

## Diversity Resources

This compendium of diversity resources has been compiled for the campuses participating in the Northern California Higher Education Recruitment Consortium.

[www.aar-eeo.com](http://www.aar-eeo.com)

### **AFFIRMATIVE ACTION REGISTER**

An online representation of the printed publication that advertises institutional, academic, professional, etc. jobs looking for qualified candidates especially in under represented population groups. No added charge for online ad when purchasing ads in the journal.

[www.msi-alliance.org](http://www.msi-alliance.org)

### **ALLIANCE FOR EQUITY IN HIGHER EDUCATION**

The Alliance for Equity in Higher Education is a policy-based coalition comprised of the American Indian Higher Education Consortium (AIHEC), the Hispanic Association of Colleges and Universities (HACU), and the National Association for Equal Opportunity in Higher Education (NAFEO).

[www.aapd-dc.org/](http://www.aapd-dc.org/)

### **AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES**

AAPD is the largest nonprofit, nonpartisan, cross-disability organization in the United States. Among the organization's purposes are furthering the productivity, independence, full citizenship, and total integration of people with disabilities into all aspects of society. AAPD publishes a quarterly newsletter.

[www.aaup.org](http://www.aaup.org)

### **AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS**

A website for the national association who assists in assuring the freedom and standards of teaching in higher education. Very interested in diversity and equal opportunity, the website has listings of committees devoted to underrepresented faculty issues, articles and news on diversifying campuses.

[www.aauw.org](http://www.aauw.org)

### **AMERICAN ASSOCIATION OF UNIVERSITY WOMEN**

A membership based society promoting equal education for women and girls and professional educators. They do have links to other related sites including several that contain job postings, databases and other career related resources. There is advertising available in the AAUW publications, information given on their website. Posting on their website page, Jobmarket, in the Marketplace section is also an option.

[www.acenet.edu](http://www.acenet.edu)

### **AMERICAN COUNCIL ON EDUCATION**

An organization uniting 1800 colleges and universities with an overall objective to promote equal opportunity within the higher education system. Site also maintains resume banks for top administrative positions.

[www.acenet.edu/AM/Template.cfm?Section=OWHE](http://www.acenet.edu/AM/Template.cfm?Section=OWHE)

### **AMERICAN COUNCIL ON EDUCATION'S OFFICE OF WOMEN IN HIGHER EDUCATION**

The Office of Women in Higher Education (OWHE) provides information and counsel to many constituencies within the higher education community concerning policies, issues, and strategies that affect women's education and advancement.

[www.aimd.org/](http://www.aimd.org/)

### **THE AMERICAN INSTITUTE FOR MANAGING DIVERSITY, INC.**

Founded in 1984, the American Institute for Managing Diversity (AIMD) is a nonprofit organization created for the study of diversity issues. The site provides an information resource center, a diversity store, links to AIMD research and educational services, as well as profiles of those leading the field of diversity management and awareness.

[www.diversityweb.org/](http://www.diversityweb.org/)

**ASSOCIATION OF AMERICAN COLLEGES AND UNIVERSITIES**

This AACU site, at the University of Maryland, offers an "interactive hub" for those in post secondary education institutes looking for diversifying their faculties and students or who want diversity information. Provides a Resources/links list of organizations interested in promoting diversity, discussion boards, member profiles, and digest.

[www.black-collegian.com](http://www.black-collegian.com)

**BLACK COLLEGIAN ONLINE, THE**

A career site/online journal targeting minority graduates seeking professional positions. An offshoot of the Black Collegian Magazine.

[www.blackissues.com](http://www.blackissues.com)

**BLACK ISSUES IN HIGHER EDUCATION**

An academic online journal that is directed towards minorities in academia, both faculty, student and administrative. It publishes positions in postsecondary schools 26 times a year.

