Phone #:</b>            | (612) 799-2659                              | <b># of Employees:</b> | 3,000+                        |
| <b>Email:</b>              | ltalen@huronconsultinggroup.com             | <b>Regions:</b>        | 25 locations across the globe |
| <b>Address:</b>            | 550 West Van Buren Street, Chicago IL 60607 |                        |                               |

## Organization Description

Huron is a global consultancy that collaborates with clients to drive strategic growth, ignite innovation and navigate constant change. Through a combination of strategy, expertise and creativity, we help clients accelerate operational, digital and cultural transformation, enabling the change they need to own their future. By embracing diverse perspectives, encouraging new ideas and challenging the status quo, we create sustainable results for the organizations we serve.

## Diversity & Inclusion Philosophy/ Statement

Huron knows people matter, therefore inclusion matters. We embrace different perspectives and draw on the strength of our diversity. The importance of nurturing an environment that welcomes and embraces individuals from all backgrounds, with a variety of skills and life experiences in order to successfully serve our clients, is paramount.

## Sample Internship & Early Grad Roles

| Internship Roles  | Recent Grad Roles   |
|---|---|
| Consulting Intern, Healthcare - Summer 2021                       | Consulting Analyst, Healthcare - 2021 Start Dates                       |
| Consulting Intern, Higher Education - Summer 2021                 | Consulting Analyst, Higher Education - 2021 Start Dates                 |
| Consulting Intern, Enterprise Solutions & Analytics - Summer 2021 | Consulting Analyst, Enterprise Solutions & Analytics - 2021 Start Dates |

## Diversity Programming & Initiatives

- **Resource Groups:** One way Huron helps foster Diversity & Inclusion initiatives is through nine employee resource groups, known as iMatter teams. These teams work directly with the Diversity & Inclusion (D&I) Council to help identify strategies that enhance diversity and foster inclusion, while creating a greater sense of community within the company.
- **Professional Development Bootcamp:** The annual Bootcamp will cultivate an open learning space for students to develop in areas such as networking, conducting cases, and resume review as well as the opportunity learn more about Huron and network with iMatter team (employee resource groups) members.
- Diversity Focused Recruiting Events.
- Partnering with Diversity Focused Organizations.

## Individuals that can speak to diversity and inclusion efforts:

**Lydia Talen**  
ltalen@huronconsultinggroup.com

**Janae Allen**  
Jaallen@huronconsultinggroup.com

**Recruiting Contact:** Kayla Makinen  
**Phone #:** (224) 724-3890  
**Email:** kmakinen@kaufmanhall.com  
**Address:** 10 S Wacker Drive, Chicago, IL 60606

**Website:** www.kaufmanhall.com  
**# of Employees:** 211  
**Regions:** Nationwide

## Organization Description

We help society's foundational institutions—healthcare and higher education—to achieve their full potential in service to others. Kaufman Hall provides world-class management consulting in strategic financial planning (a concept we created); performance improvement; partnerships, mergers, and acquisitions; and treasury and capital markets. Kaufman Hall's consulting is supported by a deep foundation of benchmarking and software tools.

## Diversity & Inclusion Philosophy/ Statement

Kaufman Hall decries the systemic racial disparities and inequities that are still present in the third decade of the 21st century. Kaufman Hall does not tolerate racism in any form, and we collectively stand with our colleagues of color and with our community leaders in the effort to improve the status quo. We are dedicated to developing a diverse workforce and are convinced that such a workforce helps us be a more responsible and effective organization, and better support our employees and our clients.

## Sample Internship & Early Grad Roles

| Internship Roles      | Recent Grad Roles                | Graduate (Masters/ PhD) Roles |
|-----------------------|----------------------------------|-------------------------------|
| Management Consulting | Associate, Management Consulting | Data Science                  |

## Diversity Programming & Initiatives

Kaufman Hall has an established Diversity, Equity & Inclusion Committee sponsored by our Chief Executive Officer, Wes Champion. The committee is comprised of 10 senior level executives at the firm who are representative of our three Management Consulting practice groups. This Steering Committee oversees initiatives across five areas, each tasked with specific goals and work plans for the year:

- Diversity, Equity & Inclusion Business Case
- Recruiting (Campus level and Experienced Hire)
- Development and Retention Programs
- Community Engagement, Outreach and Thought Leadership
- Program Marketing and Communication

## Individuals that can speak to diversity and inclusion efforts:

**Nora Kelly**  
nkelly@kaufmanhall.com

**Jennifer Boehnel**  
jboehnel@kaufmanhall.com

**Kristofer Blohm**  
kblohm@kaufmanhall.com



# Maven Wave, an Atos Company

**Recruiting Contact:** Briana Ramondo  
**Phone #:** (312) 878-4100  
**Email:** [briana.ramondo@mavenwave.com](mailto:briana.ramondo@mavenwave.com)  
**Address:** 71 S Wacker Dr. Suite 2040, Chicago, IL 60606

**Website:** [mavenwave.com/company/careers/ignite/](https://mavenwave.com/company/careers/ignite/)  
**# of Employees:** 350  
**Regions:** Chicago

## Organization Description

At Maven Wave, an Atos Company, each employee is hand-picked not only for their skills, but for their personality and broad expertise. We look for this rare combination of talent that sets us apart in the industry as we help leading companies make the shift to digital. We combine the expertise of top-tier consulting with the agility of a cutting-edge technology firm, creating unique digital advantages for our clients. Our digital solutions are agile, mobile, rooted in analytics, and built in the cloud.

