NACE Annual Diversity, Equity, and Inclusion Report

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Letter from Leadership

Shawn

Stephanie

Brian

Kacheyta

Dear NACE Colleagues,

We are delighted to share this recap of our inclusion efforts from June 2022 through July 2023 (FY23).

For context, in FY21, we established a baseline regarding NACE membership demographics, research deliverables, and overall content we produce. We took inventory of the association's work and reported on our anti-racism activities. We used this information to determine the status of our inclusion efforts. Along the way, we also introduced new programming, such as NACE's National Award-Winning HBCU Summit and Disability Signature Series; progress on these programs is covered in this report as well. The following year, FY22, we shared our progress and observations from FY21's baseline. For instance, we found that our overall membership increased by 1.98%, with the largest growth in members who identified as African American. We also discovered a 0.07% positive increase in the number of members who identified as gender nonconforming.

FY23 provides us with three years of data points, allowing us to focus on trends within the data. We've uncovered telling insights about where we've been and where we're heading regarding inclusion efforts, which we are thrilled to share. We also introduced the Minority Serving Institutions (MSI) Showcase, a new program designed to broaden awareness and understanding of MSIs and the populations they serve.

On a national level, we've seen peaks and valleys of popularity with inclusion work over the past three years. Some of our members live in states adopting legislation that makes these efforts challenging to support. We stand with our members in these states and all NACE members, and we remain steadfast in providing the best tools to enhance the work you do. NACE has a unique responsibility to empower our members with leading-edge strategies related to talent engagement, career services delivery, and bridging college to career. We approach this work from a place of inclusive excellence. For this reason, NACE remains committed to our Vision of ***achieving equitable employment outcomes for all***.

The "NACE Annual Diversity, Equity, and Inclusion Report Fiscal Year 2022-23" details NACE's contributions to inclusion through programming, content creation, advocacy work, and more. We invite you to review and learn about our FY23 activities toward inclusive excellence.

Shawn VanDerziel
NACE President & CEO

Stephanie Pallante
2023–24 NACE Chair,
Board of Directors

Brian Guerrero
2023–24 NACE Past-Chair,
Board of Directors

Kacheyta McClellan
NACE Director of Diversity,
Inclusion, and Belongings

UPDATE ON
NACE's Commitments to Anti-Racism

At NACE, we believe in a world that is inclusive in approach and where equitable opportunities and outcomes exist for all. Unfortunately, the current state of race relations in our country does not provide for this. As a profession, we are in a position to contribute to the breaking down of systemic racism and improve employment outcomes for all. Our objective as an association is to lead significant change with and within our membership. This change requires a deliberate action plan and is not a one-time effort; our effort must be sustained, ongoing, and open to refinement. In 2020, NACE made 10 commitments to the Black Community and Antiracism.

"NACE's Annual Diversity, Equity, and Inclusion Report Fiscal Year 2022-2023" expresses our inclusion work in a variety of ways, using data from FY21, FY22, and FY23. However, it is important to call out a few efforts that align with the commitments we made in 2020. Over the past year, our anti-racism actions include the following:

• Amplified the voices of Black colleagues through NACE's HBCU Summit, bringing employer members and HBCU college members together to align strategies and partnerships; amplified the voices of Black colleagues as well as others who identify as people of color (POC) through the NACE 2023 Conference in Lake Buena Vista, Florida. People of color accounted for 24.14% of all those leading NACE23 presentations, exceeding the percentage of the members who identify as Black, Asian, Hispanic, Multi-racial, or Native American (19.89%);

• Advocated on issues of equity and anti-racism through public policy position statements, social media posts, and communications with members;

• Partnered with the Dr. Rochelle Ford, Dillard University president, and Dr. Anthony Jenkins, Coppin State University president, to align interests to educate on and elevate HBCUs;

• Disseminated a suggested book list for self-paced professional development;