[www.newsreel.org](http://www.newsreel.org)

**CALIFORNIA NEWSREEL**

Offers a variety of diversity training videos, including Ethnic Notions: Black People in White Minds, the 58-minute video which provides a historical examination of racial stereotypes, with scholarly commentary to explain how these images have been used to fuel anti-black prejudice and justify black oppression; "a disturbing voyage through American history."

[www.eop.com/cd.html](http://www.eop.com/cd.html)

**CAREERS & the disABLED Magazine**

Circulation Department EOP, Inc 445 Broad Hollow Road, Suite 425 , Melville, NY 11747 Phone: (631) 421-9421 FAX: (631) 421-0359 E-mail: [info@eop.com](mailto:info@eop.com)

[www.careersnow-online.com/](http://www.careersnow-online.com/)

**CAREERS NOW ONLINE**

CareersNow-Online.com currently publishes three diversity job journals; Hispanic Hotline, Black Careers Now and Asian Pacific Careers. Print circulation for Hispanic Hotline is 8,000, Black Careers Now 5,000 and Asian Pacific Careers 5,000. The job journals are published monthly and circulate in California, Oregon, Washington, Nevada and Arizona.

[www.acenet.edu/AM/Template.cfm?Section=CAREE](http://www.acenet.edu/AM/Template.cfm?Section=CAREE)

**CENTER FOR ADVANCEMENT OF RACIAL AND ETHNIC EQUITY (CAREE)** supervises ACE's Minority Initiative, which was launched in 1981 in response to declining rates of minority participation in higher education. Through such publications as the Minorities in Higher Education 2002-2003, Twentieth Annual Status Report (2003) and others, CAREE has become one of the nation's major sources of information on the educational status of minorities, exemplary programs aimed at improving the campus climate for persons of color, and the challenges faced by academe in its efforts to continue to increase participation rates and degree attainment by U.S. ethnic minorities.

[www.civilrights.org/](http://www.civilrights.org/)

**CIVILRIGHTS.ORG**

Civilrights.org is a collaboration of the **Leadership Conference on Civil Rights and the Leadership Conference on Civil Rights Education Fund**. Its mission: to serve as the site of record for relevant and up-to-the minute civil rights news and information.

[www.cic.uiuc.edu](http://www.cic.uiuc.edu)

**COMMITTEE FOR INSTITUTIONAL COOPERATION**

A Midwest consortium of universities that promotes programs and activities throughout the University system. Encourages collaboration between colleges. Site has a directory of Minority Ph.D., MFA, and MLS recipients who wish to increase their professional opportunities as well as offering a recruitment source for the universities. There is also a similar directory for women and science and engineering. Committee also uses Senior Diversity Officers connecting through conferences/forums linking campuses in sharing tips on diversity.

[www.corpdiversitysearch.com/](http://www.corpdiversitysearch.com/)

**CORPORATE DIVERSITY SEARCH, INC.**

A nationwide executive search firm specializing in the placement of women and minorities.

[www.corvision.com/](http://www.corvision.com/)

**COVISION MEDIA, INC.**

Distributes several diversity related videos and resources, including DIVERSE TEAMS AT WORK: CAPITALIZING ON THE POWER OF DIVERSITY and DIVERSITY UNPLUGGED.

[www4.nas.edu/ffellows/ffellows.nsf](http://www4.nas.edu/ffellows/ffellows.nsf)

**DIRECTORY OF FORD FELLOWS**

An online directory of those minority postdoctoral fellowship recipients awarded since 1980.

[www.diversityinc.com/](http://www.diversityinc.com/)

**DIVERSITY, INC.**

Diversity Inc.'s editorial mission is to provide education and clarity on the business benefits of diversity.

[www.diversitycentral.com](http://www.diversitycentral.com)

**DIVERSITY CENTRAL**

The online site for the Cultural Diversity at Work newsletter and related resources.

[www.diversityjournal.com/](http://www.diversityjournal.com/)

**DIVERSITY JOURNAL**

Forum for business diversity.

[www.diversityresources.com/](http://www.diversityresources.com/)

**DIVERSITY RESOURCES**

Information and training materials about diversity in the workforce.