## Diversity & Inclusion Philosophy/ Statement

Our ambition is to be an inclusive, diverse, and ethical employer of choice. We strive to create a culture in which differences are recognized, valued and celebrated in order to realize our full potential.

## Sample Internship & Early Grad Roles

| Internship Roles | Recent Grad Roles | Graduate (Masters/ PhD) Roles |
|------------------|-------------------|-------------------------------|
|                  | IGNITE Analyst    |                               |

## Diversity Programming & Initiatives

We have diversity targets in place across 4 pillars: Gender, Generation, Accessibility, and Culture. At our core, you'll find a Collaborative Culture responsible for the success at Maven Wave and within these focus areas. We leverage an augmented writing tool, Textio, to revise job descriptions to remove bias and use inclusive language. We focus on attaining gender balance, and advancement of women into leadership positions. Together with Atos and Atos Syntel, we partner with universities to attract graduates from across the globe to ignite consulting careers through our IGNITE Analyst Training and Development Program. In an effort to drive disability rights, we partner with many organizations to focus on accessibility. Our mission comes to life through Learning Programs, Affinity Groups, the Women's Executive Mentoring Program, and Campus Engagement.

## Individuals that can speak to diversity and inclusion efforts:

**Briana Ramondo**

[briana.ramondo@mavenwave.com](mailto:briana.ramondo@mavenwave.com)

**Kayla Watkins**

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**Chrissa Maury**

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**Katie Mourzine**

[katie.mourzine@mavenwave.com](mailto:katie.mourzine@mavenwave.com)

|                            |  |                        |  |
|----------------------------|--|------------------------|--|
| <b>Recruiting Contact:</b> | Angela Hlivka  | <b>Website:</b>        | <a href="http://www.medtronic.com/us-en/about/careers.html">www.medtronic.com/us-en/about/careers.html</a> |
| <b>Phone #:</b>            | (763) 505-2306   | <b># of Employees:</b> | 90,000+  |
| <b>Email:</b>              | <a href="mailto:angela.a.hlivka@medtronic.com">angela.a.hlivka@medtronic.com</a> | <b>Regions:</b>        | Worldwide  |
| <b>Address:</b>            | 701 Medtronic Parkway, Minneapolis, MN 55432                                     |                        |  |

**Organization Description**

At Medtronic, we believe in the power of medical technology to improve lives. Seven decades ago, our co-founder invented the battery-powered pacemaker. Today, we are among the largest medical device companies in the world. Medtronic's products and therapies treat 70 health conditions and help 75 million people a year in support of our Mission to alleviate pain, restore health and extend life. Our people make it possible.

**Diversity & Inclusion Philosophy/ Statement**

Medtronic's Inclusion & Diversity strategy is deeply connected to our Mission, and fundamental to our ability to remain innovative and competitive within a complex global landscape. We remain steadfast in our commitment to learn, grow, and lead in becoming a diverse talent destination while building equity in our global communities. Read more in our 2019 Annual Inclusion, Diversity and Equity Report ([www.medtronic.com/us-en/about/citizenship/supporting-a-global-workforce/inclusion-diversity.html](http://www.medtronic.com/us-en/about/citizenship/supporting-a-global-workforce/inclusion-diversity.html))

**Sample Internship & Early Grad Roles**

| Internship Roles                  | Recent Grad Roles                   | Graduate (Masters/ PhD) Roles |
|-----------------------------------|-------------------------------------|-------------------------------|
| Finance Summer Internship Program | Finance Leadership Rotation Program |                               |

**Diversity Programming & Initiatives**

Medtronic continues to make advancements in recognizing the personal worth of all employees, including providing equal pay for equal work, advancing women in leadership roles and providing networks and employee resource groups to support our team. We are part of Catalyst CEO Champions for Change and the Human Rights Campaign Business Coalition in committing to accelerate inclusion, diversity, and gender equality. Within the US, we have 99% gender and ethnicity pay equity. Women hold 38% of our global management positions — on our way to our ultimate aspiration of +50% globally. In the US, ethnically diverse talent represents 22% of our management positions, surpassing our 2020 target of at least 20%. Medtronic has 20,000+ employees in over 60 countries involved in employee-led affinity groups. In January 2020, Medtronic was honored with the prestigious Catalyst award, recognizing our efforts with the Medtronic Women's Network and Women in Science and Engineering programs.

**Individuals that can speak to diversity and inclusion efforts:**

|  |  |  |  |
|--|--|--|--|
| <b>Kim Francisco</b><br><a href="mailto:kim.francisco@medtronic.com">kim.francisco@medtronic.com</a> | <b>Greg Kajiwara</b><br><a href="mailto:gregory.m.kajiwara@medtronic.com">gregory.m.kajiwara@medtronic.com</a> | <b>Hilary Hutt</b><br><a href="mailto:hilary.hutt@medtronic.com">hilary.hutt@medtronic.com</a> | <b>Jamie (Smith) Scallen</b><br><a href="mailto:jamie.d.scallen@medtronic.com">jamie.d.scallen@medtronic.com</a> |
|--|--|--|--|

|                            |   |                        |                       |
|----------------------------|---|------------------------|-----------------------|
| <b>Recruiting Contact:</b> | Jaclyne Hertzfeld                         | <b>Website:</b>        | parivedasolutions.com |
| <b>Phone #:</b>            | (469) 265- 6520                           | <b># of Employees:</b> | 700+                  |
| <b>Email:</b>              | CR@parivedasolutions.com                  | <b>Regions:</b>        | Nationwide            |
| <b>Address:</b>            | 2811 McKinney Ave, #220, Dallas, TX 75204 |                        |                       |

### Organization Description

Pariveda is an employee-owned, strategic services and IT consulting firm that grows and deploys talented people to solve the strategic and technical challenges of its clients. We seek to hire those committed to lifelong learning, engaging with others who are unlike themselves, and celebrating the wide diversity of life experiences represented in our firm. We help people achieve their highest potential by delivering creative solutions and curating lifetime relationships with clients and our communities.