Affinity Group Leaders Highlighted during Black History Month

- Expanded engagement and access to opportunities for Black colleagues and others who identify as POC through leadership and programming within NACE Affinity Groups:
  - February 2023, **HBCU Students Share Their Internship Selection Process**
    - Hosted by NACE's HBCU Affinity Group
    - Moderated by:
      - Harold Bell, Director, Career Center, Spelman College
      - Catrina DosReis, Director, Learning and Development, McKinney
  - February 2023, **From War to Wages: Climbing the Corporate Ladder as a Black Veteran**
    - Co-hosted by the NACE Individuals Serving/Recruiting Veterans and People of Color Affinity Groups
    - Featuring:
      - Rochelle Hemingway, USAF, Retired; CEO/Founder of SLAYtTo Success
      - Sam Thurman, USAF, Veteran; Vice President, Elavon Inc.
      - Courtney Browne, USN, Veteran; Talent Acquisition Manager, Maximus
  - May 2023, **Does Anyone Else Look Like Me? Stories of Inclusion and Belonging in the Workplace**
    - Hosted by the NACE AANAPISI Affinity Group
    - Featuring:
      - Taeko Kelly, Senior Associate, Cockerham & Associates
      - Georgana Nichols, Accountant, Crowe LLP
      - Adolfo Aguilar Diaz, Operations Associate, First Republic Bank
      - Gene Rhee, Executive Director, Mohr Career Services, University of Oregon – Charles H. Lundquist College of Business
      - Grace Park, Associate Director, Career Services, Claremont McKenna College
      - Heidi Yu, Associate Director, Career Education and Engagement, University of California – Berkeley
  - May 2023, **Hiring Boom! Hiring New Grads, Creating Equitable Opportunities, and Lasting Relationships**
    - Hosted by the NACE Individuals Serving & Recruiting Hispanic, Latin@X, and HSI Students Affinity Group
    - Featuring:
      - Luis Amaro, Senior Manager Growth Strategy US, Wiley Edge
      - Kathleen Gomez, Career Counselor, Manhattan College
      - Scott Coleman-Allan, Director, Global DE&I Talent & Strategy, Wiley Edge

- Led the conversation on diversity and equity within our profession through the NACE23 Conference DEI Track
    – What Talking About Career in the Classroom Has to Do With Equity
    – Addressing Students: Unspoken Anxiety of Getting Started With Professional Development
    – Being Trans/Non-Binary in the Workplace
    – Advancing DEI, College-to-Career Readiness, & Community Impact Through Increasing Paid Community-Engaged Internships
    – Memes and Microaggressions and Equity Through Empathy: DEI Curriculum for Career Counselors
    – Align Your Recruiting Strategies to Your DEI Goals
    – De-Mystifying Employers and the Workplace With Leadership Immersion for All Students
    – Employment Recruitment Strategies for HBCU Students and Alumni
    – Building a Diverse Pipeline: How Discover Financial Services Engages Untapped Talent
    – Career Readiness for All: Supporting Students With Disabilities
    – Disney on the Yard Activation
    – Black Students' View of Career Services in Their Career and Professional Development
    – Increasing Equity: Teaching Students of Color to Tap Into the Hidden Market
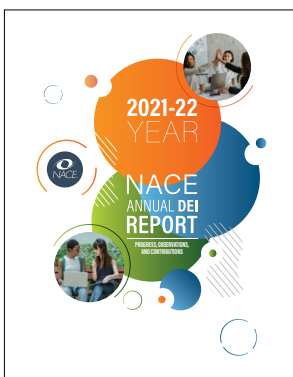
- All NACE Staff participated in unconscious-bias training in August 2022 with MDH Consulting. This training had four themes: microaggressions, unconscious bias/blind spots, advocacy/accountability/balance equity, and intent vs. impact (actions). Many of the concepts Dr. Hammonds, the trainer, introduced are captured in the September 13th issue of NACE Insights under the title Training, Intentionality, Accountability Key Elements of Building Inclusive Work Culture

- Released Second Annual DEI Report

2022-23

NACE Membership Demographics

Membership

NACE MEMBERSHIP
16,524

NACE MEMBERSHIP BY RACE

- African American
- Asian American
- Hawaiian or Pacific Islander
- Hispanic American
- International
- Multi-racial
- Native American
- Did not answer
- White
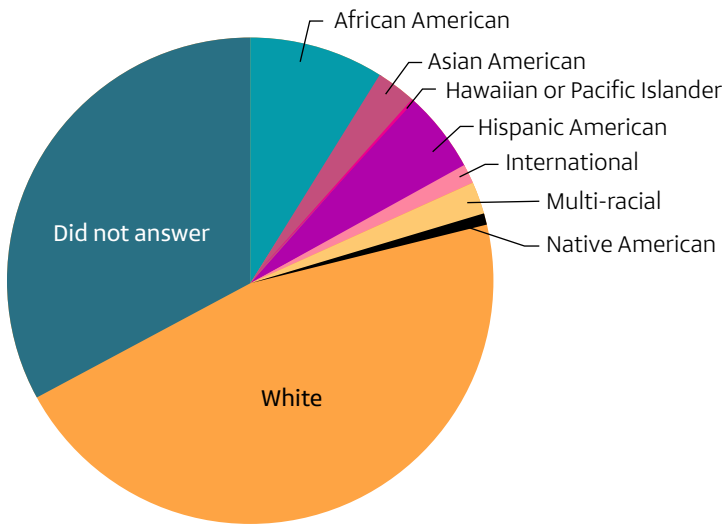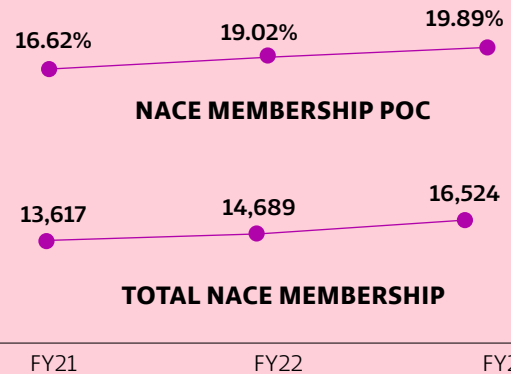
NACE MEMBERSHIP POC
19.89%

