Associations for Diverse Talent Sourcing and Recruiting

Expanding diverse talent resources for employer branding, relationship building or just job postings is a recruiting and sourcing practice for uncovering top talent. The organizations included on the following list are a selection of associations to consider. Where available the job posting costs and other relevant information is provided to determine the best fit for your hiring decisions. The association links are provided to inquire about ways to have more holistic relationships which might include sponsorship, event participation, or engagement at your organizations key events.

Associations and Organizations Representing Women

American Business Women’s Association
ABWA provides access to a diverse network of working women and women business owners. Job postings available: $350 for 30-day single job post; $975 for three pack of job posts for 30 days each, and $1,495 for five pack of posts. Job posts average 314 views.

Anita Borg Institute for Women and Technology
The Institute’s online community provides corporate partners access to women technologists in more than 50 countries. Partners are listed on ABI websites, in press releases, and on annual reports, and have the opportunity to submit a Partner Spotlight story for the Institute’s homepage.

Association for Women in Science
AWIS helps corporations successfully integrate women into all levels of their workforce through professional development training and resources tailored specifically to help women in STEM succeed. As a corporate partner, companies have access to a professional network of women in STEM professions from around the country.

iRelaunch
Return to work association with more than 25,000 members. Has national and international reach. Corporate partners can advertise job positions and promote their brand and commitment to diversity and inclusion.
Society of Women Engineers
Membership of more than 35,000 women engineers and technologists. Corporations can tap into this talent pool through advertising, conference sponsorship, or posting jobs through SWE’s career portal. Pricing varies. Many top US companies listed on site as corporate partners.

Lean In
Nonprofit organization established by Facebook COO Sheryl Sandberg. The organization’s online community has nearly 300,000 members, with more than 10,000 Lean-In Circles in 50 countries. Lean In has 900 corporate partners representing 20 industries. Becoming a partner is free and provides companies with access to best practice information and networking opportunities.

Corporate Women Directors International
CWDI promotes increased participation of women in corporate boards internationally. Maintains global network of women directors. Hosts roundtables on best practices related to building board diversity.
Associations and Organizations Representing Minority Populations

**Alliance for Board Diversity (ABD)**
Collaboration of four leadership organizations: Catalyst, The Executive Leadership Council (ELD), Hispanic Association on Corporate Responsibility (HACR), and Leadership Education for Asian Pacifics (LEAP). ABD provides referrals of qualified job candidates and maintains a database of qualified women and minorities who are potential candidates for board membership.

**Association of ERGs and Councils**
The Association is a resource for ERGs and Councils and offers cutting edge, evidence-based tools, training, resources and solutions for members. Silver membership: 1-10 members, $249 per member; Gold membership: 11-50 members, $4,999/year; 51-100 members, $9,979/year; Diamond partnership: unlimited # of members, $18,000/year.

**INROADS, Inc.**
Multicultural nonprofit whose mission is leadership development, career preparation and creating opportunity for talented, underserved youth. INROADS has placed students from diverse backgrounds in over 127,000 paid internships, graduated more than 25,000 alumni into professional and managerial positions, and 82% of graduating senior served by INROADs accepted job offers from the companies that sponsored them.

**The PhD Project**
The PhD Project is supported by numerous corporations, which enjoy many benefits through their affiliation, including access to a network of over 1,600 minority doctoral students, direct access to a member directory, and opportunities to post jobs.

**National Diversity Council**
NDC is made up of state and regional councils, the National Women’s Council, the Council for Corporate Responsibility, and the Healthcare Diversity Council. Corporate partners of the NDC are branded as diversity leaders at the national, regional, and state level. Other benefits include partnerships in all state and regional councils as well as opportunities to organize both national and local activities and programs relating to diversity and inclusion. There are four levels of partnership: Platinum, Red, White and Blue, each offering a variety of benefits.