### Diversity & Inclusion Philosophy/ Statement

Pariveda strives to attract, develop, and retain highly qualified individuals representing the diverse communities in which we live and work. Fundamental to our growth is cultivating an environment that encourages creativity and experimentation, and one that promotes the inclusion of new ideas. We are constantly learning and recognize there is always room for improvement. We don't have all the answers now, but together we will develop new ideas and solutions to better serve each other and our broader community.

### Sample Internship & Early Grad Roles

| Internship Roles            | Recent Grad Roles    | Graduate (Masters/ PhD) Roles |
|-----------------------------|----------------------|-------------------------------|
| Technical Consulting Intern | Technical Consultant |                               |

### Diversity Programming & Initiatives

- Our firm is architected to minimize bias in evaluations and promotions through practices such as transparent and clearly defined performance expectations, and 360-degree feedback for all semi-annual reviews.
- Employees are reviewed against the same codified set of expectations, not against each other. What's more, everyone in the same role earns the same salary.
- We raise awareness of the challenges of unconscious bias and inclusion in the workplace through firm-wide annual workshops.
- We sponsor Women's, LGBTQ+, and Employees of Color groups to foster an inclusive and supportive work environment.
- Our formal mentorship program guides and coaches every employee from day one. Our program fosters fair and equal expectations and treatment of all employees.
- Partnership with under-represented minority student groups to advance equitable opportunities.
- Other benefits: 6 weeks paid parental leave, domestic partner benefits, developmental opportunities (AWS & Azure certifications, Udemy).

### Individuals that can speak to diversity and inclusion efforts:

|   |   |   |
|---|---|---|
| <b>Travis Gayle</b><br>Travis.gayle@parivedasolutions.com | <b>Allison Raines</b><br>Allison.raines@parivedasolutions.com | <b>Thomas Krill</b><br>Thomas.krill@parivedasolutions.com |
|---|---|---|



**Recruiting Contact:** Andrea Tiller  
**Phone #:** (317) 726-9225  
**Email:** atiller@peacecorps.gov  
**Address:** Indianapolis, IN

**Website:** www.peacecorps.gov  
**# of Employees:** 7,300 Volunteers, 955 Employees  
**Regions:** Nationwide & Worldwide

### Organization Description

As the preeminent international service organization of the United States, the Peace Corps sends Americans abroad to tackle the most pressing needs of people around the world, working at the grassroots level with local governments, schools, communities, and small businesses to develop sustainable solutions that address challenges in education, health, economic development, agriculture, environment and youth development.

### Diversity & Inclusion Philosophy/ Statement

The Peace Corps seeks to reflect the rich diversity of the U.S. and bring those perspectives and solutions to development issues in the countries we serve. We also seek to create inclusion—a culture that connects each staff and Volunteers to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential—throughout the Volunteer and staff lifecycle.

### Sample Internship & Early Grad Roles

|   |  |
|---|--|
| <p><b>Undergraduate Roles</b><br/>         Campus Ambassador Internship<br/>         Business Development Service Agent - Africa<br/>         Health Extension Volunteer - E. Europe and Asia<br/>         Literacy Education Facilitator - Pacific Islands</p> | <p><b>Graduate Roles</b><br/>         Water Sanitation and Hygiene Education Facilitator - South America<br/>         Climate Change Education and Youth Empowerment Volunteer - Central America and Mexico<br/>         Ag &amp; Forestry Extension Agent- Linking Income Food and Environment - Africa</p> |
|---|--|

### Diversity Programming & Initiatives

Our Intercultural Competence, Diversity and Inclusion team uses the “Self-Other-Bridge” model, in which learners begin by reflecting upon their own identities and experiences, learn about a variety of identities and experiences that differ from their own, and then practice bridging skills to engage those differences. Once Volunteers arrive at their sites, diversity and inclusion principles remain the same but take on a different shape, in which your host community may share a common culture and you—the Volunteer—are the outsider. You may be in the minority, if not the sole American like you, at your site. You will begin to notice diversity in perspectives, ethnicity, age, depth of conversation, and degree of support you may receive—and may need to make adjustments. During pre-service training, sessions will be held to discuss diversity and inclusion and how you can transcend differences, find common ground, and serve as an ally for your peers.