[www.diversitysearch.com](http://www.diversitysearch.com)

**DIVERSITY SEARCH**

Career development and job search site, with searchable database with extensive links.

[www.eop.com/](http://www.eop.com/)

**EQUAL OPPORTUNITY PUBLICATION, INC.**

Publishers of *Equal Opportunity*, *Woman Engineer*, *Minority Engineer*, *CAREERS & the disABLED* and *WD-Workforce Diversity*, career magazines for affirmative action and workforce diversity.

<http://bgess.berkeley.edu/faculty/>

**FUTURE BLACK FACULTY DATABASE, THE**

Known as the "registry of tomorrow teacher's" this site contains records of doctoral candidates, recent graduates and professional seeking jobs in academia. All are of African American decent and want to obtain tenure-track faculty positions within five to seven years. It is a free search engine for potential applicants.

[www.hirethisability.com/recruit.htm](http://www.hirethisability.com/recruit.htm)

**HIRE THIS ABILITY**

Recruiting qualified workers with disabilities is frequently described by employers as frustrating and perplexing. However, there are some steps that can be taken to help simplify the process. First, let it be known you are actively seeking job candidates with disabilities. Be sure to send your vacancy announcements to disability-related organizations and agencies. State on your job announcements your interest in receiving applications from people with disabilities. Traditional recruitment techniques frequently do not work effectively because so many individuals with disabilities acquire their job skills and placement assistance in programs outside traditional job training and placement programs. Employers need to consider internal as well as external sources when seeking applicants with disabilities. Internally there may be potential applicants, including those who have acquired disabilities on or off the job.

[www.hacu.net/](http://www.hacu.net/)

**HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES**

HACU represents 300 higher education schools with 2/3 of Hispanic students attending them. Useful for creating outreach and contacts links with institutions that educate a higher percentage of minority students. Those schools who do not qualify as a member, can become partners in the goals of advancement of Hispanic students.

[www.hispanicoutlook.com](http://www.hispanicoutlook.com)

#### **HISPANIC OUTLOOK IN HIGHER EDUCATION**

The sole Hispanic journal for today's college campuses. The website and journal reach a broad cultural audience of educators, students, administrators, student services, community-based organizations plus corporations. Includes tips, articles, advertisement, etc.

[www.htiprogram.org/](http://www.htiprogram.org/)

#### **HISPANIC THEOLOGICAL INITIATIVE**

An organization that runs programs, networking and resource development for Hispanic scholars in order to increase their numbers in seminary and universities. Useful towards the goal of faculty recruitment is the HIT placement service that connects these students with access to employers and the employers with the students.

<http://jobs.hbcuconnect.com/>

#### **ABOUT HBCUCAREERCENTER.COM**

Dedicated to serving the Students and Alumni of [Historically Black Colleges & Universities](#), HBCUCareerCenter.com delivers the Internet's largest job collection specifically for HBCU Students and Graduates, all direct from the hiring companies and organizations that recruit HBCU talent. Using creative web development techniques, and input from leading [Human Resources](#) executives, we bring to the web the most effective system for connecting HBCU talent with the employer's that seek to recruit them.

[www.matrix.msu.edu/jobs](http://www.matrix.msu.edu/jobs)

#### **H-NET JOB GUIDE**

A free website service (posting) and resource for those seeking employment/employees in the Histories, Humanities and Social Sciences.

[www.imdiversity.com](http://www.imdiversity.com)

#### **IMDIVERSITY.COM**

This site is concerned with "connecting America's employers with multicultural job seekers." Provides access to open jobs via the Internet that are offered by the Employer members. To become a member, must see their sales department.

[www.latpro.com](http://www.latpro.com)

#### **LATPRO.COM**

LatPro created the first Hispanic / Latino and bilingual professional employment web site in 1997 and has deepened its market leadership every year with consistent innovation and recognition. Today, LatPro is by far the largest diversity employment web site in the United States and is the leading source for Spanish/English and Portuguese/English bilinguals throughout the Americas.