NACE Membership POC includes members who identify as:

- African American
- Asian American
- Hawaiian or Pacific Islander
- Hispanic American
- Multi-racial
- Native American

16.62%   **19.02%**   **19.89%**

NACE MEMBERSHIP POC

13,617   **14,689**   **16,524**

TOTAL NACE MEMBERSHIP

FY21   FY22   FY23

MALE
16.76%

FEMALE
56.31%

TRANSGENDER
0.07%

GENDER NONCONFORMING
0.35%

DID NOT ANSWER
26.1%

MEMBERSHIP BY GENDER

GENDER BINARY

59.20%   57.53%   56.31%
Female

18.01%   17.17%   16.76%
Male

	FY21	FY22	FY23

60.00%
55.00%
50.00%
45.00%
40.00%
35.00%
30.00%
25.00%
20.00%
15.00%
10.00%

GENDER NONCONFORMING

0.17%   0.24%   0.35%

1.00%
0.90%
0.80%
0.70%
0.60%
0.50%
0.40%
0.30%
0.20%
0.10%
0.00%

FY21   FY22   FY23
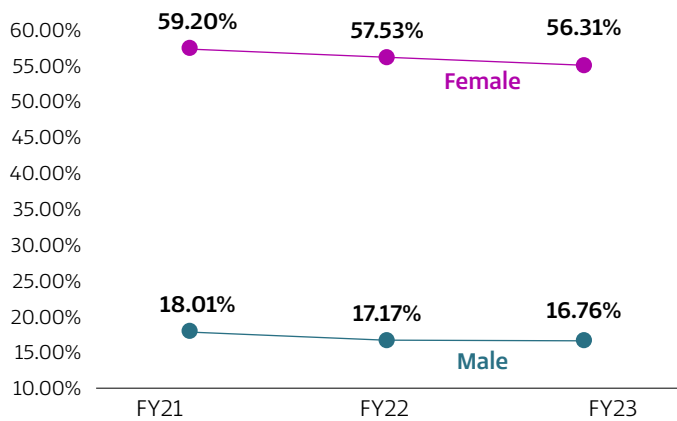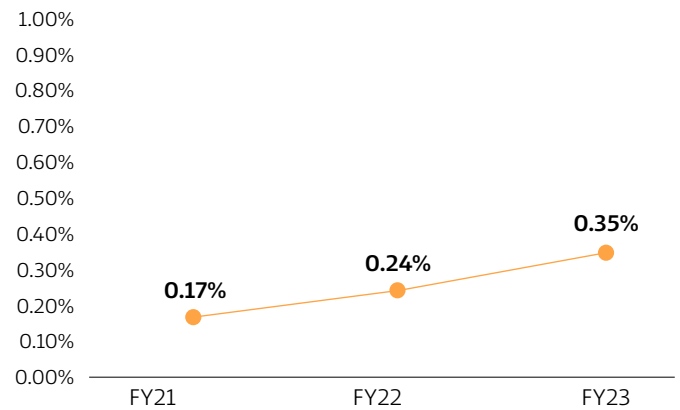
2022-23 NACE
Affinity Group Engagement Profile

NACE AFFINITY GROUPS

|	
Asian American Native American Pacific Islander-Serving Institutions (AANAPISI)	
Career Services Professionals in an Employer Relations Role	
Colleges with a Population of Students Under 5000	
Community and Two-Year Colleges	
Global Talent	
Hispanic-Serving Institutions (HSIs)	
Historically Black Colleges and Universities (HBCUs)	
Individuals Serving/Recruiting Hispanic/Latin@x and HSI Students	
Individuals Serving Nontraditional Populations, Adult Students, Online Learners, Alumni	
Individuals Serving/Recruiting Veterans	
Individuals Supporting/Recruiting Students With Disabilities	
Individuals With Disabilities	
LGBTQ and Allies	
Liberal Arts Colleges and Majors	
Online Career Services	
People of Color	
Retiree and Pre-retiree	
STEM	
Tribal Colleges and Universities	
Veterans	
Women in URR and Career Services	
Total Number of Group Members	**5,643**
Unduplicated Total Number of Group Members	**1,953**