**African American/Black**

**Executive Leadership Council (ELC)**
National organization comprised of current and former African-American CEOs and senior executives at Fortune 500 and equivalent companies. Corporate partnership offers companies opportunity to promote their brand and leverage that they are aligned with ELC. ELC offers leadership development courses and seminars, and conducts regional and national events. Corporations can sponsor events, which provides them access to talented global black executives that are ELC members.
Corporate Board Initiative (CBI)
CBI enhances the preparedness of black executives for service on corporate boards. It builds awareness, improves readiness, and enhances the visibility of ELC members who are interested in and actively pursuing board service. CBI programs offer opportunities for corporate participation and sponsorship, which in turn, provides access to executive level black talent.

CALIBR
CALIBR’s members are senior managers and mid-career executives in Fortune 500 companies and equivalent firms: 56% are either Executives or Senior Managers, 38% have more than fifteen years of professional experience, 79% have more than ten years, and one in five are entrepreneurs running their own businesses. Corporate partnerships and sponsorships provide direct access to CALIBR members, who are prepared to step into leadership roles.

National Black MBA Association
NBMBAA has over 9,000 members and represents more than 300 corporate partners. An array of corporate sponsorship is available. In addition, NBMBAA offers job posting opportunities: job posts are viewed an average of 226 times; the site has an average of 7,949 searchable resumes; and the job posting site gets an average of 12,983 monthly visits. Job postings range from a single 60-day post for $295/1 to ten 60 day posts for $1,500. For an additional fee, the association will disseminate posts through their social media network, or highlight the position as a ‘featured job.’

National Society of Black Engineers (NSBE)
The National Society of Black Engineers’ mission is to increase the number of African-American engineers who excel academically, succeed professionally and positively impact the community. With over 30,000 members around the world, NSBE is one of the largest student-governed organizations based in the United States. There are opportunities for corporate sponsorship and job postings.

Information Technology Senior Management Forum
ITSMF’s mission is to increase the representation of black professionals at senior levels in technology. By 2020, ITSMF will graduate 500 professionals through a series of development and career-advancing programs.

United Negro College Fund (UNCF)
The United Negro College Fund is the nation’s largest, oldest, most successful and most comprehensive minority higher-education assistance organization, with 37 historically Black colleges and universities as members. Member institutions educate more than 50,000 students each year and have produced more than 430,000 graduates with the help of UNCF.

The Black EOE Journal
One stop that offers participation and partnerships at more than 300 diversity-focused conferences that collectively represent millions of members. Provides information on best practices and opportunities to access and connect with wide array of diverse job seekers.
Hispanic/Latino

**Hispanic Association on Corporate Responsibility (HACR)**
HACR represents 14 national Hispanic organizations and more than 46.6 million Hispanics in the US. Coalition Members work with more than 1,500 affiliate community-based organizations, including more than 450 institutions of higher learning and 400 publications with a combined circulation of more than 10 million. Corporations can become HACR members at two levels: Associate membership is $15K per year, and Generations membership $25K. Membership provides corporations with HACR ‘certification’ and access to a significant national talent pool of Hispanic individuals at all levels of experience.

**Hispanic Alliance for Career Enhancement (HACE)**
With a national network of over 42,000 members, HACE provides corporate partners with access to Latino talent pipeline from high school students to executives. Corporate partners are recognized by Latino community as employers of choice. HACE charges $350 for a single 60 day job posting; $550 for two postings, and $1,375 for five.

**Prospanica**
Formerly the National Society of Hispanic MBAs, Prospanica serves 28 chapters and 6,000 members. The Association fosters Hispanic leadership through graduate management education and professional development. Corporates seeking Hispanic talent can post jobs on the organization’s career site.

**New America Alliance**
NAA provides opportunities for corporations to engage with successful American Latino business leaders and other professionals. In addition to NAA annual Wall Street Summit, corporate partners can participate in national and regional programs. Corporations that contribute $25K or more annually can become part of the NAA Corporate Alliance Roundtable.

**Association of Latino Professionals in Finance and Accounting (ALPFA)**
ALPFA is the leading professional association dedicated to developing the next generation of Latinos in accounting, finance and related professions via experiential leadership development and mentoring from senior corporate executives that work for ALPHA corporate partners.

