

# 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 to advance 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

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DIVERSITY AND INCLUSION  
SHOWCASE BOOK

THANK YOU TO  
OUR SPONSORS



WELLINGTON  
MANAGEMENT®





**Recruiting Contact:** Lesley Marben  
**Phone #:** (574) 235-2728  
**Email:** marbenl@1stsource.com  
**Address:** 100 N. Michigan St., South Bend, IN 46601

**Website:** 1stsource.com/careers  
**# of Employees:** 1,200  
**Regions:** Midwest

## Organization Description

Founded in 1863 in South Bend, Indiana, 1st Source Bank has offered clients a convenient and friendly way to bank for over 155 years. 1st Source Bank remains the largest locally controlled financial institution headquartered in the northern Indiana-southwestern Michigan area. We operate banking centers across our region, boast 1st Source Bank Specialty Finance Group locations nationwide, as well as several Wealth Advisory Services locations and 1st Source Insurance offices.

## Diversity & Inclusion Philosophy/ Statement

Our success begins by selecting people who share our values, our collaborative culture, and our love of serving others. We are committed to providing the right tools, mentoring, and skills training for each person to succeed. We see diversity of race, ethnicity, backgrounds, perspectives and experiences as a strength. A diverse and inclusive workforce will help us acquire, develop and retain the best talent and enable us to drive innovation and performance.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
Accounting Internship	Credit Analyst
Finance Internship	Commercial Banker Development Program
IT Internship	Accounting/Audit
Marketing Internship	Marketing

## Diversity Programming & Initiatives

- Banking Apprentice Program
- 2020 Forbes "America's Best Employers for Veterans"
- 2020 Forbes "America's Best Employers for Diversity"
- South Bend | Elkhart Regional Partnership Diversity, Equity and Inclusion Committee
- Unconscious Bias Training Roll-out
- Various Initiatives throughout our Communities

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

**Luis Zapata** zapatal@1stsource.com  
**Shellie Alexander** alexanders@1stsource.com  
**Lesley Marben** marbenl@1stsource.com  
**Marie Fernandes** fernandesm@1stsource.com



# YOUR FUTURE STARTS HERE!

## LOOKING TO WORK SOMEPLACE AMAZING?

- Positions from entry level to leadership.
- No banking experience required for many roles.
- Strike the right work/life balance for you.
- You can grow with us. Comprehensive training, development and educational resources offered.
- Professional environment and a culture based on values, service, integrity and teamwork.
- 1st Source Bank is strong, stable and local.
- Volunteerism and community leadership valued and encouraged.

Have questions?

Contact us at  
[hr@1stsource.com](mailto:hr@1stsource.com)



Discover  
your career!





**Recruiting Contact:** Dallas Dreher  
**Phone #:** (574) 236-1223  
**Email:** dallas.dreher@amgeneral.com  
**Address:** 105 N. Niles Ave., South Bend, IN 46617

**Website:** www.amgeneral.com/careers  
**# of Employees:** 780  
**Regions:** Midwest

## Organization Description

At AM General we design, engineer, manufacture, supply and support specialized vehicles for military and commercial customers worldwide. We are widely recognized as the world leader in design, engineering, manufacturing and logistics support of Tactical Vehicles. Our vision is to be an innovative global leader in mobility solutions. Our mission is to deliver a wide variety of innovative products and services. As we march forward on the road to excellence, we do so with our values underpinning all that we do.

## Diversity & Inclusion Philosophy/ Statement

AM General is committed to providing a work environment that fosters inclusion and acceptance and that is free of discrimination. We believe that workforce diversity creates an environment in which our employees' ideas and decisions help us all flourish. AM General is proud to be an equal opportunity employer (EOE) 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
Intern - Manufacturing Engineering	Sr. Rate Analyst	Associate General Council/Supply Chain Management
Intern - SAP Applications	IS&S Security Analyst	Sr. Vice President, Operations
Intern - EHS	Scheduler	Program Manager, International

## Diversity Programming & Initiatives

- Unconscious Bias Training CEO Action Pledge for D&I Brand D&I
- Logo Women's leadership Forum
- D&I banner & posters Redacted data from resumes
- HBCU Career Fairs
- D&I Intranet Page
- D&I Policy & Logo OurOffice (Employee Sharing)
- Book Club and Women's Luncheon Employee Resource Group
- Policy Allyship Training
- D&I Lapel Pins

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

**Lisa D'Amore**  
lisa.d'amore@amgeneral.com

**Robert Quinn**  
rob.quinn@amgeneral.com

**Mark Minne**  
mark.minne@amgeneral.com

**Glenda Williams**  
glenda.williams@amgeneral.com

## A Legacy of Experience & Innovation

AM General has a strong legacy of designing, manufacturing and supporting iconic, high-quality military, commercial, and consumer vehicles. With more than a century in operation, we have a tremendous history of providing the most advanced and dependable products on time and on budget. We are responsive to our customers' unique needs, offering versatile vehicles, innovative product solutions, and end-to-end support that keeps pace with the changing world.

### Solutions for domestic, international & commercial customers

#### VEHICLES & VEHICLE MANUFACTURING / ASSEMBLY

##### PLATFORMS



##### MISSION SYSTEMS & TECH OVERLAY



##### COMMERCIAL



#### POWERTRAIN MANUFACTURING / ASSEMBLY



#### ENGINEERING SERVICES



#### VEHICLE CHASSIS



#### SPECIALTY AUTOMOTIVE COMPONENTS



#### GLOBAL AFTERMARKET SUPPORT



**RESEARCH & DEVELOPMENT • DESIGN • TEST & VALIDATION**  
**PRODUCTION • DELIVERY • SUSTAINMENT**

The M997A3 Ambulance is manufactured by AM General under a contract with the United States Army and built specifically in accordance with specifications provided to AM General by the U.S. Army. The red cross depicted in these materials is an independent licensed trademark of the International Red Cross and is applied to the vehicles manufactured by AM General in accordance with contract specifications.





**Recruiting Contact:** Jamie Earnheart  
**Phone #:** (706) 255-5901  
**Email:** jamielee.earnheart@carrier.com  
**Address:** 13995 Pasteur Blvd.  
 Palm Beach Gardens, FL 33418

**Website:** [www.jobs.carrier.com/](http://www.jobs.carrier.com/)  
**# of Employees:** 56,000+  
**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**  
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**Daenon Gault-Vasconez**  
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**Shondi Muir**  
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**Massiel Schweighofer**  
 massiel.schweighofer@carrier.com



# FACT SHEET

Carrier is the leading global provider of healthy, safe and sustainable building and cold chain solutions with a world-class, diverse workforce. With more than a century of expertise, we drive innovation while putting our customers first, helping protect our planet, and inspiring and empowering our people. Through our performance-driven culture, we are driving shareowner value by growing sales and investing strategically to strengthen our position in the markets we serve.



**\$17.5B**  
2020 NET SALES



**~56,000**  
EMPLOYEES



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



**80+**  
BRANDS



**100+**  
NEW PRODUCTS  
for the 6th consecutive year



**~90M**  
HOMES PROTECTED  
by Kidde with



**160+**  
COUNTRIES

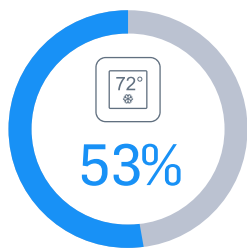


**~8,000**  
ACTIVE PATENTS  
and pending patent  
applications worldwide

**~400M**  
ALARMS INSTALLED

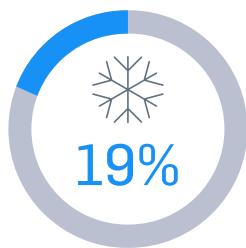
## OUR BUSINESS

2020 Net Sales Breakdown



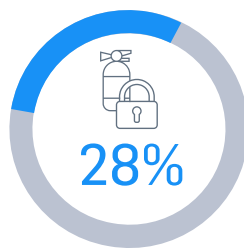
**HVAC**  
COMMERCIAL &  
RESIDENTIAL

**\$9.5B**  
Net sales



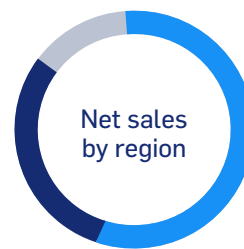
**REFRIGERATION**  
TRANSPORT &  
COMMERCIAL

**\$3.3B**  
Net sales

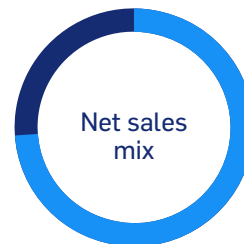


**FIRE & SECURITY**  
PRODUCTS &  
FIELD

**\$5.0B**  
Net sales



- Americas 55%
- EMEA 30%
- Asia Pacific 15%



- New Equipment 72%
- Service & Aftermarket 28%



**Recruiting Contact:** Mara Oyster  
**Phone #:** (608) 271-9000  
**Email:** mara@epic.com  
**Address:** 1979 Milky Way, Verona, WI 53593

**Website:** careers.epic.com  
**# of Employees:** 11,000  
**Regions:** Midwest

### Organization Description

We write software that impacts the lives of 80% of Americans and 250 million patients around the world. Epic is driving change for an entire industry – one that affects the quality of life for everyone. Our team collaborates with some of the world’s most respected healthcare organizations to improve individual patient care and the health of entire communities. The challenges we tackle on a day-to-day basis impact the lives of more than 250 million patients worldwide.

### Diversity & Inclusion Philosophy/ Statement

Principles of Our Community

1. Treat all people with dignity and respect
2. Uphold a workplace where everyone’s contributions are welcomed
3. Collaborate to address potential bias within and related to the software
4. Ensure all staff have opportunities and support for growth
5. Seek to recognize, understand, and appreciate the value of others’ perspectives, backgrounds, and experiences
6. Diversity, equity, and inclusion is a journey; examine your beliefs and assumptions and embrace a continuous learning mindset

### Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Software Developer Intern	Software Developer Technical Solutions Engineer Project Manager	Software Developer Technical Solutions Engineer Project Manager

### Diversity Programming & Initiatives

We’ve had a sincere and open culture of inclusion since our founding. Working at Epic right now are people from more than 60 countries (and many more cultures). Healthcare is global – and building the best ideas from around the world into our software is a point of pride. We have always welcomed staff of all ethnicities, abilities, gender identities, and sexual orientations. We foster a supportive environment that gives folks the opportunity to find and connect with others of diverse backgrounds. Epic culture encourages a respectful workplace, where all employees treat one another with dignity and respect, regardless of background. We are an equal opportunity employer and practices affirmative action to promote the hiring, retention, promotion, and success of all applicants and employees.

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

**Mandy Quainoo**  
mquainoo@epic.com



# DIVERSITY, EQUITY, AND INCLUSION

10,000+ employees, 10,000+ ways to find your people.

At Epic, our core mission is to improve healthcare: getting people well and helping them stay well. A culture that appreciates diversity is a part of that mission.

## PRINCIPLES OF OUR COMMUNITY

- 1** Treat all people with dignity and respect.
- 2** Uphold a workplace where everyone's contributions are welcomed.
- 3** Collaborate to address potential bias within and related to the software.
- 4** Ensure all staff have opportunities and support for growth.
- 5** Seek to recognize, understand, and appreciate the value of others' perspectives, backgrounds, and experiences.
- 6** Diversity, equity, and inclusion is a journey; examine your beliefs and assumptions and embrace a continuous learning mindset.







**Recruiting Contact:** Emily Stephenson / Tiffany Craft  
**Phone #:** (513) 377-7524 / (864) 263-8266  
**Email:** emily.stephenson@ge.com  
 tiffany.craft@ge.com  
**Address:** 5 Necco Street, Boston, MA 02210

**Website:** www.ge.com/university  
**# of Employees:** 174,000  
**Regions:** Worldwide

### Organization Description

GE rises to the challenge of building a world that works. For more than 125 years, GE has invented the future of industry, and today the company's dedicated team, leading technology, and global reach and capabilities help the world work more efficiently, reliably, and safely. GE's people are diverse and dedicated, operating with the highest level of integrity and focus to fulfill GE's mission & deliver for its customers. Our businesses include GE Aviation, GE Healthcare, GE Power, GE Renewable Energy, and GE Research.

### Diversity & Inclusion Philosophy/ Statement

We believe diversity makes us more competitive and creates value for our customers, shareholders, and employees. We believe in the value of each person's unique identity, background, and experiences and are committed to fostering an inclusive culture, where everyone feels empowered to do their best work because they feel accepted, respected, and that they belong. Simply said, embracing diverse teams and perspectives better equips GE to build a world that works for everyone. Our CEO, Larry Culp Jr. adds, "At GE, we are committed to building a more diverse workforce and a more inclusive workplace by focusing on transparency, accountability, and community." For a deeper look at GE's commitment to diversity, please visit [www.ge.com/diversity](http://www.ge.com/diversity).

### Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Commercial Sales Intern	Edison Engineering Development Program (EEDP)	RF Microsystems Researcher
Supply Chain Intern	Financial Management Program (FMP)	Embedded Software Programmer
Engineering Intern	Digital Technical Leadership Program (DTLP)	Edison Engineering Development Program (EEDP)

### Diversity Programming & Initiatives

For nearly 30 years, GE's Employee Resource Groups (ERGs), listed below, have added value to our colleagues and businesses by helping to engage and develop the diverse talent needed to build a world that works. These are communities built on common backgrounds and experiences, and they welcome all employees to learn, connect, advocate, and foster a sense of belonging.

- African American Forum (AAF)
- Asian Pacific Allies & Friends (APAF)
- Disability Advocacy Network (DAN)
- Green Team Network
- Veterans Network (VN)
- Hispanic Forum (HF)
- Women's Network (WN)
- Pride Alliance

GE is also actively involved with the industrial advisory boards of national associations such as NSBE, SHPE, SWE, SASE, and AISES.

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

<b>Genaro Andazola, '15</b> genaro.andazola@ge.com	<b>Madison Boyle, '14</b> madison.boyle@ge.com	<b>Patrick Ntwari, '17</b> patrick.ntwari@ge.com	<b>Mike Barber, Chief Diversity Officer</b> michael.j.barber@ge.com
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# GE is a truly global company

Our workforce represents nationalities from **170+ countries**

The GE Foundation announced more than \$1.5 million (USD) in grants in 2020 to help create more equitable access to opportunities for STEM education and minority-owned businesses.

In 2021, the GE Foundation announced a commitment of up to \$100 million (USD) for a global college-readiness initiative to increase the diversity of young people in engineering.

*“We know that by embracing diverse teams and perspectives we are better equipped to innovate, to solve big problems, and to deliver for our customers.”*

**H. LAWRENCE CULP, JR.** – Chairman and CEO, GE

 [ge.com/diversity](https://www.ge.com/diversity)



Building a world that works



<b>Recruiting Contact:</b>	Iman Mangum	<b>Website:</b>	careers.lilly.com
<b>Phone #:</b>	(281) 615-3796	<b># of Employees:</b>	34,000+
<b>Email:</b>	mangumis@lilly.com	<b>Regions:</b>	Nationwide
<b>Address:</b>	893 Delaware St., Indianapolis, IN 46285		

### 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.diversityinc.com/the-2020-top-50-diversityinc/>

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

<b>Chris London</b> london_chris@lilly.com	<b>Jeff Nowlin</b> nowlin_jeffery_d@lilly.com	<b>Nadine Hashem</b> hashem_nadine@lilly.com	<b>Alexis Cohen</b> cohen_alexis_b@lilly.com
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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:   

*Lilly*



<b>Recruiting Contact:</b>	Jaclyne Hertzfeld	<b>Website:</b>	parivedasolutions.com
<b>Phone #:</b>	(469) 265-6520	<b># of Employees:</b>	600
<b>Email:</b>	jaclyne.hertzfeld@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 have and our broader community.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Technical Consulting Intern	Technical Consultant	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 & inclusion in the workplace through firm-wide annual workshops.
- We sponsor Women's, LGBTQ+, and Employees of Color, Black Employees, and Disability 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 & 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 (certifications, Udemy)

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

<b>Travis Gayle</b> travis.gayle@parivedasolutions.com	<b>Allison Raines</b> allison.raines@parivedasolutions.com	<b>Thomas Krill</b> thomas.krill@parivedasolutions.com
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# PARIVEDA

Pariveda is an employee-owned, strategic services and technology consulting firm that grows and deploys talented people to solve the strategic and technical challenges of its clients. We help people grow towards their highest potential by delivering creative solutions and curating lifetime relationships with clients and our communities.

glassdoor



*We seek to attract, develop and retain those committed to lifelong learning, engaging with others who are unlike themselves and celebrating the wide diversity of life experiences represented in our firm.*

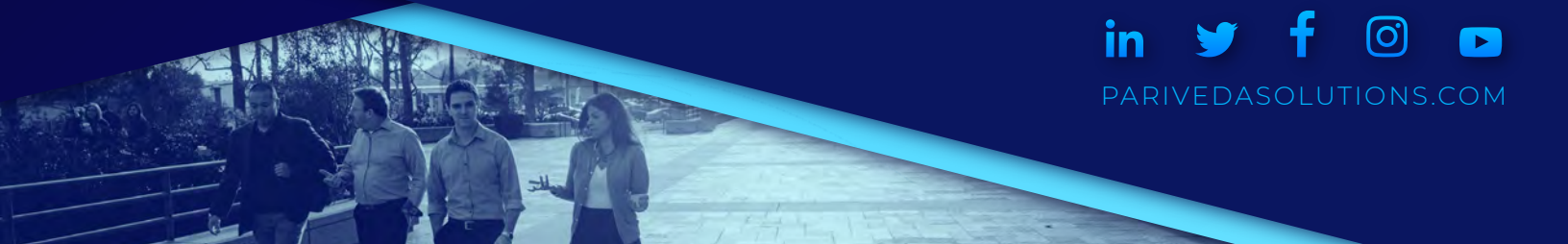
## BENEFITS

- ✓ 4 weeks PTO
- ✓ 401K company matching
- ✓ 100% of healthcare premiums covered
- ✓ Paid parental leave
- ✓ Domestic partner benefits
- ✓ Employee Stock Ownership (ESOP)
- ✓ Transparent salaries
- ✓ Active mentorship program
- ✓ Employee resource groups for LGBTQ+, Women and Fins of Color
- ✓ Developmental opportunities such as AWS certifications, Udemey courses and more
- ✓ Annual promotion eligibility & semi-annual reviews

**TALK WITH US**  
[CR@PARIVEDASOLUTIONS.COM](mailto:CR@PARIVEDASOLUTIONS.COM)



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**Recruiting Contact:** Kamren Coutee  
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**Address:** 6515 West Grand Avenue, Chicago, IL 60707

**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**  
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**Amy Bastuga**  
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**Lisa Cockrell**  
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**Kamren Coutee**  
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**Akeem Kennedy**

Electrical Engineer

Intern Class of 2019





**Recruiting Contact:** Lauren Proto  
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**# of Employees:** 2,700  
**Regions:** Worldwide

## 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
Business Internship	Early Career Investor
Technology Internship	InvesTech Associate
Investment Research 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.

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

**Anna Ribeiro**  
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**Shawna Ferguson**  
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# Investing in diversity and inclusion

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DIVERSITY AND INCLUSION  
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<b>Recruiting Contact:</b>	Liz Gerbus	<b>Website:</b>	8451.com/career-paths
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<b>Email:</b>	liz.gerbus@8451.com	<b>Regions:</b>	Midwest
<b>Address:</b>	100 W. 5th Street		

## Organization Description

84.51° is a retail data science, insights and media company. We help the Kroger company, consumer packaged goods companies, agencies, publishers and affiliated partners create more personalized and valuable experiences for shoppers across the path to purchase. Powered by cutting edge science, we leverage 1st party retail data from nearly 1 of 2 US households and 2BN+ transactions to fuel a more customer-centric journey utilizing 84.51° Insights, 84.51° Loyalty Marketing and our retail media advertising solution, Kroger Precision Marketing.

## 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. We continually strive to ensure 84.51° is a place where all people feel like they belong, are respected and valued.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
Summer Consulting Internship	Consulting Development
Summer Data Science Internship	Program Data Science Development
Summer Engineering Internship	Program Engineering Development Program

## Diversity Programming & Initiatives

While we are watching the numbers, we know we are making progress because of how many associates are engaged in our mission to be more diverse and engaged. Beyond our leadership team being committed – we have seen our organic efforts around D&I blossom since starting our journey. People-led teams focused on D&I have formed – such as Women’s EDGE (including sub-committees, Women of Color and Women in Tech), MARC (Men Advocating Real Change), and ITOPIA (support introverts). These groups provide our associates with the space and freedom to grow themselves and others at 84.51°. We’ve made progress, but our journey is just getting started. In the years to come, we will continue to drive action and accountability from raising awareness to changes in behavior that foster and sustain an inclusive workplace. We will continue to educate and elevate conversations of unconscious bias and cultural competence

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

<b>Liz Gerbus</b> liz.gerbus@8451.com	<b>Terron Wilson</b> terron.wilson@8451.com
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# ACE Teaching Fellows

**Recruiting Contact:** Michael Comuniello

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**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 to serve in 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 the children entrusted to their care.

## 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. Such opportunities include, but are not limited to, implicit bias training, book studies, workshops, 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:

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<b>Address:</b>	One Boston Place, 26th Floor, Boston, MA 02108		

## Organization Description

Aeris Partners is a premier M&A advisory firm serving high-growth, market-shaping software, digital media, business information and technology-enabled services companies. Our “one firm” culture is rooted in integrity, transparency and teamwork, and our mission is clear and uncompromising: leverage extensive domain expertise, longstanding industry relationships, exceptional judgment, and an unwavering commitment to flawless execution to deliver superior outcomes for our clients. Our senior team brings a distinguished advisory track record, having completed more than 180 M&A and growth equity transactions with the industry’s foremost technology companies and investors.

## Diversity & Inclusion Philosophy/ Statement

The cultural diversity at Aeris makes us a stronger, more well-rounded team. The leadership team is directly involved in the recruiting process and strives to make sure our employees feel valued and have an equal opportunity to grow and be successful at Aeris once hired.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Summer Analyst Summer Associate	Analyst	Associate Vice President Director

## Diversity Programming & Initiatives

Aeris has an unwavering commitment to excellence and has found candidates from a variety of cultural backgrounds that share our core values. Teamwork is one of our core values, and inclusion is essential to valuing diversity. Our Analysts are involved in live deals almost immediately, and their contribution to the team is an integral part of our success.

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

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**Rianna Shah**  
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**Laura Brooks**  
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<b>Address:</b>	350 Madison Ave, 12th Floor 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
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:

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**Mary Ashby**  
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 New York, NY 10022

**Website:** alvarezandmarsal.com/careers  
**# of Employees:** 4,500+  
**Regions:** alvarezandmarsal.com/global-locations

## 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 Global Transaction Tax Intern	Global Transaction Advisory Group Leadership Academy Corporate Performance Improvement Analyst	Global Transaction Advisory Group Leadership Academy 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:

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**Claire McCurry** | cmccurry@alvarezandmarsal.com  
**Jasmine Lee** | jlee@alvarezandmarsal.com  
**Kate Zepernick** | kzepernick@alvarezandmarsal.com



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**Address:** 9025 River Rd., Indianapolis, IN 46240

**Website:** structurepoint.com/careers  
**# of Employees:** 500  
**Regions:** Indiana, Ohio, Texas, Florida

## 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

Office/Design Internship (all Civil Engineering Disciplines)  
Field Internship (Construction & Survey)

### Recent Grad Roles

Staff Engineer (Civil Site, Road, Traffic, Structural, Bridge, Investigative Utility Infrastructure, Construction)  
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 multi-generational 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:

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**Ben Braun**  
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## Organization Description

Apercen Partners is a tax consulting firm offering high net-worth individual clients a full spectrum of income and multi-generational tax planning and compliance services. Specializing in the areas of entrepreneurs, venture, hedge, and private equity partners and corporate executives, Apercen's core is grounded in aiding clients in maintaining their wealth and property through responsive and insightful tax planning. Since our inception in 2008, we've become a recognized professional services leader.

## Diversity & Inclusion Philosophy/ Statement

The Apercen Employee Resource Group's mission is to foster an equal, inclusive, respectful, and unbiased environment for our employees and support them in their efforts to uplift, transform, and educate their professional communities

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Sophomore Leadership Opportunity Tax Internship	Tax Associate	Tax Associate

## Diversity Programming & Initiatives

Last fall, we created an Employee Resource Group, championed by our one of our Partners, to further improve our diversity and inclusion strategies. The ERG will be open to all employees and help broaden and diversify perspectives shared with firm leadership. Our ERG will allow Apercen to focus on goals which include:

1. Serving as an ally to existing employees through active involvement in firm-wide decisions, training and awareness of DE&I strategies, and outlining our ongoing efforts in creating a safe place for open dialogue.
2. Improving outreach efforts through networking, recruiting and affinity groups both on campus and internally. We want to become more involved in community outreach and volunteer with organizations who are also focused on growing DE&I efforts. As part of our strategy, we are concurrently working to update our policies and trainings to demonstrate an anti-racist workplace, and to do more to improve the diversity of the pipeline of candidates.

