Hire Diverse Talent

University Career Services develops opportunities for employers that are committed to diversity, equity, and inclusion to connect with special student populations defined as: 1) historically marginalized students, 2) under-served student majors, and 3) target student populations defined by University Career Services. There are several ways to identify and engage with students from these various identity groups in order to promote your organization as a place that is committed to diversity, equity, inclusion, and social justice. However, before you begin targeting these identity groups, ask yourself the following questions at minimum:

- How do you define under-represented groups in your organization and what is the impetus or reason for wanting to increase their numbers?
- What factors or conditions have you identified in your organization that contribute to difficulties in attracting, hiring, retaining, and promoting under-represented groups?
- What key DEI and Social Justice initiatives does your organization engage in, to not only be an Employer of Choice, but to also positively impact the communities in which it operates and serves?

FAQ:

**How to Participate in UCS-facilitated Diversity Events**
University Career Services develops opportunities for employers that are committed to diversity, equity, and inclusion to connect with **special student populations** defined as: 1) historically marginalized, 2) under-served student majors, and 3) targeted student populations defined by University Career Services. In the past, we only facilitated transactions between diversity recruiters and students belonging to those groups. Going forward, we want to partner with employers to help them improve their DEI commitment and messaging beyond the point of recruitment. We will be evaluating the DEI commitment of employers desiring to participate in our diversity-themed events using a scorecard that we developed. This scorecard is designed to help us ask companies questions in four key areas: 1) People & Inclusive Leadership, 2) Retention & Advancement, 3) Employer Branding & Recruitment, and 4) Community & Social Impact.

We're looking for information and disaggregated data broken down by race and gender (at minimum) that companies track and provide publicly in any of their various reports (Diversity Report, Annual Report, Sustainability Report, ESG Report, Citizenship Report, CSR Report, etc.). There is not an expectation for any one company to have, or collect, disaggregated data in all of the four key areas. As it pertains to how our career center will support the academic and professional aspirations of these special student populations, we'll be discussing ways to partner with employers and recruiters to help them to create sustainable impact in DEI and social justice within their organizations, postsecondary institutions, and community beyond transactional recruitment. **Click here [1]** for examples of how some companies have disaggregated data on underrepresented and historically disadvantaged groups to show the impact of their various DEI and social justice efforts.

For the type of evaluation we will do, we're less concerned about what numbers any particular employer has regarding the four key areas. **We are and more interested to know the following:** 1) whether your organization is tracking and disaggregating key DEI data for underrepresented and historically disadvantaged groups, and 2) is your organization developing and implementing strategies to improve proportionate equitable outcomes for underrepresented and historically disadvantaged groups. This is very important to our mission to provide equitable support and resources to students who identify as belonging to one of the special populations. Employers that are able to answer these aforementioned questions can better promote their employer brands to students during networking events, webinars, recruiter tables, information sessions, interviews, during chats, and more! Students of all backgrounds and especially those who may have had negative experiences because of their group identity are looking for authentic employers who are open to answering their questions and concerns about what to expect in their workplaces regarding diversity, equity, inclusion, and social justice.
We’ll be benchmarking employers that want to engage in UCS-facilitated signature DEI events and activities based on the transparency and availability of data they make available to the public. Our goal is to use this data as a guide and communication tool with our employer partners to discuss information that is important to our department and the underrepresented/historically disadvantaged students we serve. We’re being more proactive to help our students to be more aware of organizations that are striving to reduce harm in the workplace for them; and we want to help your organization be one of those that students can count on.

Please complete the initial **DEI Employer Evaluation Survey** [2] to alert us to your interest in participating in our UCS-facilitated diversity-themed events. If you have any questions, then please contact the Director of External Relations, Marketing, and Analytics, Roderick Lewis at roderick.lewis@unc.edu [3] to discuss if diversity themed events are right for your organization.