**Congressional Hispanic Caucus Institute (CHCI)**
The mission of the Congressional Hispanic Caucus Institute is to develop the next generation of Hispanic leaders and a pipeline of Latino talent. Corporations can become partners, which promotes brand as inclusive employer, and provides opportunity to develop and access to emerging Latino talent pool.

**Hispanic Association of Colleges and Universities**
National organization representing the accredited colleges and universities in the US where Hispanic students constitute at least 25% of the total student enrollment, and 65% of Hispanics enrolled in higher education. Its intern program has placed 6,000 Hispanic college students.
**National Hispanic Institute (NHI)**
The National Hispanic Institute targets top Hispanics in high school and college to develop the next level of Latino talent.

**Society of Hispanic Engineers (SHPE)**
SHPE is a national organization of Hispanic professional engineers, with a strong network of professionals and student chapters throughout the US.

**Asian American**

**The Leadership Education for Asian Pacifics, Inc. (LEAP)**
LEAP is dedicated to developing the next generation of Asian and Pacific Islander (API) leaders. LEAP has numerous sponsorship opportunities for corporations.

**Asian Women in Business**
Membership organization comprised of Asian professional women, business owners, and corporate leaders. Corporate sponsorship opportunities available that provide visibility for members.

**National Association of Asian American Professionals**
Largest and fastest growing association of API professionals. NAAAP offers a diverse range of professional development programs and professional networking opportunities. Corporate sponsorship available providing opportunities to leverage brand and connect with API talent.

**Native American**

**American Indian Business Leaders (AIBL)**
American Indian Business Leaders is a nonprofit organization designed to support and promote the education and development of future Native American leaders.

**American Indian College Fund**
The Fund disbursers approximately 6,000 scholarships each year for American Indian students seeking to better their lives through higher education.

**The Native American Times**
*The Native American Times* is the largest independently owned Native newspaper in the US. The newspaper has a readership of more than 60,000 a week. The website itself is now averaging 1.8 million hits a month and thousands of online users download the newspaper from the internet each week.
Associations and Organizations Representing the LGBTQ Community

**Human Rights Campaign (HRC)**
HRC is the largest national gay, lesbian, bisexual and transgender advocacy organization, with close to 600,000 members.

**Out and Equal**
Out & Equal Workplace is the world’s premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, and transgender workplace equality through partnerships with Fortune 1000 companies and government agencies to provide executive leadership development and professional networking opportunities. The organization maintains LGBT Career Link, a database of LGBT job seekers. Corporations can post jobs through competitive subscription packages.

**Reaching Out MBA**
Empowers and supports LGBT MBA students. Provides corporate sponsorship opportunities and access to LGBT recruitment events.

**TJobBank**
The Transgender Job Bank provides transgender individuals and corporations a vehicle for sharing resumes and job postings.

**National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP)**
NOGLSTP is comprised of gay, lesbian, bisexual, transgender people employed or interested in scientific or high technology fields. NOGLSTP is an affiliate of the American Association for the Advancement of Science and a participating professional society in the MentorNet Affiliated Partners Plus program.

**Pride at Work**
Pride at Work is a nonprofit organization and an officially recognized constituency group of the American Federation of Labor & Congress of Industrial Organizations. The association organizes support between the organized labor movement and the LGBT community. In addition to national Pride at Work, more than 20 chapters organize at the state and local level around the country.
 Associations and Organizations Representing Individuals with Disabilities

**Careers and the Disabled Magazine**
The magazine is the nation's only career-guidance and recruitment magazine for people with disabilities who are at undergraduate, graduate, or professional levels. Companies can participate in recruitment events throughout the year.

**Ability Jobs and Job Access**
Leading career website dedicated to employment of people with disabilities, with resume bank of tens of thousands of job seekers with disabilities, from entry level candidates to PhD. Single 60-day job posting costs $175, 30 day is $125. Annual subscriptions are available, ranging from a five pack of job postings for $800 and a 50 pack for $4,500.

**Disabled Person**
Job board for individuals with disabilities for over 15 years. Has over 250,000 active job posts of companies looking to hire people with disabilities. Organization works closely with nationally recognized disability organizations and state Vocational Rehabilitation agencies.