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

**Nicole Alegre**  
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**Joshua Eikenberry**  
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**Website:** aresmgmt.com/careers-at-ares  
**# of Employees:** 1,000+  
**Regions:** Northeast, Southeast, West, 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
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

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### Hillary Mow

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### Julie Solomon

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### Jessica Dosen

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<b>Phone #:</b>	(615) 330-7316	<b># of Employees:</b>	22,000
<b>Email:</b>	kate.lafrenz@asurion.com	<b>Regions:</b>	Southwest, Northeast
<b>Address:</b>	648 Grassmere Park, Nashville, TN 37211		

## Organization Description

Asurion helps more than 350 million people around the world unlock their technology's untapped potential. We create innovative technology solutions that help keep consumers connected, from comprehensive protection to smart tech help that redefines expertise. Partnering with leading wireless carriers, retailers, and pay-tv providers, Asurion's 22,000 employees and counting, deliver a seamless, award-winning customer experience, anticipating their needs and providing tailored services reachable within one touch.

## Diversity & Inclusion Philosophy/ Statement

CommUnity is Asurion's Diversity and Inclusion platform, which encourages everyone to achieve their highest potential through professional and business development, education, advocacy, community outreach, and support.

## Sample Internship & Early Grad Roles

<p><b>Internship Roles</b>          Software Engineer          Product Management          Design Research          Procurement          DevOps Engineer          Corporate (Finance, Accounting, Legal, Business)</p>	
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## Diversity Programming & Initiatives

- We have 11 active Employee Resource Groups and provide inclusive leadership education.
- We support initiatives like STEM camps, Girls in Tech Day and Advancing Women in Nashville, as well as provide HBCU scholarships.
- The #BeBold discussion series fosters productive discussions across identities, beliefs and values — such as what it means to Take a Knee or the ABCs of LGBTQIA+. We also host Active Ally workshops and SIGN clubs.
- Asurion has a perfect 100 on the Human Rights Campaign's (HRC) Corporate Equality Index and is a 2019 DiversityInc. Noteworthy Company.

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

<b>Kate Lafrenz</b> kate.lafrenz@asurion.com	<b>Kellye O'Connor</b> kellye.oconnor@asurion.com	<b>Melinda Noblitt</b> melinda.noblitt@asurion.com	<b>Zarita Fears</b> zarita.fears@asurion.com
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**Website:** <https://connect.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 B2B Sales Development Program Intern	Technology Development Program B2B Sales Development Program	MBA Development Program Intern 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**  
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**Jenny Galinski**  
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**Address:** 33587 Walker Rd., Avon Lake, OH 44012

**Website:** [avient.com/careers](http://avient.com/careers)  
**# of Employees:** 8,400  
**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
Sales Internship	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, Pride and EMBRACE 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. EMBRACE aims to enhance racially diverse talent. Increasing racial representation will further us along on our journey by allowing for more creativity and unique perspectives. 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:

**Krysten Sarrouh**  
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**Kendall Wells**  
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**Rochelle Richendollar**  
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**Michaela Cunningham**  
michaela.cunningham@avient.com

**Recruiting Contact:** Dan Green  
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**Address:** 33 North LaSalle Street, Chicago, IL 60602

**Website:** www.avionos.com/join-us/  
**# of Employees:** 90  
**Regions:** Nationwide

### 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

	<b>Recent Grad Roles</b> UI/UX Designer Business Analyst Adobe AEM Developer	
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### 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:

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**Mousumi Behari**  
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**Camila Penalosa**  
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**Address:** 55 East Fifth Street, Suite 2700  
Cincinnati, OH 45202

**Website:** bahl-gaynor.com  
**# of Employees:** 55  
**Regions:** Ohio

## Organization Description

Bahl & Gaynor is a private, employee-owned investment firm with more than \$45B in assets under management and advisement. The firm manages six proprietary investment strategies for both institutional and individual clients, focused exclusively on high-quality, dividend-paying public equities. Bahl & Gaynor was founded in 1990 and is based in Cincinnati, Ohio.

## Diversity & Inclusion Philosophy/ Statement

Diversity is a multi-faceted consideration for any business today. Insofar as Bahl & Gaynor is a firm that assembles intellectual capital for the benefit of our clients, we believe our hiring process is an important source of our competitive advantage and therein the most impactful focus for diversity considerations. We promote a collegial, owner-oriented culture that attracts highly talented individuals with whom members of our team have often worked in prior employment opportunities.

## Sample Internship & Early Grad Roles

<b>Recent Grad Roles</b> Research Associate	
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## Diversity Programming & Initiatives

- **Bahl & Gaynor Leadership Scholarship:** These scholarships are bestowed each year to one female and/or minority finance student at two local Cincinnati universities, University of Cincinnati and Xavier University. Our intention with this gift is to help promote interest and build diversity in the world of finance and investments.
- **Bahl & Gaynor Foundation:** The firm established this entity to financially support the causes close to the hearts of portfolio managers, staff, non-profit clients and other clients of the firm, many of which have significant diversity and inclusion emphasis.
- **Women in Finance:** The firm has sponsored a University of Cincinnati college course dedicated to encouraging women participation in the field of Finance. This sponsorship entails monetary and human capital support.

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

**Derrick Kihembo**  
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**Stephanie Thomas**  
stthomas@bahl-gaynor.com



**Recruiting Contact:** Bonnie Hoeft  
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**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 \$355 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. 32 on the Fortune Magazine’s 100 Best Companies to Work For®, our eighteenth 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 Private Wealth Management Intern Rotational Intern	Investment Banking Analyst	Investment Banking Associate

## 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**  
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**Bonnie Hoeft**  
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**Barb Pesich**  
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**Elizabeth Malone**  
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**Recruiting Contact:** Anna-Marie Foster  
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**Address:** 50 Rockefeller Plaza, New York, NY 10020

**Website:** <https://campus.bankofamerica.com>  
**# of Employees:** 250,000  
**Regions:** Worldwide

**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**

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

**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**  
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**Steven Bow**  
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**Tia Barrett**  
dontia.barrett@bofa.com





**Recruiting Contact:** Elizabeth Gorenz  
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**Address:** 330 N Wabash #3200, Chicago, IL

**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

**Elizabeth Gorenz**  
egorenz@bdo.com



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 Chicago, IL 60606

**Website:** <https://www.bp.com/en/global/corporate/careers/students-and-graduates/locations/united-states.html>  
**# of Employees:** 60,000  
**Regions:** Worldwide

### Organization Description

At bp, we're reimagining energy for people and our planet. With operations working across almost every part of the energy system, we're leading the way in reducing carbon emissions and developing more sustainable methods for solving the energy challenge. We're a diverse team of engineers, scientists, traders and business professionals determined to find answers to problems that must be solved.

### Diversity & Inclusion Philosophy/ Statement

We are a global business, and it is paramount to us that the differences we see in the world around us are reflected in our workplace. To achieve this, we are building a diverse workforce by consciously attracting the best people to bp. But this is not enough. For a diverse workforce to really thrive, we need inclusion, having a culture where everyone is valued and plays their part in building the success of our business. If we have an inclusive culture, this will help us attract the most diverse employee base.

### Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Commercial Energy Intern Software Engineering Intern Chemical Engineering Intern	Trading, Analytics, Commercial Software Engineer Chemical/Process Engineer	Chemical Research Analyst

### Diversity Programming & Initiatives

- Best company for black professionals (National Society of Black Engineers)
- Top 10 Employer for Ethnicity (Investing in Ethnicity)
- Best Employers for Race (Business in the Community)
- Minority Engineer Magazine – "Top 50 Employers"
- We run neurodiversity awareness training sessions across bp supporting World Autism Week, 'Caring for the Vulnerable' listening sessions and hosted live courses aimed at increasing understanding of neurological variations.
- bp is known for its progressive action in facilitating inter-energy awareness and cross-industry networks on LGBT+ issues. We are now the highest-ranking energy company in the Stonewall Workplace Equality Index. Our bp Pride BRG runs "Safe Space" and "Allies" training for all employees.
- Our Positively Ethnic Network (PEN) was set up in 2006. PEN is the bp employee network that promotes the inclusion and representation of ethnic minorities at bp. It does this through mentoring, professional development and cultural awareness.

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

**Brian Broadwater**  
brian.broadwater@bp.com

**Kim Thornton**  
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**Tamara Page**  
tamara.page@bp.com

**Craig Jajko**  
craig.jajko@bp.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

	<b>Recent Grad Roles</b> Management Fellow	<b>Graduate (Masters/ PhD) Roles</b> Management Fellow
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## 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** [neha.gandra@ctca-hope.com](mailto:neha.gandra@ctca-hope.com)     
**Alex Yom** [alex.yom@ctca-hope.com](mailto:alex.yom@ctca-hope.com)     
**Kenya Wright** [kenya.wright@ctca-hope.com](mailto:kenya.wright@ctca-hope.com)     
**Akhil Shanishetti** [akhil.shanishetti@ctca-hope.com](mailto:akhil.shanishetti@ctca-hope.com)

**Recruiting Contact:** Michelle Costello

**Phone #:** (415) 425-3105

**Email:** campus@crai.com

**Address:** 200 Clarendon Street, Boston, MA 02116-5092

**Website:** <https://www.crai.com/>

**# of Employees:** 1,100

**Regions:** Nationwide/UK/Europe

## Organization Description

Charles River Associates is a leading global consulting firm that offers economic, financial, and business management expertise to major law firms, corporations, accounting firms, and governments. CRA's team shares a common aim—to deliver high quality results to our clients while collaborating and learning from each other. We are a company that values initiative, integrity, and open, inquisitive minds, and that offers an environment where the challenges are interesting and the opportunities diverse.

## Diversity & Inclusion Philosophy/ Statement

A defining characteristic of CRA's culture is collegiality. We demonstrate decency and integrity toward colleagues and our work in an inclusive and collaborative environment. To that end, CRA has a long-term focus on strengthening our team and workplace culture so we remain a diverse and welcoming firm. We are committed to investing in resources, sustainable firm programming, and a multi-pronged recruiting strategy to be a better organization in the areas of diversity, equity, and inclusion.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Analyst Intern (Summer 2021)	Analyst (2021 Start)	Associate (2021 Start)
Associate Intern (Summer 2021)		Consulting Associate (2021 Start)
Senior Associate (Summer 2021)		Senior Associate (2021 Start)

## Diversity Programming & Initiatives

In line with CRA's entrepreneurial spirit, our employees identify the DE&I initiatives about which they are passionate, and the firm supports them in accomplishing these endeavors. Recent activities include:

- One-day conference for senior female professionals to network internally and externally and attend sessions on workplace mentorship, lifting while leading, professional growth and recognition, and impostor syndrome.
- Global web conference with an external diversity and inclusion expert highlighting previous experience working with companies launching their own programming.
- Senior-led panel organized by mid and junior-level staff and broadcast to employees across the firm. A staff member moderated a discussion with women leaders from around CRA. Topics included: working with male and female advocates in advancing your career, securing promotions or changing departments, work-life balance, maternity leave, unconscious bias/mindset, and women as leaders.

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

**Michelle Costello**  
campus@crai.com





**Recruiting Contact:** Alexis Montagano

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**Address:** 388 Greenwich Street  
New York, NY 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

Recent Grad 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**  
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**Emily Bilotta**  
emily.bilotta@citi.com

**Eliza Grosovsky**  
eliza.grosovsky@citi.com

**Campus Diversity Team**  
diversity.recruiting@citi.com



# City Year, AmeriCorps

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**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

	<b>Recent Grad Roles</b> Student Success Coach, AmeriCorps	
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## 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 “Diveristy Equity Inclusivity and Belonging” training.

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

**Veronica Giraldo**  
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**Todd Marsh**  
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**Stephanie Chavez**  
schavez@cityyear.org

**Kenna Arana**  
karana@nd.edu



# Clark Construction Group

**Recruiting Contact:** Erin Campbell  
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**Address:** 7500 Old Georgetown Rd., Bethesda, MD 20814

**Website:** clark.wd5.myworkdayjobs.com/CampusRecruiting  
**# of Employees:** 4,200  
**Regions:** National

## Organization Description

As a national leader in the construction and real estate industry, Clark creates the infrastructure that makes our country a better, safer place. We strive to be the builder of choice for our clients by continuously seeking better ways to deliver quality products of superior value in a way that is safe, fair, and sustainable while creating growth opportunities for our company and our people and supporting the communities in which we live and work.

