Increasing Diversity

There are several ways to identify and engage with students from underrepresented and historically disadvantaged groups in order to promote your organization as a place that is committed to diversity, equity, inclusion, and social justice.

FAQ:

Diversity Themed Events

University Career Services develops opportunities for employers that are committed to diversity, equity, and inclusion to participate in networking and career fairs targeted to students identifying as underrepresented or historically disadvantaged. 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 attend 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 underrepresented and historically disadvantaged groups, 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 organizations are tracking and disaggregating key DEI data for underrepresented and historically disadvantaged groups, and 2) are organizations developing and implementing strategies to improve proportionate equitable outcomes for underrepresented and historically disadvantaged groups. This is very important to our mission to help our students find success in their professional aspirations. It is also important to students belonging to these groups and can be a game changer for employers that are able to answer these questions from students during networking events, webinars, information sessions, interviews, and during chats. Students are looking for authentic employers and ones 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 lead External Relations Consultant, 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]
Other Sources

- **NACE Diversity Resources** [16] Articles on Best Practices and Trends in DEI Recruitment, Retention, and Advancement
- **Sonya H. Stone Black Cultural Center** [17] - 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** [18], 919-962-2143.

Source URL: https://careers.unc.edu/employers/increasing-diversity

Links
[1] https://drive.google.com/drive/folders/1wASoAu7UIAYjyp0eqNmxhGvF0O1Nky1T?usp=sharing
[3] mailto:roderick.lewis@unc.edu
[8] https://mipueblounc.web.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://careers.unc.edu/nace-diversity-resources