**Job Accommodation Network (JAN)**
JAN provides free consulting services for all employers, regardless of the size of an employer’s workforce. Services include one-on-one consultation about all aspects of job accommodations, including the accommodation process, accommodation ideas, product vendors, referral to other resources, and ADA compliance assistance.

**Career and Job Resources for Disabled Americans Job-Seekers**
Companies can post their company profile and submit free job listings.

**Veterans**

**Hero2Hire**
Hero2Hired was launched by the Defense Department to connect employers and career ready veterans seeking jobs.

**JOFDAV.com**
Database of resumes of disabled veterans looking for work.

**RallyPoint**
RallyPoint was founded by two military veterans at Harvard Business School to connects members with career opportunities in the military and in the private sector.
Diverse Supplier Links

National Minority Supplier Development Council (NMSDC)
The primary objective of the National Minority Supplier Development Council is to provide a direct link between corporate America and certified minority-owned businesses.

WeConnect International
WEConnect International helps women-owned businesses succeed in global value chains by connecting them with multinational corporate buyers.

Women’s Business Enterprise National Council (WBENC)
WBENC is the largest third-party certifier of businesses owned, controlled, and operated by women in the United States. Corporate membership available.

National Black Chamber of Commerce (NBCC)
The NBCC represents 95,000 African-American–owned businesses and provides advocacy that reaches one million African-American-owned businesses. It is the largest Black business association in the world.

Hispanic Chamber of Commerce (USHCC)
USHCC maintains an extensive network of more than 1.2 million Hispanic-owned businesses. Companies can sponsor and participate in USHCC events, gaining access to potential Hispanic suppliers and businesses. USHCC also provides national recognition for leading edge corporations.

Native American Business Alliance (NABA)
NABA’s mission is to facilitate mutually beneficial relationships between private and public businesses and Native American-owned companies.

US Pan Asian American Chamber of Commerce (USPAACC)
USPAACC connects and represents Asian and non-Asian American businesses and professionals by offering programs including the USPAACC Supplier Gateway, Business Colloquies and diversity seminars. Companies can gain access to Asian-American suppliers and businesses.

National Gay & Lesbian Chamber of Commerce (NGLCC)
NGLCC is the largest LGBT business development and economic advocacy organization in the world, representing the interests of more than 800,000 LGBT businesses and entrepreneurs.
Executive Search Companies Specializing in Diversity

**Minority Executive Search**
Providing job coaching support and job listings for minority job seekers at executive level for targeted positions and industries. Offers guidance on diversity and inclusion, succession planning and leadership development. Corporate partners and sponsors can post jobs.

**Corporate Diversity Search, Inc.**
National executive search firm specializing in the placement of women and minorities who possess the experience and academic credentials for middle and upper level positions. Job postings range in cost from $150 for a single 45 day posting to $110 for 50-99 job postings. Bulk and annual pricing available.

**Diversity Link**
Job search site for employers seeking to hire women and minorities for positions in US and abroad. Single posting costs $150. Range of job posting options available, from single 60 day posting at, $150 to annual unlimited postings for $1,200.

**Diversity Search**
Portal for diversity candidates to find positions regardless of race, gender, age, or disability status. Offers opportunities for companies to post jobs, starting at $349 for single post for 30 days to 10 posts for 30 days at $1,999. The Multi-Site Plan offers unlimited job postings for the entire duration of membership - 3, 6 or 12 month memberships available. This plan allows companies to search candidate resumes and email them directly; postings appear on Diversity Search plus three affiliate sites.

**Prout Group**
Executive search company with inclusive slate of candidates and over 70% of placements are women and people of color. Founding member of the Alliance for Board Diversity.

**Women for Hire**
Recruitment specialist that partners with hundreds of professional and diversity associations and more than 500 colleges and universities. Hosts numerous recruitment events. Corporations pay to sponsor or participate in those events. Prices vary by event.

**Stem Connector**
A consortium of companies, non-profit associations, and professional societies, STEM related research organizations, government entities, and academic institutions working together to develop and advance STEM talent, including women and minorities. Corporations can become partners, which provides access to STEM talent and opportunities for promoting company brand. Consortium maximizes social media to connect to extensive talent pool.