## Diversity & Inclusion Philosophy/ Statement

At Clark, we are committed to advancing inclusion and diversity for our company, our industry, and in our communities. By embracing uniqueness, fostering a culture of acceptance, and engaging with our employees and partners, we provide an environment where everyone can thrive, as we succeed together as #OneClark. We value inclusion and diversity as essential to our mission of building what matters, together.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Summer Associate Summer Associate-Business Analyst Summer Associate-Safety	Engineer Business Analyst Safety Coordinator	MBA Summer Associate

## Diversity Programming & Initiatives

- Proactive outreach to diversity organizations for recruiting, employee development & engagement: Society of Women Engineers (SWE), National Society of Black Engineers (NSBE), Out in Science Technology, Engineering & Mathematics (oSTEM), and Society of Hispanic Professionals in Engineering (SHPE).
- Support our enERGy Network of employee resource groups that foster a diverse and inclusive workplace that is aligned with Clark's mission, values, and goals.
- Provide a dedicated employee intranet to foster discussion and provide resources related to inclusion and diversity.
- Promote diverse pathways to pursuing careers in construction through partnerships with trade schools, high schools, colleges, and other organizations including the ACE Mentorship Program and Urban Alliance.
- Invest in programs like our Strategic Partnership Program help expand the capability and capacity for small, local, and diverse businesses to grow and thrive.

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

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**Address:** 2000 16th Street, Denver, CO 80202

**Website:** www.davita.com/redwoods  
**# of Employees:** 65,000  
**Regions:** Midwest, West, Northwest, Southeast, Northeast

## Organization Description

DaVita, a Fortune 200 company, is a leading global provider of kidney care. We do healthcare, but we are not about healthcare. We care about the lives of our patients, teammates (employees) and partners, and the communities in which we operate around the globe. DaVita was founded on the principle of being a Community first and a Company second. We want all teammates to experience DaVita as “a place where I belong.”

## Diversity & Inclusion Philosophy/ Statement

At DaVita we strive to embed Diversity & Belonging into everything we do in our Village, so that it becomes part of who we are. We are very diverse as a Village overall (78% women and 53% ethnically diverse) and while our leadership is diverse in many ways, we recognize that it could be more diverse. We aspire to be a community that meaningfully demonstrates the power of diversity, the importance of community and the fulfillment that comes from belonging.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
Summer Analyst, Redwoods Leadership Development Program	Analyst, Redwoods Leadership Development Program

## Diversity Programming & Initiatives

At DaVita, we strive to be a community first and a company second. Our vision is, “A diverse Village where everyone belongs.” To realize our vision we take a collaborative, leader-led and teammate-driven approach to building our Diversity & Belonging (D&B) program. Last year, we expanded our scope beyond D&B to include economic mobility and health equity. Here is how we bring our strategy to life: Diversity, Belonging, Economic Mobility. Health Equity

We are diverse organization: 78% women, 53% people of color. We have a diverse and broad suite of specialized development programs that allow teammates to learn, grow and reach their full potential. This includes coaching and mentoring programs, cohort learning and individual development plans customized to each teammate. Our external recruiting efforts include partnering with diverse student organizations, HBCUs, MLT, and Forte.

Best places to work for LGBTQ | Military Friendly Employer | Bloomberg Gender Equity Index | Latino Leaders

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

**Crystal Baynes**  
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**Jeremy Sanford**  
jeremy.sanford@davita.com





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 Seattle, WA 98101

**Website:** www.dci-engineers.com/careers  
**# of Employees:** 325  
**Regions:** Southwest, West, Northwest

## 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 Civil Engineering Intern	Project Civil Engineer Project Structural Engineer	Project Civil 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:** Melissa Roe  
**Phone #:** –  
**Email:** meroe@deloitte.com  
**Address:** 111 S Wacker Dr STE 1800 Chicago, IL 60606

**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
Strategy Analyst Intern	Strategy Analyst	Tax Consultant
Solutions Engineering Analyst Intern	Solutions Engineering Analyst	Audit Consultant
Business Technology Solutions Intern	Business Technology Solutions Analyst	
Audit & Assurance Intern	Risk & Financial Advisory 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:

### Melissa Roe

Audit/Assurance/RFA Recruiter  
meroe@deloitte.com

### Allison Slattery

GPS Consulting Campus Recruiter  
aslattery@deloitte.com

### Shan Islam

Commercial Consulting Campus Recruiter  
shanislam@deloitte.com

**Recruiting Contact:** Caitlin Page  
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**Address:** 6300 Bee Cave Road, Austin, TX

**Website:** [www.careers.dimensional.com](http://www.careers.dimensional.com)  
**# of Employees:** 1,473  
**Regions:** South, East

## Organization Description

Dimensional is a global investment firm guided by deep convictions about the power of capital markets. We are a leader in applying advanced financial science to equity and fixed income investment strategies. By employing a rigorous and systematic investment approach, we seek to capture what the market offers in all its dimensions. Our clients include financial advisory, pension funds, retirement plans, college savings plans, insurance companies, endowments and foundations, and sovereign wealth funds. Headquartered in Austin, Texas, with 14 offices around the world, Dimensional manages \$637 Billion as of March 31, 2021.

## Diversity & Inclusion Philosophy/ Statement

Dimensional strives to attract, retain, and promote a diverse and talented workforce while fostering an environment where employees from all backgrounds and identities feel valued and included with equitable access to opportunities.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Internship in Investment Solutions Internship in Global Client Group Internship in Marketing	LEAD Analyst	Internship in Research (Masters) Internship in Technology-Software Engineer (Masters) Internship in Investment Solutions (Masters)

## Diversity Programming & Initiatives

At Dimensional, our goal is to have a substantial impact on the employee experience by intentionally integrating diversity and inclusion efforts throughout different aspects of an employee's career. Diversity and inclusion is embedded into the overarching recruiting approach through efforts focused on casting a wide net, setting efficient and consistent hiring processes, minimizing bias, and providing a strong candidate experience. Starting in 2021, Dimensional launched a series of Inclusion Networks [INs] to help support our mission of providing a respectful and inclusive work environment. INs focus on three primary goals: supporting professional development; fostering community and building professional networks; and supporting related diversity initiatives (e.g., Recruitment, Community Engagement etc.).

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

**Caitlin Page**  
caitlin.page@dimensional.com



**Recruiting Contact:** Kaila Turner  
**Phone #:** (313) 986-9226  
**Email:** kaila.turner@ejgallo.com  
**Address:** 600 Yosemite Blvd, Modesto, CA 95354

**Website:** <https://gallocareers.com/sldp.php>  
**# of Employees:** 5,000  
**Regions:** Nationwide

## 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
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**  
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**Kaila Turner**  
kaila.turner@ejgallo.com

**Charis Nunez**  
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**DJ Alston**  
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**Recruiting Contact:** Leia Gertos  
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**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:** Shana Creech  
**Phone #:** (540) 400-8090  
**Email:** shana.h-CTR.creech@faa.gov  
**Address:** 800 Independence Ave SW  
 Washington, DC 20591

**Website:** www.faa.gov  
**# of Employees:** 30,000+  
**Regions:** Nationwide

## Organization Description

The FAA is an operating administration within the Department of Transportation (DOT) and a proud partner in the DOT mission to serve the United States by ensuring a fast, safe, efficient, accessible and convenient transportation system that meets our vital national interests and enhances the quality of life of the American people, today and into the future. Specifically, the FAA mission is to provide the safest, most efficient aerospace system in the world.

## Diversity & Inclusion Philosophy/ Statement

Diversity is integral to achieving FAA's mission of ensuring safe and efficient travel across our nation and beyond. Our inclusive culture is defined by our values and we continuously seek employees from all backgrounds with distinctive ideas, perspectives, insights and talents. As our NextGen technology and systems continue to evolve to meet the aviation challenges of tomorrow, so must our workforce.

## Sample Internship & Early Grad Roles

### Internship Roles

Administrative & Office Support-(Gateways Internship Program Student Trainee)  
 General Engineer-(Gateways Internship Program Student Trainee)  
 Computer Scientist-(Program Analysis)-(Gateways Internship Program Student Trainee)

### Recent Grad Roles

Program Management Analyst  
 Engineering Analyst

## Diversity Programming & Initiatives

The FAA takes great pride in ensuring that all employees are afforded the opportunity to connect with others who share a similar culture, background, identity, interest or goal. Our employee associations and Special Emphasis Programs serve to facilitate career development, formal and informal mentoring, diversity, inclusion and social interaction. The FAA supports the following groups, which are open to all FAA employees.

- FAA GLOBE — Gay, Lesbian or Bisexual Employees
- National Native American Alaska Native Coalition of Federal Aviation Employees (NAAN)
- National Hispanic Coalition of Federal Aviation Employees (NHCFAE)
- National Asian and Pacific American Association (NAPA)
- National Black Coalition of Federal Aviation Employees (NBCFAE)
- National Coalition of Federal Aviation Employees with Disabilities (NCFAED)
- Professional Women Controllers (PWC)
- Technical Women's Organization (TWO)
- Special Emphasis Programs Federal Women's Program (FWP)
- Hispanic Employment Program (HEP)

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

### Ronicsa Chambers

ronicsa.chambers@faa.gov



# Forbes Tate Partners

**Recruiting Contact:** Elizabeth Gonzalez  
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**Email:** egonzalez@forbes-tate.com  
**Address:** 777 6th Street NW, 8th Floor  
 Washington, D.C. 20001

**Website:** www.forbes-tate.com  
**# of Employees:** 72  
**Regions:** Northeast

## Organization Description

Forbes Tate Partners (FTP) is a bipartisan, full-service public affairs consultancy specializing in government relations, grassroots advocacy, strategic communications, and business development. Our seasoned team works together closely to consistently meet clients' needs and expectations. FTP has a proven record of generating positive results for our clients. We take our work and our relationships – with our clients and each other – seriously.

## Diversity & Inclusion Philosophy/ Statement

At Forbes Tate Partners (FTP), it is important to us to create an inclusive work environment that promotes and values diversity and racial justice. More importantly, FTP's commitment to our employees in creating an equitable workplace where everyone, from any background, can do their best work is the right thing to do. FTP's commitment to inclusion across race, gender, sex, age, religion, identity, and experience is paramount to our work and culture.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Research and Policy Analysis Internship Public Affairs Internship Insights Internship	Staff Positions (Senior/Analyst, Senior/Director, etc.)	Senior Staff Positions (Senior/Vice President)

## Diversity Programming & Initiatives

Over the course of the last year, FTP has focused on three areas to strengthen our team, our office environment, and our commitment to diversity and inclusion: Sponsorships, Recruitment, and Trainings. FTP will sponsor events that align with the firm's mission, support our clients, and give back to our local community through supporting and sponsoring local non-profit organizations and professional groups networking events at our office, furthering our commitment to the scholars and teachers at a local elementary-middle school in Washington, D.C. (specifically providing school store and wellness room donations, hosting a holiday toy drive, tutoring, participating in career day, hosting an ice cream social for the teachers, etc.), and identifying worthwhile organizations to provide and partner with pro-bono. FTP has expanded our pipelines of recruitment for diverse talent by partnering with local colleges and employee alumni networks.

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

**Elizabeth Gonzalez**  
 VP of Operations  
 egonzalez@forbes-tate.com

**Charnelle Pinkett**  
 Deputy Director, Operations  
 cpinkett@forbes-tate.com

**Savannah Stockly**  
 Associate, Operations  
 sstockly@forbes-tate.com

**Jeff Strunk**  
 jstrunk@forbes-tate.com



# Ford Motor Company

**Recruiting Contact:** Brandy Joe Plambeck  
**Phone #:** (313) 390-3528  
**Email:** campus@ford.com  
**Address:** 1 American Rd., Dearborn, MI 48126

**Website:** corporate.ford.com/careers  
**# of Employees:** 186,000  
**Regions:** Worldwide

## Organization Description

Ford is a global company with shared ideals and a deep sense of family. From our earliest days as a pioneer of modern transportation, we have sought to make the world a better place – one that benefits lives, communities and the planet. We are here to provide the means for every person to move and pursue their dreams, serving as a bridge between personal freedom and the future of mobility. In that pursuit, our 186,000 employees around the world help to set the pace of innovation every day.