NACE AFFINITY GROUP PROFILE

NACE Membership in Affinity Groups (total)	34.15%
NACE Membership in Affinity Groups (unduplicated)	11.82%
POC in NACE Membership (total)	39.50%
POC in NACE Membership (unduplicated)	31.64%
Average Number of Affinity Group Memberships Per Member	2.89

NUMBER OF MEMBERS IN NACE AFFINITY GROUPS

	FY21	FY22	FY23
	1,102	1,510	1,953
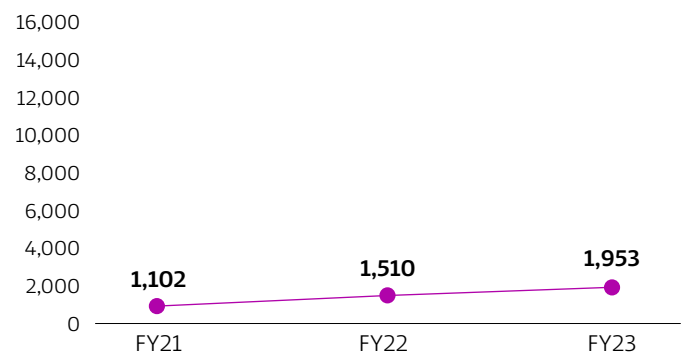
2022-23 NACE

Committee and Task Force Engagement Profile

COMMITTEES/TASK FORCES

|	
2023 Conference Program Committee	
Advocacy Advisory Committee	
Career Readiness Integration Task Force	
Diversity, Equity, and Inclusion Committee	
Honors and Awards Committee	
Executive Committee	
Finance and Audit Committee	
Principles for Ethical Professional Practice Committee	
Recruiting Standards Task Force	
Sourcing and Nomination Committee	
URR and Career Services Research Advisory Committee	
Total Members Serving	**168**

NACE COMMITTEE/TASK FORCE PROFILE

NACE Membership Serving on Committee/Task Force	1.02%
People of Color (POC) Serving on a NACE Committee/Task Force	2.07%
Committees/Task Forces Who Identify as POC	40%

COMMITTEE/TASK FORCE MEMBERS WHO IDENTIFY AS POC (%)

34.43%   35.47%   40.00%

FY21   FY22   FY23
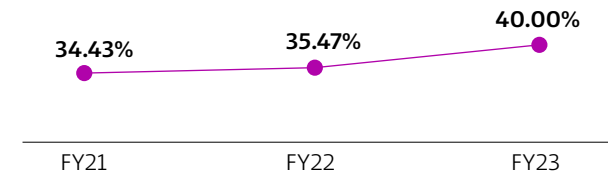
NEW
Resources for the Profession

COMMITTEES/TASK FORCES

- The HBCU Experience (August 15, 2022)
- Cultural Wealth, Social Capital, and Career Outcomes: Black Alumnae in a Minority-Serving Institution (Spring 2023)
- U.S. Supreme Court Strikes Down Affirmative Action in College Admissions: How the Decision Impacts Institutions of Higher Education (Summer 2023)
- Conducting Effective Equity Audits Requires Asking Hard Questions, Planning to Address Findings (February 17, 2023)

NACE INSIGHTS NEWSLETTER

- Keeping Momentum Going by Converting Interns From Historically Marginalized Groups (August 22, 2022)
- Training, Intentionality, Accountability Key Elements of Building Inclusive Work Culture (September 13, 2022)
- Embracing Intersectionality Involves Making Personal Connections to See Value in Each Employee (September 26, 2022)
- The Importance of Belonging: How to Create and Find it in the Workplace (November 15, 2022)
- Creating Equal Opportunities for Educational Excellence: Providing Support for Students Facing Financial Insecurities (February 15, 2023)
- Lack of Conceptional Clarity About DEI&B and Its Designated Leadership Slows Progress (March 20, 2023)
- Look Around, Lean In, and Level Up: Creating Strong Partnerships With HBCUs and PBIs (April 3, 2023)
- IUPUI Campaign Supports, Empowers First-Generation Students in Career Readiness (May 22, 2023)
- Gauging the Effectiveness of Formal Diversity Recruiting Efforts (March 6, 2023)
- Job & Internship Fair Tours Help First-Gen Students Become More Comfortable Navigating Event (February 6, 2023)
- Liberty Mutual's Centralized DEI Team Provides Alignment, Clarity, and Operating Rhythm (January 23, 2023)
- IBM Accelerate Reinvents Virtual Learning Opportunities for Underrepresented College Students (January 9, 2023)
- Equity, Access Keys to Forging Partnerships Across Campus for New UT Austin Career Center (December 5, 2022)
- Grant From UNCF the Catalyst for Elevation of Career Services at Tougaloo (October 24, 2022)
- Skills-based Hiring and Networking Encourages Nontraditional Candidates to Apply for Jobs (October 24, 2022)
- Understanding Experiences Informs Recommendations for Working With, Recruiting LGBTQ+ Students (October 11, 2022)
- Online/Hybrid Career Services Provide Much-Needed Flexibility for Caregiving Students (October 11, 2022)
- Survey Finds That Personal Experiences With Inequality, Health Help Shape Gen Z Career Choices (July 11, 2022)