### Individuals that can speak to diversity and inclusion efforts:

- Andrea Tiller**  
atiller@peacecorps.gov
- Natalie Felton**  
nfelton@peacecorps.gov
- Manuel Colon**  
mcolon@peacecorps.gov

|                            |   |                        |                                 |
|----------------------------|---|------------------------|---------------------------------|
| <b>Recruiting Contact:</b> | Samantha Kibort                                 | <b>Website:</b>        | www.protiviti.com/US-en/careers |
| <b>Phone #:</b>            | (631) 827-6111                                  | <b># of Employees:</b> | 5,000                           |
| <b>Email:</b>              | samantha.kibort@protiviti.com                   | <b>Regions:</b>        | Nationwide                      |
| <b>Address:</b>            | 101 N Wacker Drive Suite 1400 Chicago, IL 60606 |                        |                                 |

## Organization Description

Protiviti is a global consulting firm that delivers deep expertise, objective insights, a tailored approach and unparalleled collaboration. We help clients confidently address challenges and opportunities in technology, finance, transformation, business process, risk, compliance, transactions and internal audit. We are committed to attracting and developing a diverse workforce of professionals that share the common value of collaboration.

## Diversity & Inclusion Philosophy/ Statement

At Protiviti, talented individuals from diverse backgrounds fuel the expertise we bring to market. At the same time, we create an environment that fosters inclusion and innovation. Diversity and inclusion is an imperative. Broadening our capabilities by tapping into a variety of narratives and experiences is how we can best serve our clients. As a global organization, Protiviti seeks to nurture a global and collaborative workforce so that we may bring profound solutions to bear for our clients.

## Sample Internship & Early Grad Roles

| Internship Roles         | Recent Grad Roles            | Graduate (Masters/ PhD) Roles |
|--------------------------|------------------------------|-------------------------------|
| Chicago Intern 2021      | Chicago Consultant 2021      |                               |
| Indianapolis Intern 2021 | Indianapolis Consultant 2021 |                               |
| Nationwide Intern 2021   | Nationwide Consultant 2021   |                               |

## Diversity Programming & Initiatives

We offer a number of benefits and programs that support our inclusive culture:

- Flexible work arrangements and remote work
- Sabbatical program
- Global mobility program
- Global learning programs
- 10 weeks of paid parental leave for all new parents
- Expanded harassment prevention training
- Advisor program
- Unconscious bias training

Our employee networking groups are designed to attract, develop, and retain the most talented and qualified professionals regardless of race, disability, national origin, religion, veteran status, gender, age, sexual orientation or any other dimension of diversity.

- Growth and Retention of Women in the Workplace (iGROWW)
- Protiviti Parents' Network
- Protiviti Veterans' Network
- Experienced Hire Network
- Gender Equality in Technology & IT (GET IT)
- proPRIDE
- Multicultural Employee Networking Group

## Individuals that can speak to diversity and inclusion efforts:

**Samantha Kibort**  
samantha.kibort@protiviti.com

**Teri Dye**  
teri.dye@protiviti.com

**Cynthia Tran**  
cynthia.tran@protiviti.com

|                            |                                    |                        |                              |
|----------------------------|------------------------------------|------------------------|------------------------------|
| <b>Recruiting Contact:</b> | Kate McKeon                        | <b>Website:</b>        | jobs.prudential.com/students |
| <b>Phone #:</b>            | (973) 802-5886                     | <b># of Employees:</b> | 50,000+                      |
| <b>Email:</b>              | kate.mckeon@prudential.com         | <b>Regions:</b>        | Nationwide                   |
| <b>Address:</b>            | 751 Broad Street, Newark, NJ 07102 |                        |                              |

## Organization Description

Prudential's commitment to equity dates back to our founding in 1875 to provide insurance to the working poor. Our company was forged by the principle of equity—that financial security should be within reach for everyone. While our customers and communities have changed in the 145 years since then, we remain committed to our founding principle of making financial health accessible to all. It's the purpose that underlies everything we do: making lives better by solving the financial challenges of a changing world.

## Diversity & Inclusion Philosophy/ Statement

We have a long-standing commitment to diversity in our workplace and marketplace. Prudential seeks talented, creative individuals from a variety of backgrounds, worldviews and life circumstances. It is our priority that our workplace be inclusive, welcoming of new ideas and appreciative of valuable experience. Our business strategies fully consider, respect and reach out to diverse consumers and communities. Our goal is to partner with them to meet their current needs, support their dreams and build their futures.

## Sample Internship & Early Grad Roles

| Internship Roles            | Recent Grad Roles        | Graduate (Masters/ PhD) Roles |
|-----------------------------|--------------------------|-------------------------------|
| Finance Internship          | Finance Associate        |                               |
| Asset Management Internship | Asset Management Analyst |                               |
| Operations Internship       | Operations Associate     |                               |

## Diversity Programming & Initiatives

Prudential has a variety of inclusion and diversity-based employee programs. Our biggest and farthest-reaching are our 8 Business Resource Groups (BRGs). These employee-led, diversity-focused groups are comprised of nearly 6,000 employees. With the goal of sponsoring high-potential women of color, with advancement and mobility in mind, we've partnered with an external vendor who offers training through their professional development leadership program. The program offers eight months of virtual learning, including monthly discussions on leadership skills, coaching, and exercises and assignments that challenge and inspire. Prudential will be launching cultural intelligence training this year to provide associates with tools to explore the role that our personal identity has on our world view and expectations in the workplace, and deepen knowledge about addressing the topic of race and having a meaningful dialogue in the corporate setting

## Individuals that can speak to diversity and inclusion efforts:

**Dana Bochna**  
dana.bochna@prudential.com

**Stephanie Cabalaturan**  
stephanie.cabalaturan@prudential.com



|                            |  |                        |                 |
|----------------------------|--|------------------------|-----------------|
| <b>Recruiting Contact:</b> | Katie Duxbury                          | <b>Website:</b>        | pwc.com/careers |
| <b>Phone #:</b>            | (847) 525-4013                         | <b># of Employees:</b> | 276,000         |
| <b>Email:</b>              | katie.a.duxbury@pwc.com                | <b>Regions:</b>        | Worldwide       |
| <b>Address:</b>            | 1 N Upper Wacker Dr, Chicago, IL 60606 |                        |                 |

### Organization Description

At PwC, it starts with you. We connect people with diverse backgrounds and skill sets to solve important problems together—for our clients, our communities and for the world at large. During these difficult times, PwC is taking steps to protect our people, while continuing to serve our clients and helping those who are most vulnerable in our communities.