## Diversity & Inclusion Philosophy/ Statement

For more than a century, Ford has been a pioneer in providing opportunity to people regardless of race, gender, ability, sexual orientation and background. We view this less with pride than the sober realization that we must go further to create a company where our differences are truly valued and every team member can bring their whole selves to work. Diversity breeds innovation and the companies that attract the most talented and diverse workforce will succeed in our rapidly changing world.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Information Technology Intern	Ford College Graduate-Manufacturing	Marketing Leadership Program
Core Purchasing Intern	Ford College Graduate-Information Technology	Finance Leadership Program
Strategy & Planning Intern	Ford College Graduate-Product Development	Business Leader Program

## Diversity Programming & Initiatives

- Ford Interfaith Network (FIN)
- MENA – Middle East and North Africa Association
- Ford Asian Indian Association (FAIA)
- Ford Gay, Lesbian, Bisexual or Transgender Employees (GLOBE)
- Ford Veterans Network Group (VET NG)
- Women of Ford
- Ford-employees African-Ancestry Network (FAAN)
- Ford Empowering Diverse Abilities (FEDA)
- NextGen – Ford Next Generation Employees Network
- Ford Hispanic Network (FHN)
- Ford Chinese Association

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

**Brandy Joe Plambeck**  
bplambec@ford.com

**Robert Miles**  
rmiles52@ford.com

**Thalia Brown**  
tbrow447@ford.com





**Recruiting Contact:** Brittany Keller  
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**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
Full Trading Internship Experience	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
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>	Brittany Kmiecik	<b>Website:</b>	www.grantthornton.com
<b>Phone #:</b>	(312) 754-7163	<b># of Employees:</b>	56,000
<b>Email:</b>	brittany.kmiecik@us.gt.com	<b>Regions:</b>	Nationwide & Worldwide
<b>Address:</b>	171 N. Clark St., Chicago IL 60601		

## Organization Description

We have seen firsthand the power of bringing one's whole self to work – from different races, 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 2022	Audit Associate- Fall 2022	Audit Associate- Fall 2022
Tax Intern- Summer 2022	Tax Associate- Fall 2022	Tax Associate- Fall 2022

## 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
- Equality GT (LGBTQ +) & Allies
- Lantix/Hispanics & Allies
- Working Parents & Allies
- Diverse Abilities & Allies
- Future Leaders & Allies
- Pan-Asians & Allies
- Women & Allies

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

<p><b>Brittany Kmiecik</b> University Recruiter brittany.kmiecik@us.gt.com</p>	<p><b>Jonathan Philipp</b> jonathan.philipp@us.gt.com</p>	<p><b>Karina Sanchez</b> karina.sanchez@us.gt.com</p>
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**Address:** 550 West Van Buren Street  
Chicago, IL 60607

**Website:** www.huronconsultinggroup.com  
**# of Employees:** 3,000+  
**Regions:** 25 locations across the globe

## 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

Consulting Intern, Healthcare - Summer 2021  
Consulting Intern, Higher Education - Summer 2021  
Consulting Intern, Enterprise Solutions & Analytics - Summer 2021

### Recent Grad Roles

Consulting Analyst, Healthcare - 2021 Start Dates  
Consulting Analyst, Higher Education - 2021 Start Dates  
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:

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**Janae Allen**  
jaallen@huronconsultinggroup.com



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**Email:** mbounds@interaction.org  
**Address:** 1400 16th Street, NW, Suite 210  
 Washington, D.C. 20036

**Website:** www.interaction.org  
**# of Employees:** 55  
**Regions:** Washington, D.C.

## Organization Description

InterAction is a convener, thought leader, and voice for NGOs working to eliminate extreme poverty, strengthen human rights and citizen participation, safeguard a sustainable planet, promote peace, and ensure dignity for all people. Our Members are premier international global development, humanitarian, and sector supporting organizations that work in almost every country and manage more than \$15 billion in programs worldwide.

## Diversity & Inclusion Philosophy/ Statement

Guided by the principle of *Do No Harm*, InterAction strives to model the ethics it values as a mission-driven thought leader and standard-bearer to better integrate and promote a Diversity, Equity, and Inclusion (DEI) approach within the NGO sector.

Across the international development and humanitarian sectors, a consensus is growing that organizations must use an intersectional framework to challenge persistent inequalities and work in ways that are anti-racist and not based on colonial models of engagement. NGOs are now rightfully expected to understand that race, gender, sexual orientation, disability, religion, age, and class are each vast and complex identities that intersect across categories, cultures, and regions. InterAction's DEI approach moves its Members toward an intersectional framework that will lead to broad organizational changes related to localization, staffing, compensation, and representation, among others.

While global considerations are critically important to the framing of our work, InterAction's DEI approach is also specific to the U.S. context in which our coalition comes together and where many of our Members are headquartered. In the current divided political climate, InterAction has increased awareness of the urgent call to promote anti-racism and racial equity here at home, where it impacts the lives of many of our staff, Member organizations, partners, and the community. As race and social justice remain principal concerns in the U.S., InterAction will continue to be a leader and ally standing against bigotry and racial violence that exist in our country.

Our coalition has a responsibility to maintain a culture of inclusion for its employees and the communities it serves worldwide. It is not always easy or comfortable to engage in DEI work, but InterAction can attest to the value of intentionally prioritizing and incorporating DEI principles. As an organization responsible to our own staff, InterAction elevated DEI through its staffing structure and hired a third-party consultant to benchmark staff diversity, conduct focus groups, and provide the organization with a detailed DEI Assessment Report. We are better for having gone through this intensive process and commit to continuing our internal work as a leader and an example for the sector.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Results Based Protection Intern	Program Associate	Manager
Policy Intern	Sr. Program Associate	Sr. Manager
Executive Office Intern	Program Coordinator	Director

## Diversity Programming & Initiatives

Diversity, Equity and Inclusion Staff Task Force

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

**Princess Bazley-Bethea**  
pbazley-bethea@interaction.org

**Monica Bounds**  
mbounds@interaction.org

**Joanne Korandu**  
jkorandu@interaction.org

**Dana Bailey**  
dbailey@interaction.org



**Recruiting Contact:** Bret Pogemiller  
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**Address:** 340 W 10th St, Suite 2200  
 Indianapolis, IN 46202

**Website:** <https://iuhealth.org/professional-education/fellowships-programs/management-rotation-program>  
**# of Employees:** 34,000+  
**Regions:** Midwest

## Organization Description

Indiana University Health (IU Health) is Indiana’s most comprehensive health system. With hospitals, physician offices and allied services, IU Health provides access to a full range of specialty and primary care services for adults and children. A unique partnership with Indiana University School of Medicine—one of the nation’s leading medical schools—gives patients access to groundbreaking research and innovative treatments to complement high-quality care.

## Diversity & Inclusion Philosophy/ Statement

At IU Health, we are committed to advancing a culture where all people can come together while we work to equitably improve the health of all Hoosiers. Working together, our health system will continue to foster an environment in which differences are respected and valued.

## Sample Internship & Early Grad Roles

### Internship Roles

Business Development Intern  
 Finance & Treasury Intern  
 Revenue Cycle Services (RCS) Operations Intern

## Diversity Programming & Initiatives

With a continued commitment and a bold approach to diversity, equity and inclusion, IU Health is the place where many voices and perspectives come together to improve the health of our communities today and in the future. Accountable to its promise, IU Health:

- Expanded feedback methods to accurately reflect the diverse voices of patients and families
- Ensured IU Health is an LGBTQ+ friendly environment for patients and team members
- Designed a talent acquisition process that improves our ability to attract racial and ethnic minority candidates
- Established governance to examine internal operations and clinical care through the lens of its diverse patients and communities in terms of equitable experiences

Investing in community health improvements and providing equitable access for all Hoosiers are the top priorities in IU Health’s mission to give back to our communities. In 2019, IU Health invested over \$700 million in the communities we serve.

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

**Adoley Azu**  
 nazu@iuhealth.org

**Darby Brignac**  
 dbrignac@iuhealth.org

**Recruiting Contact:** Brandon Moore  
**Phone #:** (224) 724-3890  
**Email:** bmoore@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

**Recruiting Contact:** Maddy Ferrari  
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**Address:** 200 East Randolph Street, Suite 3300  
 Chicago, IL 60601

**Website:** careers.kemper.com/global/en  
**# of Employees:** 10,000  
**Regions:** Nationwide

### Organization Description

Kemper is one of the nation’s leading specialized insurers. Our success is a direct reflection of the talented and diverse people who make a positive difference in the lives of our customers every day. We believe a high-performing culture, valuable opportunities for personal development and professional challenge, and a healthy work-life balance can be highly motivating and productive. Kemper’s products and services are making a real difference to our customers, who have unique and evolving needs.

### Diversity & Inclusion Philosophy/ Statement

We are committed to a diverse, equitable and inclusive culture. We strive to ensure all employees have the opportunity to succeed and reach their fullest potential. Our differences are embraced, respected, and valued, enabling all employees to feel empowered to be their authentic selves at work.

### Sample Internship & Early Grad Roles

<b>Internship Roles</b> MBA Intern, Audit MBA Intern, Treasury MBA Intern, Business Intelligence		<b>Graduate (Masters/ PhD) Roles</b> MBA Leadership Development Program - Finance MBA Leadership Development Program - P&C
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### Diversity Programming & Initiatives

- Kemper Scholars
- Kemper Cares
- DE&I awareness programs

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

**Maddy Ferrari**  
mferrari@kemper.com

**Ron Zinnerman**  
rzinnerman@kemper.com

**Jillian Winston**  
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**Address:** 1375 E. 9th Street, Cleveland, OH 44114

**Website:** kpmgcampus.com  
**# of Employees:** 29,000  
**Regions:** Worldwide

## Organization Description

KPMG is one of the world's leading professional services firms, providing innovative business solutions and audit, tax, and advisory services to many of the world's largest and most prestigious organizations. KPMG is widely recognized for being a great place to work and build a career, and is consistently named one of the nation's "100 Best Companies to Work For" by Fortune magazine. Our people share a sense of purpose in the work we do, and a strong commitment to community service and diversity and inclusion.

## Diversity & Inclusion Philosophy/ Statement

We know that a diverse workforce benefits us all: inclusive, diverse teams produce more innovative ideas, increase creativity and are more productive. In other words, when we draw strength from our differences, we're better able to solve our clients' toughest problems, and that's at the heart of what we do. KPMG's Inclusion and Diversity strategy is brought to fruition through three key areas of focus: Our Workforce, Our Workplace and Our Marketplace.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
Audit Intern	Tax Associate, BTS
Embark Scholar Accounting/Finance	Advisory Associate, Risk Assurance ACE Program
Embark Scholar IT/Engineering	Audit Associate

## Diversity Programming & Initiatives

**KPMG Rise Leadership Institute:** If you're a high-performing college freshman or sophomore who identifies as a person of color, veteran, person with disability, LGBTQ, and/or first-generation college student, then RISE up and make your mark with KPMG! KPMG Rise Leadership Institute (Rise) begins with an annual, four-day leadership conference in Hollywood, California for students pursuing an accounting, finance, engineering, IT or other related degrees. If you successfully complete the conference, you'll open the door to a variety of scholarship and career opportunities.

**Embark Scholars:** Embark Scholars is a multi-year internship program that helps develop high-performing students of color into the KPMG leaders of tomorrow. If accepted to the program, you will have the opportunity to complete more than one internship and benefit from KPMG's industry-leading technical and professional development training.

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

**Jennifer Neal**  
jmneal@kpmg.com

**Deirdre Mateas**  
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**Danielle Schneck**  
dschneck@kpmg.com

**Staci Wood**  
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**Recruiting Contact:** Nicole DiBene  
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**Website:** lek.com  
**# of Employees:** –  
**Regions:** Worldwide

## Organization Description

L.E.K. Consulting is one of the premier strategy consulting firms worldwide. At L.E.K., we're passionate about helping our clients succeed with breakthrough insights that drive real impact. Our clients view us as trusted partners that help address their most pressing challenges and biggest opportunities. Our uncompromising approach is grounded in deep industry expertise, rigorous analysis, and a commitment to driving practical results that exceed our clients' expectations. For more information, visit lek.com.

## Diversity & Inclusion Philosophy/ Statement

We recently formed the Equity, Diversity and Inclusion (EDI) committee with a mission of further strengthening our commitment globally to the critical topic of ED&I and to challenge ourselves to be better.

## Sample Internship & Early Grad Roles

<b>Internship Roles</b> Summer Associate	<b>Recent Grad Roles</b> Associate	
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## Diversity Programming & Initiatives

L.E.K. thrives because of its diverse people; there are numerous initiatives in place to support and encourage diversity and inclusion at the firm. As a firm, we acknowledge that there's work for us to continue to do to foster a diverse and inclusive work environment. While we are working towards building a more diverse team, it's important that we re-affirm our commitment to diversity.

We have a number of staff-led affinity groups part of our commitment to a diverse and welcoming workplace:

- Pride
- Women's Network
- Mosaic
- Vets with Impact

All our affinity groups focused on networking, mentorship, development, and awareness-building through events like:

- Mosaic's Content Club
- Sponsorship of external speakers to lead anti-racism seminars, self-advocacy discussions, etc.
- Small group discussions about important topics like racial justice and LGBTQ rights

There's annual awareness training for new hires to ensure an inclusive environment.