[www.gardenswartzrowe.com/booklist.html](http://www.gardenswartzrowe.com/booklist.html)

#### **MANAGING DIVERSITY: A COMPLETE DESK REFERENCE AND PLANNING GUIDE BY LEE GARDENSWARTZ AND ANITA ROWE**

The latest edition of the guide (which first appeared in 1992) reflects the rapidly changing demography of the American workforce. A blend of theory and practice, the guide offers approximately 100 charts, checklists, suggested activities, worksheets, systems audits, exercises, sample interview questions, and tip sheets to promote systemic diversity implementation. The authors show how to recruit, retain, mentor, and promote diverse employees to eliminate high turnover rates and build cohesive, productive, cross-cultural work teams.

[www.mwdd.com](http://www.mwdd.com)

#### **MINORITY AND WOMEN DOCTORAL DIRECTORY**

A minority registry of doctoral/master's degree (or soon-to-be) recipients entering the job market. Offers up-to-date contacts with these students as well as other pertinent information.

[www.minorityexecsearch.com/](http://www.minorityexecsearch.com/)

#### **MINORITY EXECUTIVE SEARCH**

Specializing in women and minority job placement nationwide.

<http://core.ecu.edu/psyc/nowaczykr/fac/fgp/minority.html>

#### **MINORITY SCHOLARS-IN-RESIDENCE PROGRAM**

This site is organized by over 20 different liberal arts colleges. It offers a one-year fellowship for

minority post/pre doctoral students with an equivalent entry level instructors salary. Scholars receive mentoring and are required to teach and research. Example program; potential of leading to tenured positions later.

[www.tmaonline.net/](http://www.tmaonline.net/)

#### **THE MULTICULTURAL ADVANTAGE**

An online community for people of color with extensive links to information resources for career and recruitment, healthy living, family unity, life long learning and more. It also maintains a job bank.

[www.nafco.org](http://www.nafco.org)

#### **NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY IN HIGHER EDUCATION**

An organization associated with Black Colleges and Universities, this organization promotes the advancement of minority students and minority educators and their issues. Their website offers job posting online and a Career Fair page where the postings are viewed along with other information.

[www.nmbmaa.org/employment/enDefault.htm](http://www.nmbmaa.org/employment/enDefault.htm)

#### **NATIONAL BLACK MBA ASSOCIATION, INC. EMPLOYMENT NETWORK HOTLINE**

The NBMBA is a non-profit organization of minority MBA's, business professionals, business students and entrepreneurs in both the private and public sectors throughout the country. Members share a commitment to education and business-the two keys to the economic development of the African American community. Advertisements will be electronically posted, and listings are sent to all chapters for distribution to members. Job postings are viewable online for 30 days.

[www.grad.washington.edu/nameexch/national/](http://www.grad.washington.edu/nameexch/national/)

#### **NATIONAL NAME EXCHANGE, THE**

A program that serves member institutions and undergrad minority students, connecting those students interested in graduate study with schools looking for interested underrepresented students pursuing a graduate degree and who can potentially contribute to academia.

[www.naaap.org/](http://www.naaap.org/)

#### **NATIONAL ASSOCIATION OF ASIAN AMERICAN PROFESSIONALS**

The NAAAP Vision provides a broad range of Asian American professional and educational services that meets the needs of individuals, corporations and government through the efforts, experiences, talents and dedication of our volunteers.

[www.nadm.org/](http://www.nadm.org/)

#### **NATIONAL ASSOCIATION OF DIVERSITY MANAGEMENT, NADM**

Diversity Resources Online is a platform for disseminating information and a comprehensive resource center for many aspects of diversity in education, human resources, the public sector, health care and the society at large. The web site includes full text articles from *The International Journal of Diversity & Synergy*, a new electronic journal published by NADM. Other online resources include a newsletter, discussion forums, as well as information on programs and services.