### Diversity & Inclusion Philosophy/ Statement

At PwC, we are all responsible for helping sustain an inclusive work environment so we can unlock everyone’s potential. Diverse teams are innovative because each member has a distinct point of view and can offer a broad range of ideas. We build trusting relationships, find common ground and identify areas for collaboration within the firm, as well as across our industry and in our communities, to create solutions.

### Sample Internship & Early Grad Roles

#### Undergraduate Roles

PwC actively recruits Notre Dame students for roles in Assurance, Tax, and Advisory. Please visit Handshake for the most up to date job listing and information.

### Diversity Programming & Initiatives

It's time to talk about diversity and inclusion in the workplace. For our employees, for our global communities and for our future, we pledge our commitment to elevate the conversation about workplace diversity and inclusion through the CEO Action for Diversity and Inclusion. Entry level diversity & inclusion programming initiatives include our Career Preview program for freshmen, our Start Internship experience for sophomores, and our Start Masters Internship experience for juniors. These programs enrich hundreds of students from traditionally underrepresented minority groups, veterans, and those with disabilities annually. Individual Inclusive Leadership trainings are held on campuses nationwide, and PwC has won numerous awards for it's Diversity & Inclusion efforts including Top 10 Military Friendly Companies

### Individuals that can speak to diversity and inclusion efforts:

To be connected with ND Alumni at PwC from historically underrepresented groups, please reach out to Katie Duxbury at [katie.a.duxbury@pwc.com](mailto:katie.a.duxbury@pwc.com).

|                            |  |                        |  |
|----------------------------|--|------------------------|--|
| <b>Recruiting Contact:</b> | Shanti Muddappa  | <b>Website:</b>        | <a href="http://www.raymondjames.com/careers/">www.raymondjames.com/careers/</a> |
| <b>Phone #:</b>            | (727) 567-4579   | <b># of Employees:</b> | 18,000+  |
| <b>Email:</b>              | <a href="mailto:shanti.muddappa@raymondjames.com">shanti.muddappa@raymondjames.com</a> | <b>Regions:</b>        | Worldwide  |
| <b>Address:</b>            | 880 Carillon Parkway, St. Petersburg, FL 33716   |                        |  |

## Organization Description

Founded in 1962 and a public company since 1983, Raymond James Financial, Inc. is a diversified holding company providing financial services to individuals, corporations and municipalities through its subsidiary companies engaged primarily in investment and financial planning, in addition to capital markets and asset management. Today, our client-focused approach has extended to serve client accounts through approximately 8,100 financial advisors in the United States, Canada and overseas.

## Diversity & Inclusion Philosophy/ Statement

Diversity and inclusion matters at Raymond James because it is a building block of our people-focused culture. Engaging and celebrating the unique backgrounds and perspectives of our associates cultivates diversity of thought and fosters an inclusive work environment, driving innovation, better service and growth. This is critical to representing the firm's mission and achieving our vision of being a financial services firm as unique as the people we serve.

## Sample Internship & Early Grad Roles

| Internship Roles                     | Recent Grad Roles                    | Graduate (Masters/ PhD) Roles                |
|--------------------------------------|--------------------------------------|--|
| Investment Banking Summer Internship | Investment Banking Analyst           | Investment Banking Associate                 |
| Equity Research Summer Internship    | Equity Research - Research Associate | Equity Research - Research Associate/Analyst |

## Diversity Programming & Initiatives

We are a proud participant in the CEO Action for Diversity & Inclusion Pledge. This initiative is a CEO-driven business commitment to advance diversity and inclusion within the workplace. Workplace initiatives are focused on giving our associates an opportunity for skill development, increasing cultural awareness and competency, networking, engagement, mentoring, and giving back to the community through the formalized Associate, Financial Advisor and Capital Markets Business Resource Groups (BRG's). The Associate Business Resource Groups include:

- Women's Inclusion Network
- Veterans Inclusion Network
- Mosaic Inclusion Network
- Pride Inclusion Network
- Emerge Inclusion Network

The Financial Advisors Business Resource Groups with a focus on recruitment and retention of diverse financial advisors include:

- Women Financial Advisors Network
- Black Financial Advisors Network
- Pride Financial Advisors Network
- Women in Capital Markets

## Individuals that can speak to diversity and inclusion efforts:

|  |   |  |  |
|--|---|--|--|
| <b>Shanti Muddappa</b><br><a href="mailto:Shanti.Muddappa@RaymondJames.com">Shanti.Muddappa@RaymondJames.com</a> | <b>Asilah Patterson</b><br><a href="mailto:Asilah.Patterson@RaymondJames.com">Asilah.Patterson@RaymondJames.com</a> | <b>Pedro Surriel</b><br><a href="mailto:Pedro.Surriel@RaymondJames.com">Pedro.Surriel@RaymondJames.com</a> | <b>Mary Turnbull</b><br><a href="mailto:Mary.Turnbull@RaymondJames.com">Mary.Turnbull@RaymondJames.com</a> |
|--|---|--|--|