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

**Nicole DiBene**  
n.dibene@lek.com

<b>Recruiting Contact:</b>	Briana Ramondo	<b>Website:</b>	mavenwave.com/company/careers/ignite/
<b>Phone #:</b>	(312) 878-4100	<b># of Employees:</b>	350
<b>Email:</b>	briana.ramondo@mavenwave.com	<b>Regions:</b>	Chicago
<b>Address:</b>	71 S Wacker Dr. Suite 2040, Chicago, IL 60606		

## 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

	<b>Recent Grad Roles</b> IGNITE Analyst	
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## 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:

<b>Briana Ramondo</b> briana.ramondo@mavenwave.com	<b>Kayla Watkins</b> kayla.watkins@mavenwave.com	<b>Chrissa Maury</b> chrissa.maury@mavenwave.com	<b>Katie Mourzine</b> katie.mourzine@mavenwave.com
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<b>Phone #:</b>	–	<b># of Employees:</b>	90,000+
<b>Email:</b>	<a href="mailto:thomas.j.streed@medtronic.com">thomas.j.streed@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
Finance Summer Internship Program	Finance Leadership Rotation Program

## Diversity Programming & Initiatives

As of May 2021, Medtronic ranks #11 in DiversityInc's Top 50 Companies for Diversity and hold placement on the 2021 Human Rights Commission's Best Places to Work for LGBTQ+ Equality.

Medtronic currently employs a workforce that is 37% ethnically diverse in the United States and ethnically diverse talent comprise 23% of management positions in the U.S. Globally, women currently hold 39% of global management positions.

As part of the company's I, D, & E strategy, Medtronic is excited for its partnership with Thurgood Marshall College Fund (TMCF) aimed at building and fostering stronger relationships with Historically Black Colleges and Universities (HBCUs) and bringing more diverse talent into the company's leadership pipeline.

Already, Medtronic is seeing results from its I, D, & E push. In 2020, the company hired its most diverse group of interns in the company's history — 61% women across the world and, in the United States, 52% of interns were ethnically diverse.

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

<b>Thomas Streed</b> Senior Finance Campus Recruiter <a href="mailto:thomas.j.streed@medtronic.com">thomas.j.streed@medtronic.com</a>	<b>Brittany Prather</b> Senior Diversity Campus Recruiter <a href="mailto:brittany.k.prather@medtronic.com">brittany.k.prather@medtronic.com</a>	<b>Sarah Nickel</b> Finance Rotation Program Senior Manager <a href="mailto:sarah.nickel@medtronic.com">sarah.nickel@medtronic.com</a>	<b>Jamie Scallen</b> Finance Director <a href="mailto:jamie.d.scallen@medtronic.com">jamie.d.scallen@medtronic.com</a>
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**Recruiting Contact:** Sarah Falzone  
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**Address:** 7060 Seneca Street, East Aurora, NY 14059

**Website:** careers.moog.com  
**# of Employees:** 10,000+  
**Regions:** Worldwide

## Organization Description

We work closely together, driven by a shared sense of purpose and a desire to do the right thing. We value our ground-breaking, challenging work. Whether it's enabling NASA's Mars Rover to land safely or helping to support breakthrough advances in aerospace and development technology, together, we do amazing things. We value the skill and commitment of our employees above all else. For people looking for inspiring and meaningful work in a warm, respectful, family-like environment, Moog will feel like home.

## Diversity & Inclusion Philosophy/ Statement

Moog aspires to be a diverse, equitable, and inclusive company where employees are empowered to bring their whole, authentic selves to work every day. At Moog, we believe in the people who work for us. As part of our investment in our people, we make diversity, equity, and inclusion a priority. Our goal is to create a culture where we value, respect, and provide fair treatment and equal opportunities for all employees. By recognizing and celebrating our differences, we cultivate an environment for every person.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Mechanical Engineering Internship	Associate Engineer	Software Engineer
Electrical Engineering Internship	Test Equipment Engineer	Application Engineer Simulation
Computer Science Internship	Electronic Technician	Master Planner

## Diversity Programming & Initiatives

As a part of our Diversity, Equity & Inclusion (DE&I) strategy, Moog is promoting the creation of Employee Resource Groups (ERGs). We believe ERGs are an important tool to help bolster inclusion across the organization, improve engagement, and advance the development of groups of people with unique needs. Moogers run the gamut across many diverse ethnicities, genders, generations and other affinities that are often engaged with ERGs. These groups play a pivotal role in supporting the careers of all employees at Moog. Our Employee Resource Groups will be open and welcoming to every employee whether or not they share the defining characteristic or life experience. If you support the groups mission, or just want to learn more please join or encourage others to join. Everyone has a seat at the table!

At Moog we are also targeting diverse student clubs & organizations at different universities around the country in order to recruit a more diverse population for our internship program.

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

**Chantal Benton**  
cbenton@moog.com

**Natalie Trueheart**  
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**Harvey Beldner**  
hbeldner@moog.com



**Recruiting Contact:** Lindsay Van Dyne  
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**Address:** 9961 Brewster Ln, Powell, OH 43065

**Website:** <https://app.joinhandshake.com/>  
**# of Employees:** 34  
**Regions:** Ohio

## Organization Description

In its simplest terms, our mission is to build software to help people make important things work better, whether it's the quality of an aircraft engine or the waiting time to see a doctor. The practice of process improvement touches all our lives in very direct ways, so if we can use technology to accelerate that work, we're all better off for the effort.

## Diversity & Inclusion Philosophy/ Statement

At MoreSteam, we believe in "rowing" together. When we work together like that, leveraging our unique experiences, strengths, and contributions, we succeed and innovate more quickly. Diversity and inclusion are at the heart of who we are and how we work both inside and outside of the walls of our organization.

## Sample Internship & Early Grad Roles

<b>Internship Roles</b> Web Developer	
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## Diversity Programming & Initiatives

At MoreSteam, we recognize that women and minorities are very underrepresented in computer science majors, so the traditional hiring path for programmers is not enough to develop a diverse workforce. We rely on non-traditional forms of recruiting, including relationships with local coding bootcamps that focus and champion social equity in technology. We also work to develop each of our own staff through our mentorship and coaching programs. More than half of our development staff and leadership team are women, many of whom moved from other departments or were cross-trained internally. We strive to build and nurture a culture where inclusiveness is not an initiative, but is just a part of who we are and how we treat each other.

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

**Karina Dube**  
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**Rayyan Karim**  
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**Lisa Rees**  
lrees@moresteam.com

<b>Recruiting Contact:</b>	Katie Deisler	<b>Website:</b>	northwesternmutual.com/careers/
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<b>Email:</b>	katedeisler@northwesternmutual.com	<b>Regions:</b>	Midwest, Northeast
<b>Address:</b>	720 E. Wisconsin Ave, Milwaukee WI, 53202		

## Organization Description

Northwestern Mutual has been helping families and businesses achieve financial security for over 160 years through a distinctive planning approach that integrates risk management with wealth accumulation, preservation, and distribution. As a Fortune 90 organization with more than \$290 billion in assets, \$30 billion in revenues and more than \$1.9 trillion worth of life insurance protection in force, Northwestern Mutual delivers financial security to more than 4.6 million clients. People are the power behind Northwestern Mutual, and diversity makes us better. We are committed to reflecting and serving the marketplace. We do so by attracting and improving the engagement of those who bring their outstanding perspectives, ideas, and beliefs. At Northwestern Mutual, people matter. And you'll be working for a company that's consistently voted among the "most admired" in the nation. We invite you to explore your career interests with us.

## Diversity & Inclusion Philosophy/ Statement

We believe in putting people first. Doing the right thing. Creating a culture of respect. We know that the best client service and financial industry leadership starts with our people—building a diverse team and an inspiring, inclusive workplace where everyone can be, and do, their best every day. The people we need should represent the great diversity of our communities. The collective ideas, opinions, and creativity of a diverse workforce is necessary to deliver the innovative financial solutions our clients need.

## Sample Internship & Early Grad Roles

Internship Roles			
Software Engineer Intern	Finance Intern	Consulting & General	Principal Intern –
Data Engineer Intern	Business Analyst Intern	Management Summer	Private Debt & Equity
Accounting Intern	Business Analytics Intern	Associate (MBA) - Distribution	

## Diversity Programming & Initiatives

**Sustained Action for Racial Equity Task Force:** We've created a new task force, chaired by our CEO, John Schlifske. This team is looking at racism and inequality from every perspective to identify what we can do to make the biggest difference in our company and communities.

Our award-winning Employee Resource Groups (ERGs) help us create a more diverse and inclusive mindset and workplace from the ground up. They also offer opportunities for professional and personal growth. These voluntary groups have formed among commonalities of ethnicity/race, ability, gender, nationality, generation, military/veteran status, gender identity, and sexual orientation and include:

- African-American
- disABILITY Alliance
- Hispanic
- Military Veterans
- Asian
- Generations
- PRIDE (LGBTQ+)
- Women

**DEI Councils:** Over 47 groups representing employees and advisors across our company give input and insight into recruitment and retention, education, and community engagement to help us make an even bigger impact.

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

<b>Katie Deisler</b> katedeisler@northwesternmutual.com	<b>Kelly Verstat</b> kellyverstat@northwesternmutual.com	<b>Jake Schaller</b> jakeschaller@northwesternmutual.com
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**Recruiting Contact:** Andrea Tiller  
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**Address:** Indianapolis, IN

**Website:** [www.peacecorps.gov](http://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

### Undergraduate Roles

Campus Ambassador Internship

### Graduate Roles

Water Sanitation and Hygiene Education Facilitator - South America  
Climate Change Education and Youth Empowerment Volunteer - Central America and Mexico  
Ag & Forestry Extension Agent- Linking Income Food and Environment - Africa

## 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

**Manuel Colon**  
mcolon@peacecorps.gov



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New York, NY 10135

**Website:** <https://pwpartners.com/careers/>  
**# of Employees:** 580  
**Regions:** Chicago, New York, San Francisco,  
Houston, Los Angeles

## Organization Description

Perella Weinberg Partners is a leading global independent advisory firm, providing strategic and financial advice to a broad client base, including corporations, institutional asset managers, governments, sovereign wealth funds and family offices. The firm offers a wide range of advisory services to clients in the most active industry sectors and global markets. With more than 580 employees, PWP currently maintains offices in New York, Houston, London, Calgary, Chicago, Denver, Los Angeles, Paris, Munich, and San Francisco.

## Diversity & Inclusion Philosophy/ Statement

At PWP, we strive to cultivate an environment that values inclusion and supports individuals from all backgrounds. We recognize that diversity — in people and ideas — creates an atmosphere that drives the creative solutions we offer our clients and better allows us to solve our clients' most complex strategic matters. So, we put diversity and inclusion practices front and center in all our efforts to attract, develop, and retain the best talent. We want to be the best at everything we do.

## Sample Internship & Early Grad Roles

### Internship Roles

2023 Summer Analyst Program (US)

## Diversity Programming & Initiatives

- Women's Advisory Prep Program
- Advisory Diversity Prep Program
- Out4Undergrad Business Conference
- Diversity Virtual Coffee Chats
- Sponsors for Educational Opportunities Partners
- Diversity, Equity, & Inclusion Leadership Council
- Conscious Inclusion Training
- Inclusive Health and Wellness Benefits

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

**Laura Rivero**  
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**Gina Natoli**  
gnatoli@pwpartners.com

**Adriane Santos**  
asantos@pwpartners.com

**Recruiting Contact:** Melanie Sadarananda  
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**Address:**

**Website:** pnc.jobs/students  
**# of Employees:** 52,000  
**Regions:** Nationwide

## Organization Description

For more than 160 years, we have been committed to supporting our customers, communities, employees and shareholders. At PNC, we are proud of our longstanding history of building strong communities that create financial opportunities for individuals, families and businesses. The commitment to creating a differentiated experience for our customers is driven by our commitment to doing the same for our employees. That means providing employees with the opportunities to make an impact, develop and grow.

## Diversity & Inclusion Philosophy/ Statement

At PNC, we've built a culture based on respect, integrity and inclusion. A culture that's open to new ideas, new insights and new voices. A culture where everyone can truly be themselves and make their thoughts and opinions known – it's our differences that give us strength and make us who we are today. Here, you're empowered and encouraged to make an impact on the world around you while being your most authentic self.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
C&IB - Capital Markets	C&IB - Capital Markets
C&IB - Corporate & Commercial Banking	C&IB - Corporate & Commercial Banking
Asset Management Group	Asset Management Group

## Diversity Programming & Initiatives

At PNC, we recognize that diversity and inclusion is bigger than any single person or group. Each employee brings to the organization a unique set of skills and experiences. Attracting, recruiting and retaining a diverse workforce is essential to our success, providing us with a wealth of skills and ideas, increasing employee engagement and tying us closer to the communities we serve. We champion a culture where employees feel confident presenting their ideas and are valued for their abilities. Employee Business Resource Groups (EBRGs) help drive PNC's Diversity & Inclusion efforts by fostering an inclusive culture. These groups are formed by employees who share common goals and are open to anyone who supports the mission of the group.