**Minority Student Organizations**

- Black Student Movement [4]
- Minority Business Student Alliance [5]
- National Panhellenic Council (Black Greek Council) [6]
- Carolina Indian Circle [7]
- Mi Pueblo UNC [8]
- Asian Student Association [9]
- Black Sororities and Fraternities
  - Alpha Kappa Alpha [10]
  - Omega Psi Phi [11]
  - Alpha Phi Alpha [12]
  - Phi Beta Sigma [13]
  - Delta Sigma Theta [14]
  - Kappa Alpha Psi [15]

**Connect with Student Clubs and Organizations**

[Student clubs and organizations database] [16] This is a great resource for employers to connect with the special student populations we define in University Career Services in addition to students with other diverse identities. All student clubs at UNC Chapel Hill are registered on the **Heel Life platform** that is managed by the Carolina Union [17] under the division of Student Affairs.
Connect with Diverse Student Majors

We created a ?skills by majors? list for UNC Chapel Hill to help organizations expand their talent pool beyond the ?usual? majors. It?s far too easy for recruiters to only associate certain in-demand skills with students in STEM, Healthcare, and Business majors. You?d be surprised at what students across majors are learning that can help your organization remain competitive in its market. Check out the skills and learning outcomes that Tar Heel students are gaining across the various majors ? diversify your talent outreach strategy! **Skills Acquired by Majors at UNC** [18]

Other Sources

- **Carolina Covenant Scholars Program** [19] - Covenant covers full financial need through grants, scholarships and work-study ? no loans. The program also offers academic and personal support to help you get the most out of UNC and graduate on time.
- **Carolina Firsts Program** [20] - At UNC-Chapel Hill, we proudly call first-generation college students ?Carolina Firsts.? Making up more than 20% of our undergraduate population, Carolina Firsts are integral to our campus culture, contributing greatly to our diversity and intellectual life.
- **Carolina Student Transfer Excellence Program** [21] - Through C-STEP, or the Carolina Student Transfer Excellence Program, talented low- and moderate-income high school and community college students are guaranteed admission to Carolina. After being admitted to C-STEP and successfully completing their work at a partner community college, students come to Chapel Hill.
- **Sonya H. Stone Black Cultural Center** [22] - ?The Black Cultural Center? serves the cultural, intellectual, psychological and sociological needs of both the Black and Non-Black community at the University of North Carolina at Chapel Hill as these needs relate to the Black Experience in America.
- Minority Scholars - Some outstanding minority students receive the Joseph E. Pogue Scholarship. In addition, minority students with at least 3.0 GPA frequently are employed as Minority Tutors/Advisors to underclassmen. Contact **Office of Student Counseling** [23], 919-962-2143.
- **American Indian Center** [24] - ?The American Indian Center (AIC) was established in 2006 by Provost Robert Shelton. Since being created, the AIC has connected University faculty, students and staff to Native Nations and communities both in North Carolina and abroad. Whether for research, class projects or student support, the AIC has proved to be a vital part of the UNC campus community.? 
- **Carolina Latinx Center** [25] - ?The CLC is a home for the Latinx community on
campus, providing an outlet for events and a space for students to organize and for faculty to connect with students and the community at large.

- **Asian American Center** [26]?
  Founded in 2020, the Asian American Center’s mission is to cultivate a critical understanding of Asian American peoples, cultures, and histories. Through education, organizing, and advocacy, the AAC will engage and empower Asian American students, faculty, and staff and the greater Carolina community. The AAC will enhance the University’s commitment to excellence by expanding access to interdisciplinary learning and preparing the next generation of leaders for an increasingly multicultural society.

- **LGBTQ Center** [27]?
  The Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Center works to foster a welcoming and inclusive environment for UNC-Chapel Hill community members of all sexual orientations, gender identities, and gender expressions.

- **Carolina Veterans Resource Center** [28]?
  The Carolina Veterans Resource Center (CVRC) provides a welcoming environment to study, hang out and meet other military-connected students. Not only do we welcome veterans, but dependents, spouses, and ROTC students as well.

- **NACE Diversity Resources** [29]?
  Articles on Best Practices and Trends in DEI Recruitment, Retention, and Advancement.

**Source URL:** https://careers.unc.edu/employers/hire-diverse-talent

**Links**

[1] https://drive.google.com/drive/folders/1wASoAu7UlAYjyp0eqNmхGvF0O1Nky1T?usp=sharing
[3] mailto:roderick.lewis@unc.edu
[8] https://mipueblouncc.unc.edu/
[9] https://heellife.unc.edu/organization/aasa
[10] https://heellife.unc.edu/organization/alpha-kappa-delta-phi
[14] https://studentlife.unc.edu/organization/uncdeltas
[16] https://heellife.unc.edu/organizations
[17] https://carolinaunion.unc.edu/