**Recruiting Contact:** Julia Platteter  
**Phone #:** (920) 592-3267  
**Email:** platteterj@schneider.com  
**Address:** 3101 Packerland Drive, Green Bay, WI 54313

**Website:** www.schneiderjobs.com  
**# of Employees:** 19,000  
**Regions:** Worldwide

### Organization Description

Schneider is a premier provider of transportation and logistics services headquartered in Green Bay, Wisconsin, with offices in Chicago, Dallas and many cities in between. Schneider’s solutions include Regional and Long-Haul Truckload, Expedited, Dedicated, Bulk, Intermodal, Brokerage, Warehousing, Supply Chain Management and Port Logistics. Our safe, courteous, hustling associates deliver superior experiences, driven by our uncompromising values to deliver the goods that enhance the lives of people everywhere.

### Diversity & Inclusion Philosophy/ Statement

Schneider has full commitment to its core values as an organization, one of which is "Respect for All". We embrace and seek out diversity that is inclusive of thought, race, ethnicity, gender, age, religion, sexual orientation, experience and background. We find that this diversity and openness ensures that all our associates have equal access to opportunities and resources to contribute fully to the organization’s success, and it fuels innovation, improves strategic thinking, and cultivates leadership.

### Sample Internship & Early Grad Roles

| Internship Roles               | Recent Grad Roles               | Graduate (Masters/ PhD) Roles |
|--------------------------------|---------------------------------|-------------------------------|
| Business Intelligence Intern   | Application Developer           | Business Intelligence Analyst |
| IT Solution Development Intern | Telematics Web Solution Analyst | Optimization Engineer         |
| Data Science Engineer Intern   | Advanced Analytics Analyst      | Advanced Analytics Analyst    |

### Diversity Programming & Initiatives

- Schneider targets outreach and recruitment to attract diverse talent at the onset of recruiting. One example is that we use a third-party tool to create gender neutral job postings.
- We strive to create a culture that supports and enables the needs of our diverse associates (e.g., space for prayer/meditation, nursing mothers, etc.).
- We allow flexible work arrangements to meet the needs of a generationally diverse workforce.
- We ensure diverse representation within career development programs – from mentorships to accelerated development programming.
- Schneider Women’s Network was created to impact and inspire women leaders who can influence, develop and enrich other women across the organization.
- Schneider also sponsors programs and events such as Women in Technology, and the Current Young Professionals Network.
- In 2019, Schneider was ranked in Vault’s Top 30 Diversity Internship Programs, and continues efforts in recruiting diverse talent from schools across the nation.

### Individuals that can speak to diversity and inclusion efforts:

**Julia Platteter**  
 platteterj@schneider.com

**Ashley Carroll**  
 carrolla@schneider.com

**Recruiting Contact:** Erica Doyle  
**Phone #:** (615) 347-1591  
**Email:** erica.doyle@se.com  
**Address:** 6700 Tower Circle, Franklin, TN 37067

**Website:** www.se.com  
**# of Employees:** 135,000+  
**Regions:** South

## Organization Description

At Schneider, we believe access to energy and digital is a basic human right. We empower all to do more with less, ensuring Life Is On everywhere, for everyone, at every moment. We provide energy and automation digital solutions for efficiency and sustainability. We combine world-leading energy technologies, real-time automation, software and services into integrated solutions for Homes, Buildings, Data Centers, Infrastructure and Industries.

## Diversity & Inclusion Philosophy/ Statement

At Schneider Electric, diversity is an integral part of our history, culture, and identity. Inclusion is the way we treat and perceive all differences. We want to create an inclusive culture where all forms of diversity are seen as real value for the company.

<https://www.se.com/ww/en/about-us/diversity-and-inclusion/> - Diversity and Inclusion on our website

## Sample Internship & Early Grad Roles

| Internship Roles                             | Recent Grad Roles                             | Graduate (Masters/ PhD) Roles |
|--|---|-------------------------------|
| Digital Power Engineering Internship Program | Digital Power Engineering Development Program |                               |

## Diversity Programming & Initiatives

Inclusive Practices and Policies: Diversity is challenging because it highlights what makes us all unique. To make it work we must hardwire it through policies and practices. Policies are cultural symbols, and so D&I needs to be hard-wired in policies and practices. For example, our Global Family Leave policy launched in 2018 allows everyone to manage their unique life and work by providing time off for occasions that matter the most. Since its launch, 59 Schneider Electric countries have implemented it covering 75% of our employees. Other examples include - Framework to establish workplace gender equity – by the end-2018, 92% of Schneider Electric employees have been covered under pay equity process, and there are regions where actions plans are already complete. I believe that pay equity doesn't really require a business case, as it's simply the right thing to do. Flexibility @ work – to make the multi-hub model work, we realised that a complete re-think on the very concept of flexibility would be essential. For us, flexibility is much more than just choosing hours of work, it means a culture of smart working, including workplace flexibility; working time flexibility; and a flexible/ inclusive working environment.