Inclusion-Focused Research
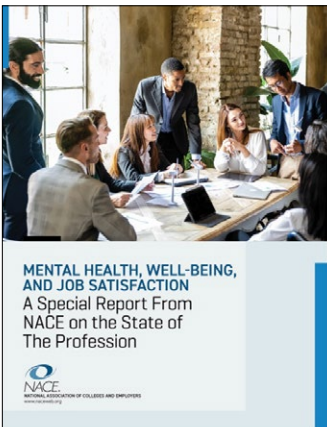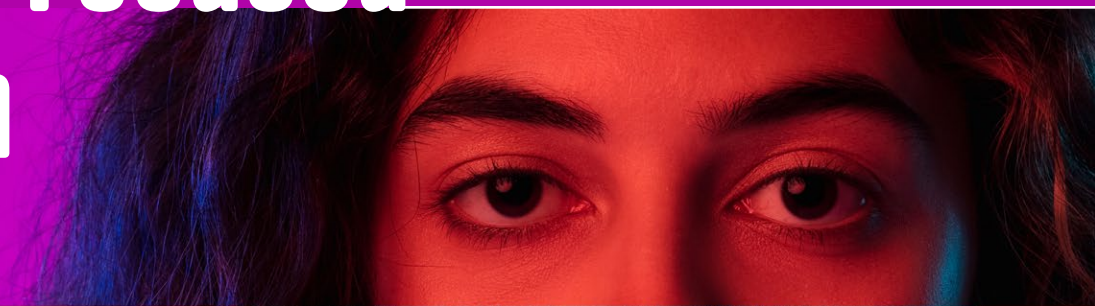
Mental Health, Well-Being, and Job Satisfaction: A Special Report From NACE on the State of the Profession (April 2023)
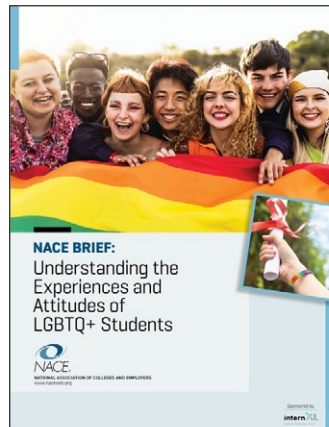
NACE Brief: Understanding the Experiences and Attitudes of LGBTQ+ Students (September 2022)
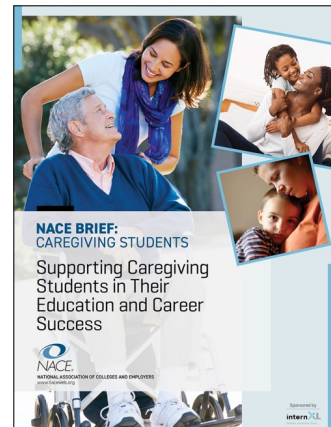
NACE Brief: Caregiving Students: Supporting Caregiving Students in Their Education and Career Success (August 2022)