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

**Christopher Brown**  
christopher.m.brown@pnc.com

**Melanie Sadarananda**  
melanie.sadarananda@pnc.com

**Mike Crowe**  
michael.crowe@pnc.com

**Mike Brown**  
m.brown@pnc.com



**GO BEYOND**

# Pratt & Whitney

<b>Recruiting Contact:</b>	Revanna Cudgma	<b>Website:</b>	<a href="http://prattwhitney.com/careers/">prattwhitney.com/careers/</a>
<b>Phone #:</b>	(860) 830-0458	<b># of Employees:</b>	39,000
<b>Email:</b>	<a href="mailto:revanna.cudgma@prattwhitney.com">revanna.cudgma@prattwhitney.com</a>	<b>Regions:</b>	Worldwide
<b>Address:</b>	400 Main Street, East Hartford, CT 06118		

## Organization Description

Pratt & Whitney is committed to being the world-class provider of dependable engines, propulsion systems, parts and services that meet customer expectations. With more than 39,000 employees around the world, our real power and innovation comes from our people.

## Diversity & Inclusion Philosophy/ Statement

At Pratt & Whitney, we believe diversity of thought enables creativity, innovation and establishes a foundation for inclusion. By fostering an inclusive culture, we accept a shared accountability and responsibility to recognize, sponsor, coach, hire and promote talent equally. That sense of inclusion and equity, along with our many other principles, is a driving force making Pratt & Whitney an employer of choice, for all.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Engineering Internship (EDP) - Summer 2022	Engineering Development Program (EDP) - Summer 2022	MPE Advanced Materials Principal Engineer

## Diversity Programming & Initiatives

Our people are the key to our long-term success — from exceeding customer expectations to stretching the boundaries of what’s possible in aerospace and defense. When we embrace diversity in all its forms, we fuel opportunities for our employees, customers, suppliers and communities. Our multi-year plan will create meaningful and measurable progress to advance diversity, equity and inclusion across the company and beyond. We are proud to have leaders and peers committed to having balanced teams spanning all dimensions of diversity, globally.

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

<b>Revanna Cudgma</b> <a href="mailto:GPPWTalentAcquisition@prattwhitney.com">GPPWTalentAcquisition@prattwhitney.com</a>	<b>Revanna Cudgma</b> <a href="mailto:DE&amp;I@prattwhitney.com">DE&amp;I@prattwhitney.com</a>
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# Procter & Gamble

**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 Summer Intern - Product Supply Brand Management Summer Intern	Finance & Accounting Manager - Business Unit Finance & Accounting Manager - Market Operations Assistant Brand Manager	Sr. Finance & Accounting Manager - Global Business Services Sr. Finance & Accounting Manager - Internal Controls 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**  
lynch.v.1@pg.com

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

**Adenike Opetubo**  
opetubo.ae@pg.com

**Matt Wormington**  
wormington.m@pg.com



**Recruiting Contact:** Grace King  
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**Email:** Grace.King@protiviti.com  
**Address:** 101 N. Wacker Drive, Suite 1400  
 Chicago, IL 60606

**Website:** www.protiviti.com/US-en/careers  
**# of Employees:** 5,000  
**Regions:** Nationwide

**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
Chicago Intern Indianapolis Intern Nationwide Intern	Chicago Consultant Indianapolis Consultant Nationwide Consultant

**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
- 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

**Recruiting Contact:** Kate McKeon  
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**Email:** kate.mckeon@prudential.com  
**Address:** 751 Broad Street, Newark, NJ 07102

**Website:** jobs.prudential.com/students  
**# of Employees:** 40,000+  
**Regions:** Nationwide

### 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
Finance Internship	Finance Associate
Asset Management Internship Operations Internship	Asset Management Analyst
	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 launched inclusion 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:

**Jessica Lockard**  
jessica.lockard@prudential.com



<b>Recruiting Contact:</b>	Stephanie Klotter	<b>Website:</b>	jobs.us.pwc.com/entry-level
<b>Phone #:</b>	(502) 744-2119	<b># of Employees:</b>	284,000
<b>Email:</b>	stephanie.m.klotter@pwc.com	<b>Regions:</b>	Worldwide
<b>Address:</b>	1 N. Wacker Drive, Chicago, IL 60606		

### Organization Description

We're inspiring and empowering our people to change the world. Here, you can create impact with clients, shape industries and provide a lasting impression in our communities. We connect people with diverse backgrounds and skillsets to solve important problems together—for our clients, our communities and for the world at large.

### Diversity & Inclusion Philosophy/ Statement

PwC is made up of 55,000 people of different races, ethnicities, genders, backgrounds, religions and beliefs. But together, we're one firm united by purpose and values. We continue to build a culture of belonging—one where we move from awareness to empathy and demonstrate inclusive leadership.

### 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 its 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).

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**Address:** 500 Plaza Drive, Secaucus, NJ 07094

**Website:** www.questdiagnostics.com  
**# of Employees:** 50,000  
**Regions:** Nationwide

## Organization Description

Quest Diagnostics is a Fortune 500 company focused on improving the health of patients through unsurpassed diagnostic insights. We are the leading provider of high-value, cost-effective diagnostic testing, information and services. Our diagnostic insights reveal new avenues to identify and treat disease, inspire healthy behaviors and improve health care management. Quest Diagnostics annually serves one in three adult Americans and half the physicians and hospitals in the United States.

## Diversity & Inclusion Philosophy/ Statement

Quest Diagnostics is committed to diversity. When you join our team, you will be valued for your unique skills, background and experiences. Our ability to evolve, expand and develop world-class innovations relies on a culture that respects all employees and supports their contributions. Ultimately, this enables all of us to deliver the best possible service and products to our customers.

## Sample Internship & Early Grad Roles

### Internship Roles

Financial Analyst-Internship

### Recent Grad Roles

Financial Analyst

## Diversity Programming & Initiatives

Quest Diagnostics is committed to a diverse workforce. Quest's Employee Business Networks (EBNs) like African-American Business Leaders, DiverseAbilities, Pride, Women in Leadership, and others provide colleagues with similar backgrounds opportunities to network, grow personally and professionally, and encourage an inclusive culture by participating in recruiting efforts. Our EBNs host events, facilitate mentorship, drive involvement, and pilot programs like Quest's Autism Hiring Initiative. Additionally, Quest Diagnostics has recently launched Quest For Health Equity, a \$100 million, multiyear initiative to address and reduce health disparities in underserved communities, including those impacted by COVID-19.

As a result of efforts like these, Quest Diagnostics has been named a 2021 "Best Place to Work for Disability Inclusion" by the Disability Equality Index, a 2021 "Best Place to Work for LGBTQ Equality" by the Human Rights Campaign, and a 2021 "Best Employer for Women" and 2021 "Best Employer for Diversity" by Forbes.

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

### Jennifer Martinez

jennifer.c.martinez@questdiagnostics.com

### Desyra Highsmith

desyra.a.highsmith@questdiagnostics.com

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**Address:** 880 Carillon Parkway, St. Petersburg, FL 33716

**Website:** www.raymondjames.com/careers/  
**# of Employees:** 18,000+  
**Regions:** Worldwide

## 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 8,400 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 Equity Research Summer Internship	Investment Banking Analyst Equity Research - Research Associate Chairman Program Assistant	Investment Banking 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
- Emerge Inclusion Network Mosaic
- Inclusion Network
- Pride 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

We'd also like to highlight our external partnerships with SEO, Forte Foundation, and Toigo Foundation for students who are part of these networks and looking to connect with a partner company.

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

**Amber Grace**  
 amber.grace@raymondjames.com

**Rebecca Mohan-Gonzales**  
 rebecca.mohan-gonzales@raymondjames.com



**Recruiting Contact:** Alyssa Boucher

**Phone #:** (313) 373-3761

**Email:** alyssaboucher@rockcentraldetroit.com

**Address:** 1050 Woodward, Detroit, MI 48226

**Website:** MyRocketCareer.com

**# of Employees:** 24,000+

**Regions:** Midwest

## Organization Description

Rocket Companies® is a Detroit-based company made up of businesses that provide simple, fast and trusted digital solutions for complex transactions. The name comes from our flagship business, now known as Rocket Mortgage®, which was founded in 1985. Today, we're a publicly traded company involved in many different industries, including mortgages, fintech, real estate, automotive and more. Together, we share philosophies that we call ISMs and a mission to challenge the status quo.

## Diversity & Inclusion Philosophy/ Statement

At Rocket Companies we strive to weave DEI into our DNA by cultivating a culture that is guided by our founding principals and beliefs as an organization. It is our priority to remove systemic barriers in order to empower team members. This builds a healthy environment that encourages innovation and personal growth. We will continue to leverage our influence to build trust and sustainable pathways for all of our communities to thrive.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Sales Development Intern	Mortgage Banker	Software Engineer
Software Engineer Intern	Associate Software Engineer	Data Analyst
Data Analyst Intern	Associate Data Analyst	Data Scientist

## Diversity Programming & Initiatives

Our practice of weaving DEI into our DNA is applied through our pillars. Each pillar is supported, refined and measured by our entire organization and impacts our goals and defines our priorities.

- **Talent** - We intentionally attract, hire and develop diverse talent through the entire team member life cycle.
- **Culture** - We also work to ensure an environment of belonging for our team members by leveraging a focus on connectivity, education and celebration through Team Member Resource Networks (TMRNs).
- **Market Place** - We work to establish a diverse and inclusive partner base by supporting local businesses and entrepreneurs when procuring goods and services. Additionally, we have a dedicated focus on supplier diversity to center our efforts on businesses owned by under represented communities
- **Community** - We support our local communities by providing pathways for systemic change. Partnering with the communities we are in to make data driven investments in housing, employment, and public life.

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

**Trina Scott**

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**Jazmine Williams**

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**Marchelle Costa**

marchellecosta@rockventures.com

**Jamillah Sherman**

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**Recruiting Contact:** Julia Platteter  
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**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  
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**Address:** 6700 Tower Circle, Franklin, TN 37067

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

## 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
Digital Engineering Internship Program	Digital 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 worldwide 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 realized 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:

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**Jennifer Johnson**  
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**Robert Mandell**  
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**Lucero Zuniga**  
lucero.zuniga@se.com



# Solidarity Center

**Recruiting Contact:** Catherine Pajic  
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**Address:** 1130 Connecticut Av. NW, Suite 800  
 Washington, DC 20036

**Website:** [solidaritycenter.org/who-we-are/jobs-internships](https://solidaritycenter.org/who-we-are/jobs-internships)  
**# of Employees:** 275  
**Regions:** Worldwide

## Organization Description

The Solidarity Center is a nonprofit organization dedicated to promoting and protecting worker rights worldwide. Our staff reflects that dedication every day. If you want to make a difference in the lives of working men and women around the world, consider joining our diverse team of rights activists in Washington, D.C., or one of more than two dozen field offices around the world. We offer competitive salaries, excellent benefits, career advancement opportunities and all of the advantages of union membership.

## Diversity & Inclusion Philosophy/ Statement

The Solidarity Center cultivates the values of diversity, equality, and inclusion among its staff and partners. It does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, marital status, disability, veteran status, or any other status protected under applicable law. Candidates from traditionally underrepresented groups are strongly encouraged to apply.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Africa Department Internship	Program Assistant	Program Officer
Asia Department Internship	Finance Assistant	Communication Officer
Americas Department Internship	Human Resources Associate-Payroll	IT Officer

## Diversity Programming & Initiatives

- Several years ago, we launched a program department comprising three full-time staff dedicated to integrating Equality and Inclusion in our work around the world and a voluntary staff working group that promotes Intersectionality among our partners.
- Last year the Black Staff Group was formed spontaneously in the wake of the George Floyd murder to provide support to staff of color.
- Last year we launched a Management Equity Task Force, which invited staff to submit ideas to improve DEI at Solidarity Center; more than 60 proposals were received and are now under review.
- This year, we hired a research firm to conduct an anonymous staffwide survey on workplace harassment and discrimination and are using the findings to launch a culture change initiative and to review our policies and procedures.
- This year have hired an outside firm to help us conduct a worldwide conversation among our staff on racial justice.