[https://download.schneider-electric.com/files?p\\_enDocType=Brochure&p\\_File\\_Name=Diversity+%26+Inclusion+White+Paper+Final.pdf&p\\_Doc\\_Ref=DI\\_White\\_Paper](https://download.schneider-electric.com/files?p_enDocType=Brochure&p_File_Name=Diversity+%26+Inclusion+White+Paper+Final.pdf&p_Doc_Ref=DI_White_Paper)

## Individuals that can speak to diversity and inclusion efforts:

**Erica Doyle**  
erica.doyle@se.com

**Jennifer Johnson**  
jennifer.johnson@se.com

**Robert Mandell**  
robert.mandell@se.com

**Lucero Zuniga**  
lucero.zuniga@se.com



**Recruiting Contact:** Jill Pearrow  
**Phone #:** (269) 568-5511  
**Email:** jill.pearrow@stryker.com  
**Address:** 1901 Romence Road Parkway, Portage, MI 49002

**Website:** careers.stryker.com  
**# of Employees:** 40,000+  
**Regions:** Worldwide

**Organization Description**

Stryker is one of the world’s leading medical technology companies and, together with our customers, is driven to make healthcare better. We offer innovative products and services in Orthopaedics, Medical and Surgical, and Neurotechnology and Spine that help improve patient and hospital outcomes.

**Diversity & Inclusion Philosophy/ Statement**

At Stryker, diversity and inclusion is a business imperative that aligns with our mission and values. It is critical to our success that we have a workforce as diverse as the patients, professionals and communities we serve. Focusing on diversity and inclusion supports our business strategy by attracting top talent, enhancing our customer connection, and improving our decision-making and innovation through creating an inclusive environment that allows for diverse perspectives and experiences.

**Sample Internship & Early Grad Roles**

| Internship Roles          | Recent Grad Roles                                      | Graduate (Masters/ PhD) Roles                          |
|---------------------------|--|--|
| Finance/Accounting Intern | Finance/Accounting Rotational Program                  | Finance/Accounting Rotational Program                  |
| Data Analytics Intern     | Business Analyst                                       | Business Analyst                                       |
| Engineering Intern        | Engineer Rotational Program (R&D, Advanced Operations) | Engineer Rotational Program (R&D, Advanced Operations) |

**Diversity Programming & Initiatives**

We prioritize diversity and inclusion efforts by:

- Actively recruiting from a variety of schools, external networks and organizations to ensure we are attracting and hiring a diverse pool of talent.
- Many of our employee benefit programs, policies and practices (e.g., parental leave, domestic partner benefits, flex work) help create a more welcoming, inclusive work environment.
- “Think Twice” unconscious bias training and “Days of Understanding” dialogue sessions allow employees to expand their views and join the conversation to identify opportunities at Stryker and share ideas of how we can create a more inclusive workplace.
- We have seven Employee Resource Groups (ERGs), which are voluntary, employee-led groups that are committed to fostering a diverse and inclusive workplace.
- D&I is incorporated into our company strategy and key business practices, including talent reviews, succession planning and business reviews.

Learn more about our diversity and inclusion programming initiatives at <https://careers.stryker.com/en-US/page/culture-locations>

**Individuals that can speak to diversity and inclusion efforts:**

**Rachel Book**  
 rachel.book@stryker.com

**Jill Pearrow**  
 jill.pearrow@stryker.com

|                            |   |                        |                            |
|----------------------------|---|------------------------|----------------------------|
| <b>Recruiting Contact:</b> | Dave Russo                                    | <b>Website:</b>        | trek10.com/careers-listing |
| <b>Phone #:</b>            | (714) 469-5537                                | <b># of Employees:</b> | 50                         |
| <b>Email:</b>              | drusso@trek10.com                             | <b>Regions:</b>        | Midwest                    |
| <b>Address:</b>            | 1400 E Angela Blvd #150, South Bend, IN 46617 |                        |                            |

## Organization Description

Trek10 builds and manages massively scalable cloud architectures using cutting edge technologies. We are a Premier Tier AWS Consulting Partner with AWS Partner Competencies in DevOps and IOT. We have a focus on designing and building IOT and Serverless systems, DevOps automation, and providing 24/7 support. We are pioneering the future of cloud computing and having a lot of fun while we do it.

## Diversity & Inclusion Philosophy/ Statement

Diversity and inclusion is at the core of everything we do and believe in. Our goal is not to simply diversify our team and foster an inclusive environment; we want diversity of thought. The collective experiences and cultural differences of our organization is what makes us special. We want team members who not only value diversity and inclusion, but are willing to be catalysts for change.

## Sample Internship & Early Grad Roles

| Internship Roles            | Recent Grad Roles                | Graduate (Masters/ PhD) Roles    |
|-----------------------------|----------------------------------|----------------------------------|
| Cloud Engineering Intern    | AWS Cloud Engineers & Architects | AWS Cloud Engineers & Architects |
| Business & Marketing Intern | Client Success Manager           | Client Success Manager           |
| Sales Intern                | Marketing                        | Marketing                        |

## Diversity Programming & Initiatives

As a HubZone certified business, Trek 10 has always had a strong belief in diversity and inclusion, and why it is so essential to building a lasting and successful company. We work closely with the Society of Women Engineers to build a strong relationship there by offering up our time to conduct mock interviews for the students as they prepared for the career fair. We also work closely with the City of South Bend to help bring training to those in underdeveloped areas of town in the hopes of getting them the skills they would need to gain employment. Our efforts in reaching out to groups who may not know much about us has greatly helped shape the landscape of diversity within Trek10. This summer's internship program is continuing that trend, with the hope that hiring momentum can return later this year.