[www.ncbi.org](http://www.ncbi.org)

#### **NATIONAL COALITION BUILDING INSTITUTE**

The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization based in Washington, D.C. Founded in 1984, NCBI has been working to eliminate prejudice and intergroup conflict in communities throughout the world. Information on discussion groups, campus programs, training programs and more are available on the web site.

[www.nmci.org/](http://www.nmci.org/)

#### **NATIONAL MULTICULTURAL INSTITUTE**

The National MultiCultural Institute (NMCI) was founded in 1983 to increase communication, understanding and respect among people of different racial, ethnic and cultural backgrounds, and to provide a forum for discussion of the critical issues of multiculturalism facing our society. The web site includes program and services information (including diversity training and consulting services), job and internship opportunities, and a catalog of publications.

[www.nod.org/](http://www.nod.org/)

#### **NATIONAL ORGANIZATION ON DISABILITY**

The National Organization on Disability was founded in 1982 at the conclusion of the United Nations International

Year of Disabled Persons. As well as providing information on the organization and their programs, this site includes Frequently Asked Questions, an ADA Fact Sheet, Employment Resources, and lists of publications, press releases, contact information and links to related sites.

[www.nsbe.org/](http://www.nsbe.org/)

#### **NATIONAL SOCIETY OF BLACK ENGINEERS**

The National Society of Black Engineers (NSBE) with more than 10,000 members is the largest student-managed organization in the country. NSBE's mission is to increase the number of culturally responsible Black engineers who excel academically, succeed professionally and positively impact the community. The organization stimulates and develops student interest in the various engineering disciplines and to encourage and advise minority youth in their pursuit of an engineering career.

[www.nul.org](http://www.nul.org)

#### **NATIONAL URBAN LEAGUE**

One of the oldest national organizations promoting the advancement of African Americans. The website offers a career center where jobs may be posted and viewed.

[www.nebhe.org/diversity\\_programs.html](http://www.nebhe.org/diversity_programs.html)

#### **THE NEW ENGLAND BOARD OF HIGHER EDUCATION EXCELLENCE THROUGH DIVERSITY INITIATIVE**

This organization encourages recruitment and retention of minority students and future faculty. Of particular interest is their Doctoral Scholars Program - supporting scholars getting their graduate degree and publishes an annual directory of doctoral students who are interested in postsecondary teaching.

[www.dol.gov/dol/odep](http://www.dol.gov/dol/odep)

#### **OFFICE OF DISABILITY EMPLOYMENT POLICY**

In the FY 2001 budget, Congress approved a new Office of Disability Employment Policy for the Department of Labor. Programs and staff of the former President's Committee on Employment of People with Disabilities have been integrated in this new office. The mission of ODEP will be to bring a heightened and permanent long-term focus to the goal of increasing employment of persons with disabilities.

[www.ucc.uconn.edu/~wwwode/index.html](http://www.ucc.uconn.edu/~wwwode/index.html)

#### **OFFICE OF DIVERSITY AND EQUITY: University of Connecticut**

A website for this office offers an Examples of Recruitment Resources list that provides many useful examples of where to start recruitment including alumni of student organization directed towards minorities, professional and general organization etc.

[www.preparing-faculty.org](http://www.preparing-faculty.org)

#### **PREPARING FUTURE FACULTY**

A cooperative program involving 43 doctoral institutions and other partners interested in the promotion of doctoral students pursuing faculty positions. They offer a free listserv, where job positions can be posted, (see PFF Job Listserv) and sent to doctoral student in the PFF program.

[www.progayjobs.com](http://www.progayjobs.com)

#### **PROGAY JOBS**

This is an easy to navigate site designed to help the gay and lesbian job seeker or consultant find the perfect positive work environment with a company committed to diversity.

<http://nextwave.sciencemag.org/div.dtl>

#### **SCIENCE MAGAZINE: THE NEXT WAVE DIVERSITY ARTICLES**

You can [search this section](#) of Next Wave or you can scroll down the page to browse the features, links, and articles in Diversity and Work Life.

