Research Request

Talent Acquisition:

FOCUS ON Diverse Talent Organizations

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Diverse talent recruitment has been proven time and time again to be crucial to business success. A McKinsey study of 101 large corporations showed that companies with three or more women in senior management functions scored higher than companies with no women at the top on nine criteria of organizational excellence, including key factors such as leadership, accountability and innovation.

In addition, The Henley Management College conducted a study of 28 teams and discovered the Medici Effect. This explains how a diverse team has a far better chance of generating unlikely idea combinations that can be truly groundbreaking because people from different cultures and backgrounds approach any given challenge from different perspectives

Organizations are leverage affinity associations focused on high performing talent by job function to build a pipeline of talent and present their employer brands in leadership development programs and conferences. Alumni networks from higher education programs with high percentages of diverse students (e.g. HBCU) are also another source used by employers to find experienced talent. ERG’s are often tapped to participate at key events and conferences as employer ambassadors connecting with school clubs, multicultural centers and alumni networks. The following report details organizations that assist in diverse talent acquisition and build relationships with high performing talent by job function. Listed first are organizations for an umbrella of diverse candidates then organizations that are more specifically focused on one demographic.

**General Diversity**

**Carrington & Carrington, LTD.**

*Carrington & Carrington, Ltd.* is one of the leading African-American owned executive search firms in the country. Headquartered in Chicago, with a strong presence in Washington, DC and Memphis, TN, the firm’s impressive national client list consists primarily of Fortune 500 companies and nationally recognized not-for-profits. Throughout its history, Carrington & Carrington, Ltd. has stayed true to its original mission of knowing and sourcing diverse talent for major companies and has become strong specialists in this area.

**Ivy Exec**

*Ivyexec*com is a membership community of 600,000 high caliber professionals seeking professional and personal advancement. Ivy Exec has partnerships with top institutions globally and provide avenues for select partner organizations and businesses to market their offerings to their community

**Case Study: How Fidelity Investments Connected With Female Investors While Conducting In-Depth Market Research**

With over 100,000 professional women within Ivy Exec’s membership base, the network was an attractive audience for Fidelity Investments, who was seeking to reach women that
are high-income, mass-affluent, and financially savvy. Working in collaboration with Fidelity’s content team, Ivy Exec devised a webinar campaign that was delivered through 3 online sessions taking place over the course of four months.

**Diversity Working**

This online job board has ten specific community channels so employers are able to target their approach to a specific audience. To explore click [here](#).

The largest diversity job board online hosts a job search engine of more than 550,000 active and non-duplicated diversity jobs posted from a range of employers.

**Carter-White & Shaw (CW&S), LLC**

This is a black-owned and operated diverse attorney legal search firm based in Chestertown, Maryland. CW&S specializes in recruiting a diverse pool of exceptional attorneys for corporate legal departments and law firms throughout the country.

CW&S has been in business since 1991 to serve what is the overlooked market in legal recruiting: attorneys of color, disabled attorneys, and gay/lesbian/bisexual/transgender attorneys who are seeking employers that appreciate their talents and value diversity. The firm’s concentration is exclusively on the placement of law firm partners and associates.

**Case Study: Mintz Levin**

In 2005, Mr. Jordan and Carter-White & Shaw facilitated the largest placement of diverse color of attorneys ever in the history of the legal search business. Mr. Jordan brought together the largest contingent of diverse partners to one law firm. The total placement was fifteen attorneys, which included eight associate attorneys and seven senior attorneys of color. Ten percent of the attorneys were Latino-American and ninety percent were African-American.

**Management Leadership for Tomorrow**

MLT’s acclaimed programs are designed to accelerate the careers of high-potential African-American, Latino and Native-American women and men. MLT prepares talented, diverse individuals to get on and stay on the path to leadership with programs that span the career spectrum – from college (Career Prep) to MBA (MBA Prep and MBA Professional Development) to the executive level (Career Advancement Program).

**Testimonial: MLT Founder & CEO, John Rice**

“We can’t leave achieving the American Dream to chance – for our people, our organizations, our communities, and our nation’s future as a global innovation leader. “

**Advancing Sales Professionals Worldwide**
There are over 25,000 professionals in the Advancing Sales Professionals Worldwide network. National Sales Network is a top professional organizational positioned to help diversify a company’s sales organization at all job levels. The opportunities for exposure include the annual conference and diversity career fair, chapter sponsorships and the NSN Exclusive job board.

**Latino/Hispanic**

**National Society of Hispanic MBAs (NSHMBA)**

NSHMBA is dedicated to increasing the number of Hispanics graduating with MBA's by sourcing leadership positions, securing job placement and enhancing professional development.

The NektPro job site, powered by NSHMBA, is a strategic bridge to the talented candidates companies need to win in a competitive market. NektPro is more than just a collection of searchable resumes - the latest advances in social media and search technology are used to generate the matches that lead to hiring success.

The bi-annual print magazine (Spring/Career and Diversity focus and Fall/Conference focus) has the primary goals of assisting in the recruitment, career development, and promotion of Hispanic business professionals in the public, private, academic sectors, and small business.

Throughout 2015 the 40 local chapters will host close to 275 events in the United States and Puerto Rico. The type of events that each chapter host annually includes networking, professional development, career management and fundraising. Each Chapter is established strategically in a major city to strengthen the leadership pool and provide our corporate partners with access to America’s top talent.

**Association of Latino Professionals For America (ALPHA)**

ALPHA is a Latino organization with 72,000+ members assembled in 44 professional and more than 160 student chapters across America. ALPFA is well-positioned to assist America’s Latino owned and operated companies and Fortune 500 to recruit, retain and develop professional Latino/Hispanic talent in every sector of the U.S. and global economy.