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

**Nalishha Mehta**      **Yosef Negasi**      **Alexis De Simone**      **Hanad Mohamud**  
 nmehta@solidaritycenter.org    ynegasi@solidaritycenter.org    adesimone@solidaritycenter.org    hmohamud@solidaritycenter.org



# Stellar Solutions, Inc.

**Recruiting Contact:** Jim Salas  
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**Email:** jsalas@stellarsolutions.com  
**Address:** 250 Cambridge Avenue Suite 204 Palo Alto, CA

**Website:** careers-stellarsolutions.icims.com/jobs/search  
**# of Employees:** 215  
**Regions:** California

## Organization Description

Stellar Solutions is a global systems engineering service provider solving the most complex issues that commercial and government clients face today. A woman-owned small business founded in 1995, Stellar Solutions, Inc. has been providing high impact engineering services, end-to-end technical expertise and creative solutions to significant national and international customers for over 25 years.

## Diversity & Inclusion Philosophy/ Statement

What is Diversity? Age, ethnicity and culture, gender, race, religion, sexual orientation, capabilities - physical, thought. Inclusion is the follow through - is everyone fully included, capable of being their "true self" in the organization. Why is it important? Diversity improves innovation and outcomes (revenue); numerous studies across broad range of industries show quantitative results. Current events in the world highlight the importance of these discussions. Why? - because it is the right thing to do.

The message and video shared with Stellar employees is that each of them is part of Diversity & Inclusion, and that we are all one as a company.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
NASA Goddard Space Flight Center Propulsion Design Assistant Space and Missile System Center	STAR Program - Stellar Talent and Recruiting partnership

## Diversity Programming & Initiatives

The Year 2020 marked a pivotal moment for the nation on the issue of racial injustice. Stellar Solutions joined in this movement for change in a number of ways:

- We engaged employees with open dialogue on these sensitive and important topics, including briefings, memos and updates to corporate policies and documentation.
- We invited the workforce to get involved with a newly instituted Diversity & Inclusion Team. The team demonstrates diversity in its membership, and includes representation from employees at all levels within the organization including C-Level and senior directors. The Diversity and Inclusion Team is a volunteer group within the company and is open to everyone.
- Another effort was a first-of-its-kind video shared with the entire workforce that contained a powerful message and put together by our own Stellar people. The message and video shared with Stellar employees is that each of them is part of Diversity & Inclusion, and that we are all one as a company.

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

**Jim Salas**  
jsalas@stellarsolutions.com

**Craig Fairlee**  
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**Anne Pert**  
apert@stellarsolutions.com





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 San Jose, CA 95138

**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

- 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

**Lindsey Lederer**  
 lindsey.lederer@stryker.com

**Recruiting Contact:** Ellie Blanchfield  
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**Address:** 380 St. Peter Street, Summit Level  
St. Paul, MN 55102

**Website:** careers.travelers.com  
**# of Employees:** 30,000  
**Regions:** Midwest

### Organization Description

We are an insurance company that cares. For more than 165 years, Travelers has been providing the coverage you need to protect the things that are important to you — your home, your car, your valuables and your business — so you don't have to worry. We have earned a reputation as one of the best property casualty insurers in the industry because of our commitment to take care of our customers, our communities and our employees – or, as we refer to it, the Travelers Promise.

### Diversity & Inclusion Philosophy/ Statement

By creating a welcoming environment that brings together people with different backgrounds and perspectives, we enable new ideas, spark innovation and reinforce a culture in which employees feel valued, respected and supported. Diverse experiences and viewpoints yield greater insights and better outcomes, raise the bar on individual and team performance and sharpen our focus on our customers. That's why, for us, diversity and inclusion is a business imperative.

### Sample Internship & Early Grad Roles

#### Recent Grad Roles

We are hiring in the Fixed Income Investments department for Quantitative Research Associate Analysts and Credit Research Associate Analysts.

### Diversity Programming & Initiatives

- **Student Outreach** – Travelers EDGE®, our career pipeline program, seeks to increase the number of underrepresented students who complete a bachelor's degree and are prepared for a career at Travelers or in our industry.
- **Talent Pipeline** – Our diverse slate process requires that we source, interview and consider at least one qualified, interested female or person of color for management-level positions before an offer is made.
- **Diversity Networks** – More than 11,000 employees are members of one or more of our eight Diversity Networks.
- **Diversity Speaks Events** – Travelers hosts a speaker series covering topics such as inclusion, equity and allyship and features employees and guests who share personal experiences.
- **Awards:**
  - Best Employer for Women (2018-21) and Diversity (2019-21) by Forbes
  - Best Place to Work for LGBTQ Equality by HRC Foundation (2016-21)
  - Military Friendly® Employer by VIQTORY (2007-21)
  - Best Place to Work for Disability Inclusion by Disability:IN and the AAPD (2018-21)

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

To speak with someone about diversity and inclusion efforts or a member of the Fixed Income D&I Committee, please contact **Ellie Blanchfield** at eblanchf@travelers.com.

**Recruiting Contact:** Dave Russo  
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 South Bend, IN 46617

**Website:** [trek10.com/careers-listing](http://trek10.com/careers-listing)  
**# of Employees:** 50  
**Regions:** Midwest

## 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> avernon@trek10.com	<b>Shane Fimbel PHD '07</b> sfimbel@trek10.com	<b>Dave Russo '99</b> drusso@trek10.com	<b>Megan Bivin SMC '17</b> mbivin@trek10.com	<b>Chris Beaufiles '19</b> cbeaufiles@trek10.com
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**Recruiting Contact:** Vincent Gavigan  
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**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

Investment Management Internship  
Technology Operations Internship  
Business Internship

### Recent Grad Roles

Investment Management Development Program  
Technology Leadership Program  
Emerging Leader Development Program

### Graduate (Masters/ PhD) Roles

MBA 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:** Kirsten O'Brien  
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**Website:** [www.wabteccorp.com/careers](http://www.wabteccorp.com/careers)  
**# of Employees:** 27,000+  
**Regions:** Worldwide

## Organization Description

Wabtec is a leading global provider of equipment, systems, digital solutions, and value-added services for the freight and transit rail sectors. Drawing on over 150 years of experience, we are leading the way in safety, efficiency, reliability, innovation, and productivity. Whether its freight, transit, mining, industrial or marine, our expertise, technologies, and people – together – are accelerating the future of transportation.

## Diversity & Inclusion Philosophy/ Statement

At Wabtec, diversity and inclusion are key pillars in our ability to deliver on our mission and change the face of our industry. They must be synonymous with how we do business at Wabtec, not separate activities on our to-do list. As a global business, we recognize that the differences among our people are infinite. Diversity is about representation of these differences across the board, at all levels, and in all locations. Inclusion is feeling like are valued, that we have a voice, and our voices are heard.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Engineering Internship	LEAD Rotational Program-Engineering	LEAD Rotational Program - Engineering
Operations Internship	LEAD Rotational Program-Operations & Technical Manufacturing	LEAD Rotational Program-Operations & Technical Manufacturing
Finance Internship	LEAD Rotational Program-Finance	LEAD Rotational Program-Finance

## Diversity Programming & Initiatives

- At Wabtec we want to build a culture where YOU can be YOU – a place where our differences are not only acknowledged but celebrated. A place where our diverse experiences and inclusive workplace fosters greater creativity and innovation and puts us on a path to a better shared future.
- Employee Resource Groups: African Heritage Forum, Asian Pacific Forum, Hispanic & Latino Forum, PRIDE Forum, MyAbilities Forum, Women of Wabtec Forum, Veterans Forum
- Wabtec is partnering with MindGym, a team of organizational psychologists, to provide tools and training that will help Wabtec create an environment where our people feel valued for what makes them unique and where they feel they belong.
- Wabtec is also partnering with LinkedIn Learning to bring employees diversity and inclusion training resources in a variety of languages.

Learn more about our diversity and inclusion program initiatives under the Diversity and Inclusion tab on [www.wabteccorp.com/careers](http://www.wabteccorp.com/careers).

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

**Kirsten O'Brien**  
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**Richard Fasani '16**  
[richard.fasani@wabtec.com](mailto:richard.fasani@wabtec.com)





**Recruiting Contact:** Rick Iselin  
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**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 240 million customers and members visit approximately 11,400 stores under 54 banners in 26 countries and eCommerce websites. With fiscal year 2021 revenue of \$559 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

<b>Internship Roles</b> Corporate Finance	<b>Recent Grad Roles</b> Corporate Finance Development Program	
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## 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:

**Cordell Zalenski**  
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**Rick Iselin, ND '89**  
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**Garrett Rethman, ND '20**  
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**Gwen Mattingly, ND '21**  
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# Whirlpool Corporation

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**Website:** whirlpoolcareers.com/work-with-us-ca-students/  
**# of Employees:** 78,000  
**Regions:** Worldwide

## Organization Description

Whirlpool Corporation (NYSE: WHR) is committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. In an increasingly digital world, the company is driving purposeful innovation to meet the evolving needs of consumers through its iconic brand portfolio, including Whirlpool, KitchenAid, Maytag, Consul, Brastemp, Amana, Bauknecht, JennAir, Indesit and Yummly.

## Diversity & Inclusion Philosophy/ Statement

Inclusion & Diversity is a core value at Whirlpool Corporation because we know that drawing from diverse points of view improves our products, services, our teams, and each other. Yet we recognize we are on an ongoing journey and we are committed to new, bold goals and meaningful action to cultivate an even stronger inclusive and diverse workplace, as well as in the communities where we work and live. Inclusion creates a culture of belonging, diversity makes us better.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles	Graduate (Masters/ PhD) Roles
Global Leader Program Internship	Finance Development Program	GIS Leadership Development Program
Finance Development Program Internship	Real Whirled Sales Program	Global Leader Program
GIS Leadership Development Program Internship	Brand Immersion Program	Finance Leadership Development Program

## Diversity Programming & Initiatives

In 2018, our CEO Marc Bitzer became a Catalyst CEO Champion For Change signatory with the pledge to increase Whirlpool Corporation’s female representation in executive and senior-level positions helps to ensure accelerated inclusion of women, including women of color, in senior roles during the next five years.

Catalyst CEO Champions For Change is a global inclusion and diversity initiative that aims to advance more women into leadership positions. CEO Marc Bitzer’s personal commitment actively sponsors female employees at Whirlpool Corporation, acts as a role model for positive change, empowers women in their careers, encourages inclusivity in the workplace, and holds himself and other company leaders accountable.

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

<b>Annie Rudisill</b> annie_f_rudisill@whirlpool.com	<b>Stefanie Harvey-Vanderberg</b> stefanie_r_harvey-vandenberg@whirlpool.com	<b>Jaime Solomon</b> jaime_solomon@whirlpool.com	<b>Norimi Wilkins</b> norimi_h_wilkins@whirlpool.com
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**Recruiting Contact:** Mary Kate MacLean  
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 395 9th Avenue, New York, NY 10001

**Website:** www.wpcarey.com  
**# of Employees:** 185  
**Regions:** Worldwide

## Organization Description

Our organization ranks among the largest net lease REITs, with a diversified portfolio of operationally-critical commercial real estate. At W. P. Carey, we invest for the long run, we value doing what is right and live our philosophy of Doing Good While Doing Well®. Most importantly, we understand that our people are critical to our success. These core values inspire our culture, shape our character and strengthen our company through an aligned sense of purpose.

## Diversity & Inclusion Philosophy/ Statement

We strive to create a multicultural, equitable and inclusive environment. We understand that the success of our business cannot be independent from the betterment of the communities we serve. DEI principles guide how we build our teams and cultivate leaders. We acknowledge this requires sustained effort, particularly in the ways we support our underrepresented employees. DEI is not the work of a moment; it requires ongoing commitment and unwavering dedication from every employee – both current and future.

## Sample Internship & Early Grad Roles

Internship Roles	Recent Grad Roles
Investments Summer Analyst Asset Management Summer Analyst Strategy & Capital Markets Summer Analyst	Investments Analyst Asset Management Analyst

## Diversity Programming & Initiatives

### Culture:

- Established D&I Advisory Committee
- Inclusion in 2021 Bloomberg Gender-Equity Index; recognized by Women on Boards as a "Winning" Company
- Company-wide training on Systems Bias, Ally Skills, Respectful Workplace Behavior & Bystander Intervention
- Hosted Ben Jealous, former President of NAACP, and Dartmouth Professor Dr. Matthew Delmont for speaker series
- Signed CEO Act!ion and Civic Alliance pledges

### Benefits:

- Offer benefits to promote an inclusive culture: surrogacy/adoption financial assistance, caregiver leave independent of gender, legal insurance, observance of Juneteenth

### Community:

- Pair high school students with WPC mentors through Student Sponsor Partners
- Commitment to volunteerism through Carey Forward, a program that encourages participation in philanthropic initiatives
- Partner with specialized organizations to source diverse candidates
- Participated in Pride & JuneteenthNY
- Recognize positive impacts on the community through Carey the Torch initiative

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

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**Mary Kate MacLean**  
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# DIVERSITY AND INCLUSION

## SHOWCASE BOOK