[www.sacnas.org/](http://www.sacnas.org/)

#### **SOCIETY FOR ADVANCEMENT OF CHICANOS AND NATIVE AMERICANS IN SCIENCE (SACNAS)**

The Society for Advancement of Chicanos and Native Americans in Science (SACNAS) has drawn its ranks primarily from science professors. The encouragement of Chicano, Latino, and Native American students to pursue graduate studies in the fields of research and science teaching has become the society's mission. The SACNAS Web site features employment listings and other recruitment resources.

[www.shrm.org/diversity/](http://www.shrm.org/diversity/)



## **SOCIETY FOR HUMAN RESOURCE MANAGEMENT-WORKPLACE DIVERSITY INITIATIVE**

Designed for businesses creating a workplace diversity initiative, this site is updated regularly and includes information on diversity training, selecting consultants, affirmative action, recruitment retention, and more. Also included are links to a diversity reading room, bulletin board, toolkit, SHRM's diversity committee, *Mosaics*, SHRM's bi-monthly diversity publication, and other diversity resources.

[www.swe.org/](http://www.swe.org/)

## **SOCIETY OF WOMEN ENGINEERS**

The Society of Women Engineers (SWE) encourages women to achieve full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving the quality of life, and demonstrates the value of diversity. Its bimonthly magazine publishes openings for faculty positions in higher education as well in a variety of industries. The Society maintains a mailing list for electronic job postings. Individual members, as well as companies, are encouraged to post their available jobs. The service is free.

[www.sreb.org/programs/dsp/publications/facultydiversity/intro.asp](http://www.sreb.org/programs/dsp/publications/facultydiversity/intro.asp)

## **SOUTHERN REGIONAL EDUCATION BOARD'S DOCTORAL SCHOLARS PROGRAM, THE**

The organization seeks to encourage more minority students to get advance degrees and then interest them in seeking faculty positions. Offers financial aid, teaching/mentor opportunity, networking and has a career/job links.

[www.nativejobs.com](http://www.nativejobs.com)

## **TRIBAL EMPLOYMENT NEWSLETTER, THE**

This site provides a nationwide job bank directed at Native American Indians looking for employment. Also publishes the Tribal Employment Newsletter to help increase the effectiveness for advertising institutions diversity recruiting. For a fee, institutions can post ads, banners, etc. with job vacancies.

[www.facultyvoice.com](http://www.facultyvoice.com)

## **UNIVERSITY FACULTY VOICE**

An online newspaper affiliated with the HBCU (Historically Black Colleges and Universities) provides information on fellowships, vacant positions, job listings. Also has advertising online.

[www.ujobbank.com](http://www.ujobbank.com)

## **UNIVERSITY JOB BANK**

Website devoted to connecting career resources and opportunities with those looking for employment. Positions may be posted for a one-time fee, or a yearly fee. There are several categories to post under, faculty, staff/administrative, executive, postdoctoral and others.

[www.inform.umd.edu/EdRes/Topic/Diversity/](http://www.inform.umd.edu/EdRes/Topic/Diversity/)

## **THE UNIVERSITY OF MARYLAND'S DIVERSITY DATABASE**

A comprehensive index of multicultural and diversity resources. Includes resources for faculty and sample syllabi

[www.wihe.com](http://www.wihe.com)

## **WOMEN IN HIGHER EDUCATION**

A monthly news journal concerning women's issues on campuses. Reaches 12000 readers. Includes a career link for job posting (including online).

[www.workplacediversity.com](http://www.workplacediversity.com)

## **WORKPLACEDIVERSITY.COM**

WorkplaceDiversity.com - The Source For Diversity Talent is a career web site for corporate and executive recruiters who want to reach experienced, high caliber diversity candidates. Advanced search technology, insider company research, and award winning career content combine to make this site a long-term professional resource.