**Testimonial: BNY Mellon**

“Today, we have more than 100 employees who are ALPFA members, with many serving in a leadership capacity within the organization. Through ALPFA, we have identified and attracted to our company Latino talent, who are helping us deliver on our commitment to our clients.” - Review from Gerald Hassell, Chairman and CEO

**Proud to Be Latina**
**Proud To Be Latina** is a personal and professional development network that educates, empowers and encourages Latinas to rise to their full potential. Proud To Be Latina serves as a partner for the professional development of corporation’s employees, and compliments Training & Development, Diversity and Employee Resource Group efforts.

Sponsorship affords organizations the opportunity to gain high-level exposure, while positioning itself as a leader in the advancement of Latinas. Sponsors enjoy the benefits of product and literature distribution, on-site signage, online exposure, speaking opportunities, exhibition space, complimentary passes to multiple events, and a powerful opportunity to reinforce company name, brand, products and services to a wider, yet targeted audience.

**Asian/Pacific Islander**

**Ascend**

**Ascend** is the largest, non-profit Pan-Asian organization for business professionals in North America. Established in 2005, Ascend has grown to serve professionals and corporations across various professions and across multiple industries. Ascend reaches 60,000 people with 34 student chapters and 17 professional chapters located in both the United States and Canada around major business hubs and educational institutions. In addition, the National Association of Asian MBAs (NAAMBA), Ascend’s national organization for MBA professionals and students, fosters Competent, Committed, Competitive, and Collaborative global MBA leaders to fulfill diverse talent pipelines.

Ascend is building relationships with National Association of Corporate Directors (NACD), Alliance for Board Diversity (ABD) and Stanford University Rock Center for Corporate Governance. They are also in communication with Hispanic organizations such as HACR and LCDA, African American organizations such as ELC and BCDC and women-focused initiatives like WomenCorporateDirectors (WCD) and Catalyst to understand their progress and lessons learned in the board space.

**Testimonial: St. Jude’s Research Hospital**

“We were impressed with the quality of students that attended the 2014 NAAMBA conference. They were professional, prepared, and definitely researched our company. Ascend NAAMBA has been a wonderful partner to St. Jude. We were excited about the opportunity to participate in this conference and look forward to working together for years to come. The Ascend NAAMBA staff was great — we loved working with them on this event. We were excited about the turnout to our Employer Showcase. We had great participation.” - Deanna Lindo, Sr. Talent Acquisition Specialist

**Disability**
National Organization on Disability (NOD)

The National Organization on Disability is a leading resource for businesses seeking to access the talent pool of nearly 24 million working-age people with disabilities who are not employed.

Through the Disability Employment Innovation Lab, the National Organization on Disability partners with leading employers, educational institutions and philanthropic organizations to design and pilot innovative approaches to disability inclusion.

Nearly four in ten employers report difficulty finding qualified candidates with disabilities. The National Organization on Disability can help you build a program to recruit well qualified candidates with disabilities and develop the relationships needed to create an ongoing pipeline of talent.

Case Study: Lowe’s

Lowe’s needed assistance in recruiting and hiring people with disabilities at four of Lowe’s distribution centers and to provide training to Lowe’s staff, managers, and local partners. As a result of working with NOD, Lowe’s hired more than 150 new workers with disabilities in the first year, and an additional 250 workers in the following 18-month period. NOD provided training for more than 400 staff members and helped Lowe’s develop a local lead partner and a recruiting pipeline. Among the new hires, turnover and absences were lower than or equal to that of other Lowe’s employees. After 18 months, with transition support from NOD, Lowe’s committed to expanding the program nationally, hiring a full-time disability employment expert to oversee the process.

Black

Corporate Counsel Women of Color

Corporate Counsel women of Color was formed to provide a support network to in-house women attorneys of color and to promote the national and international advancement of women of color in the legal profession and workplace. Currently, Corporate Counsel of Color was over 3,000 in-house women attorneys of color in the U.S., Canada, Asia, Africa and Europe.

National Association of Black Accountants

Founded in 1969, the NABA goal is to represent the than 200,000 African American professionals in accounting and finance. National Association of Black Accountants, Inc. (NABA) is dedicated to bridging the opportunity gap for black accounting and finance professionals by providing leadership and technical training, as well as networking and
career opportunities.

**National Association of African Americans in Human Resources**

A national organization of human resource professionals with 36 local chapters; includes consultants and students. The Association is made up of over 4,000 members and affiliates and operates over 25 chapters and interest groups throughout the nation.

The [National Association of African Americans in Human Resources](#) (NAAHR), is an unique career development and networking powerhouse for Black and African American human resources practitioners and those who are aligned with NAAHR goals to provide: Networking, Career Opportunities, Educational and Professional Development, Mentorship and Coaching and Tools, Tips and Resources.

**National Society of Black Engineers**

[NSBE](#) has more than 30,000 members around the world and is one of the largest student-governed organizations based in the United States. NSBE’s mission is “to increase the number of culturally responsible Black engineers who excel academically, succeed professionally and positively impact the community.”

With over 20,000 registered job seekers and 14,000 searchable resumes, the NSBE Career Center is a one stop shop for recruiting African-American STEM talent

**National Black MBA Association**

[The National Black MBA Association](#) (NBMBAA) is the nation’s premier organization for black business professionals to convene for networking, leadership development, and career opportunities. It is an 8,000-member professional organization made up of African American graduates with MBAs and advanced degrees. Established in 1970, its mission is to increase the number and diversity of African Americans in business.

In addition to the renowned Annual Conference and Exposition, NBMBAA has refined their strategic focus to include year-round engagement which includes regional and on-campus activities, chapter integration, strategic alliances, and other value added program initiatives, establishing a vertically integrated and holistic approach that extends relationships well beyond conference, bringing increased value to corporate partners.