We proudly recruit international students with CPT or OPT work permissions as well.

## Individuals that can speak to diversity and inclusion efforts:

|   |   |  |  |   |
|---|---|--|--|---|
| <b>Aaron Vernon '16</b><br>avernon@trek10.com | <b>Shane Fimbel PHD '07</b><br>sfimbel@trek10.com | <b>Dave Russo '99</b><br>drusso@trek10.com | <b>Emma Gettinger SMC '19</b><br>egettinger@trek10.com | <b>Chris Beaufils '19</b><br>cbeaufils@trek10.com |
|---|---|--|--|---|

**Recruiting Contact:** Vincent Gavigan  
**Phone #:** (610) 503-4908  
**Email:** vincent\_gavigan@vanguard.com  
**Address:** 300 Admiral Nelson Drive, Malvern, PA 19355

**Website:** www.vanguardjobs.com  
**# of Employees:** 17,600  
**Regions:** Worldwide

## Organization Description

We are Vanguard. Together, we're changing the way the world invests. Because when you invest with courage, when you invest with clarity, and when you invest with care, you have the chance to get so much more in return. We invest with purpose –and that's how we've become a global market leader. Here, we grow by doing the right thing for the people we serve. And so can you. We want to make success accessible to everyone. This is our opportunity. Let's make it count.

## Diversity & Inclusion Philosophy/ Statement

At Vanguard, every moment counts. Every idea counts. And every voice counts. We believe that the diversity of our crew is a reflection of our clients. It represents a changing global marketplace—strengthened by inclusion and a sense of belonging. Here we champion the abilities and ambitions of our crew throughout their careers. Because when different perspectives are shared, we have even more opportunities to innovate and step forward for our investors everywhere.

## Sample Internship & Early Grad Roles

| Internship Roles                 | Recent Grad Roles                         | Graduate (Masters/ PhD) Roles |
|----------------------------------|---|-------------------------------|
| Investment Management Internship | Investment Management Development Program | MBA Development Program       |
| Technology Operations Internship | Technology Leadership Program             |                               |
| Business Internship              | Emerging Leader Development Program       |                               |

## Diversity Programming & Initiatives

- **HBCU EXPLORE Day:** An early look at our culture and network with HBCU peers and professionals.
- **North Star Sophomore Experience:** A one-week experiential learning program designed for students who have been historically underrepresented in the financial services industry to gain exposure, direction, and access to opportunity.
- **Crew Resource Groups:** We focus on enriching all of our diverse crew members, including Women, Black, Asian, Hispanic/Latino, LGBTQ+, our service-minded veterans of the U.S. Armed Forces, and our colleagues who are supportive allies of these communities.
- **Your Role in Inclusion Training:** We each play a role in seeking out diversity in others while also fostering a climate where people feel included and respected. This course is designed to bring awareness to the role everyone plays in creating inclusion and provides practical ways and resources to overcome common barriers.

## Individuals that can speak to diversity and inclusion efforts:

### Vincent Gavigan

vincent\_gavigan@vanguard.com



**Recruiting Contact:** Rick Iselin  
**Phone #:** (479) 426-1178  
**Email:** rick.iselin@walmart.com  
**Address:** Bentonville, AR

**Website:** careers.walmart.com  
**# of Employees:** 2.2 Million +  
**Regions:** South

## Organization Description

Walmart Inc. helps people around the world save money and live better – anytime and anywhere – in retail stores, online, and through their mobile devices. Each week, over 265 million customers and members visit approximately 11,500 stores under 56 banners in 27 countries and eCommerce websites. With fiscal year 2020 revenue of \$524 billion, Walmart employs over 2.2 million associates worldwide. Walmart continues to be a leader in sustainability, corporate philanthropy and employment opportunity.

## Diversity & Inclusion Philosophy/ Statement

Our mission is to create an inclusive culture where all associates are engaged to deliver on our purpose – every day. At Walmart, we strive to create an atmosphere where associates feel welcome, comfortable and safe to bring their authentic selves to work. When we also provide them with the tools, resources and support to contribute to the business, we empower associates and unlock their full potential.

## Sample Internship & Early Grad Roles

| Internship Roles             | Recent Grad Roles                     |
|------------------------------|---------------------------------------|
| Corporate Finance Internship | Corporate Finance Development Program |

## Diversity Programming & Initiatives

Walmart and the Walmart Foundation have committed \$100 million over five years to create a new center to address systematic racism in society head-on and accelerate change. The center will support philanthropic initiatives focused on the social determinants of health, strengthening workforce development and related educational systems, and criminal justice reform with an emphasis on examining barriers to opportunity faced by those exiting the system. Internally, our Associate Resource Groups provide support and foster our inclusive community, including:

- Black/ African American Business Resource Group
- FAVOR (interfaith)
- inABLE (disability)
- Walmart SERVES (Veteran & Military families)
- Women’s Resource Community
- Asian Pacific Associates Network
- Hispanic Latino Associate Resource Group
- Tribal Voices Native American & Alaska Native Group
- PRIDE (LGBTQA)

For further information, please visit [corporate.walmart.com/global-responsibility/diversity-equity-and-inclusion](https://corporate.walmart.com/global-responsibility/diversity-equity-and-inclusion).

## Individuals that can speak to diversity and inclusion efforts:

**Donell Cunningham**  
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DIVERSITY AND INCLUSION  
SHOWCASE BOOK