NACE 2023

HBCU Summit National Award-Winning Program

Registration Profile

INDIVIDUAL REGISTRANTS
489 TOTAL

- Nonmembers: 73
- Members: 311
- HBCUS: 105
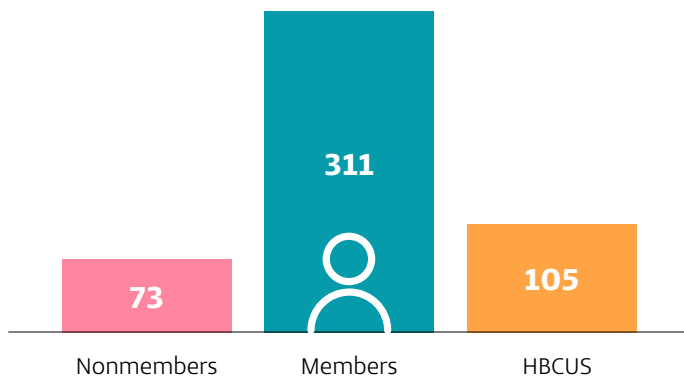
ORGANIZATION REGISTRANTS
286 TOTAL
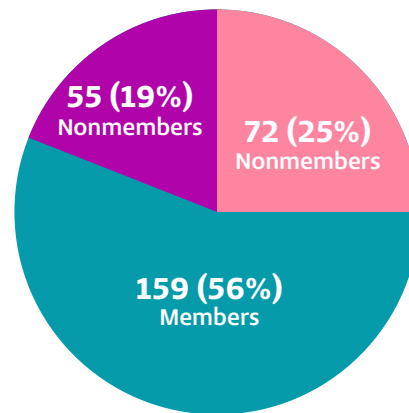
- 55 (19%) Nonmembers
- 72 (25%) Nonmembers
- 159 (56%) Members

ATTENDEE POST-EVENT SURVEY RESULTS
(On a scale of 1–5, where 5 = highest quality)

Overall Program Quality	4.67
Topic Relevance	4.84
90-Day Utilization	4.71
Prior Topic Knowledge	3.93
Current Topic Knowledge	4.58
Met Learning Outcomes	4.67
Presentation Skills	4.81
Program Material	4.67

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2023 SUMMIT AWARD WINNER
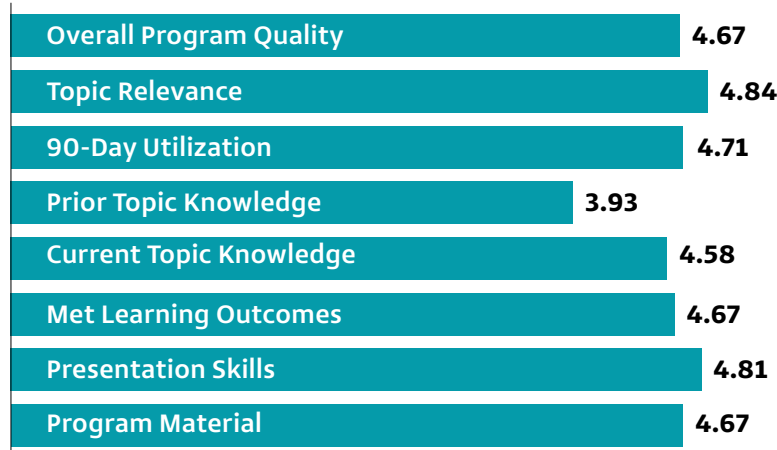
Registrant History

INDIVIDUAL REGISTRANT HISTORY

Nonmembers: 494, 27, 73
Members: 400, 455, 311
HBCUS: 96, 173, 105

Legend: 2021, 2022, 2023

ORGANIZATION REGISTRANT HISTORY

2021: 292, 257
2022: 45, 175
2023: 72, 159

Legend: NONMEMBERS, MEMBERS
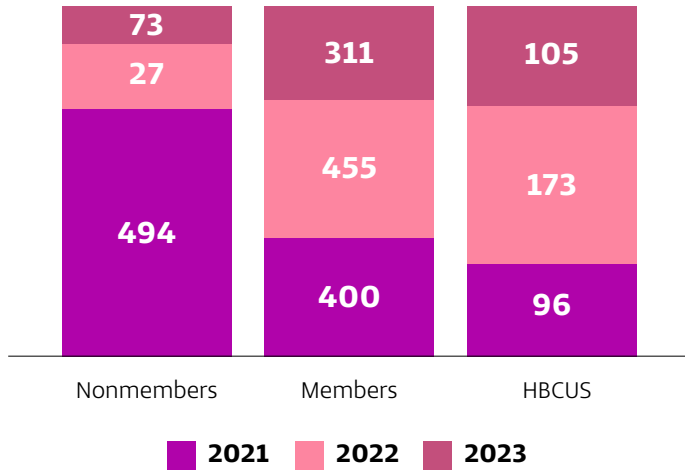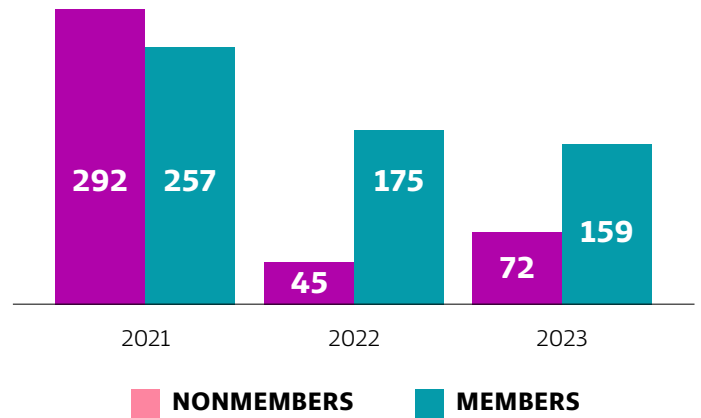
TOTAL HBCUs REPRESENTED HISTORY

2021: 39
2022: 65
2023: 55
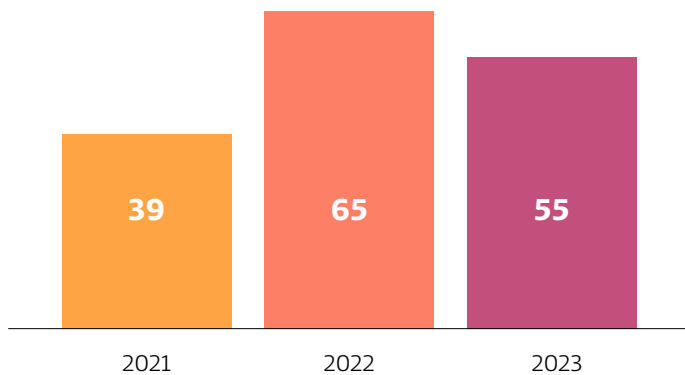
Takeaways

• We've introduced cutting-edge HBCU talent engagement strategies to 1,745 professionals, cumulatively.

• In 2021, the number of nonmember attendees exceeded the number of member attendees. Since then, member attendees exceeded nonmember attendees 3 to 1 in 2022 and 2 to 1 in 2023.

• The number of HBCU institutions attending the event has been strong every year.

Sponsorship

**NACE'S 2023 HBCU SUMMIT
REPEAT SPONSORSHIP**

28%

24%

48%
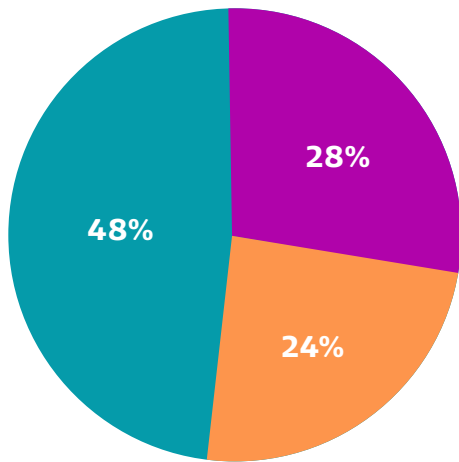
■ FIRST YEAR SPONSOR

■ SECOND YEAR SPONSOR

■ THIRD YEAR SPONSOR

TOTAL SPONSORS BY YEAR

67	49	30
2021	2022	2023
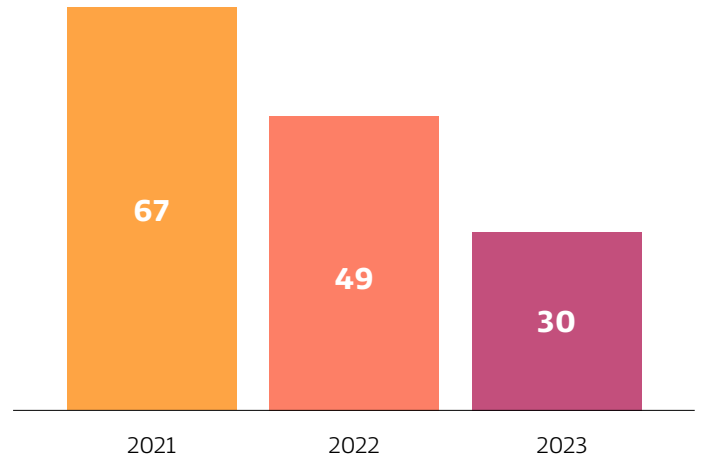
Takeaways

- 72% of sponsors are repeat sponsors

- Collectively, we had 146 sponsors

- The number of sponsors has fallen each year from 67 in 2021, to 49 in 2022, to 30 in 2023.

2023 Sponsors

LEAD SPONSOR

NORTHROP GRUMMAN

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KPMG

LOCKHEED MARTIN

M&T Tech

Pepper Construction — Tomorrow Transformed

SEO Tech Developer

T

TRAVELERS

Vanguard®

Vault — FIRSTHAND

VISTRA

workday®

HBCU Research Report

Selected Social Media Posts

Rochelle L. Ford, PHD, APR @rocford · Mar 2 ···
Thank you for inviting me to participate and discuss how to leverage partnerships between employers and HBCUs.

> **National Association of Colleges and Emp...** ✓ @NACE... · Mar 2
> The Keynote Session at #HBCUSummit2023, "Leaders' Insights: A View from the Top" will begin at 1 p.m. ET and will include @rocford, president of @du1869, and @CoppinPresident, president of @CoppinStateUniv
> Show this thread

Shawn VanDerziel Rochelle L. Ford, Ph.D. Ant Jen
ALT
NACE'S HBCU SUMMIT

💬 1   🔁 7   ♡ 28   ᴵᴵᴵ 1,567   ⬆

🔁 Rochelle L. Ford, PHD, APR Retweeted

Dr. Anthony L. Jenkins @CoppinPresident · Mar 2 ···
I appreciate the platform and opportunity to share the great work occurring at #CoppinStateUniversity. My sister President @rocford did an incredible job!

> **National Association of Colleges and Emp...** ✓ @NACE... · Mar 2
> The Keynote Session at #HBCUSummit2023, "Leaders' Insights: A View from the Top" will begin at 1 p.m. ET and will include @rocford, president of @du1869, and @CoppinPresident, president of @CoppinStateUniv
> Show this thread

Shawn VanDerziel Rochelle L. Ford, Ph.D. Anthony L. Jenkins, Ph.D.
ALT
NACE'S HBCU SUMMIT

💬 1   🔁 1   ♡ 5   ᴵᴵᴵ 326   ⬆

National Association of Colleges and Empl... ✓ @NACE... · Mar 2 ···
Replying to @NACEOrg
"Equity is a real thing, because my students cannot afford to do summer volunteerism for corporations or government agencies. They have to be paid in more than opportunities to help them not only stay in school but to thrive in school."– @rocford

💬 1   🔁 1   ♡ 1   ᴵᴵᴵ 85   ⬆

National Association of Colleges and Empl... ✓ @NACE... · Mar 2 ···
.@CoppinPresident says a focus at @CoppinStateUniv is to create lifelong learning opportunities for students from diverse backgrounds, with a focus on civic and community engagement, leadership, social responsibility, cultural diversity, and economic development.

💬 1   🔁 1   ♡ 4   ᴵᴵᴵ 188   ⬆

National Association of Colleges and Empl... ✓ @NACE... · Mar 2 ···
"We believe that if we're going to prepare our students to be successful on the national and global stage, they have to be immersed in a multicultural curriculum and campus environment; they have to interact with people who look differently and come from different places."

Comprehensive Outcomes/Impact

- Provided scholarships for career-services professionals from 55 HBCUs to attend NACE in-person conferences in Portland, OR (2022) and Orlando, FL (2023). Scholarships covered registration, lodging for four nights, and a travel stipend to help with travel expenses.

- Provided professional development at no cost to HBCU employees through NACE's 2022/2023 Competency Symposiums and 2021 Conference.

- Funded a year-long research project, working with the Center for the Study of HBCUs, Virginia Union University (an HBCU), resulting in the **Recruiting for Equity at HBCUs and Beyond: Current Practices and Pitfalls** publication.

- Provided a free copy of the *Recruiting for Equity at HBCUs and Beyond: Current Practices and Pitfalls* research study to all NACE member HBCUs.

- Provided three years of NACE membership for all HBCUs, beginning in 2021, growing our membership to 91 of the 101 recognized HBCUs.

- Connected HBCU career services professionals with employers through a series of 10 roundtable events designed for both groups to uncover opportunities to develop substantive partnerships.

- Continued delivering on our **Commitments for the Black Community and Anti-racism** through this program and its impact.

NACE'S 2023
Minority Serving Institutions Showcase

Event Details

- **Event Date:** April 20, 2023
- **Event Location:** Virtual
  - Provided educational foundation about MSIs
  - Raised awareness on how MSIs differ from other institutions
  - Highlighted ways to connect with students from a variety of backgrounds
  - Inspired recruitment/service strategies based on insights from speakers
- **Event Sponsor**

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NORTHROP GRUMMAN

ATTENDEE POST-EVENT SURVEY RESULTS
(On a scale of 1–5, where 5 = highest quality)

Overall Program Quality	4.15
Topic Relevance	4.25
90-Day Utilization	4.23
Prior Topic Knowledge	3.08
Current Topic Knowledge	4.23
Met Learning Outcomes	4.08
Presentation Skills	4.15
Program Material	4.17
Program Content	4.17

FOUR REGISTRANT PROFILE CATEGORIES

348	COLLEGES/UNIVERSITIES
339	EMPLOYERS
15	VENDORS
26	OTHER
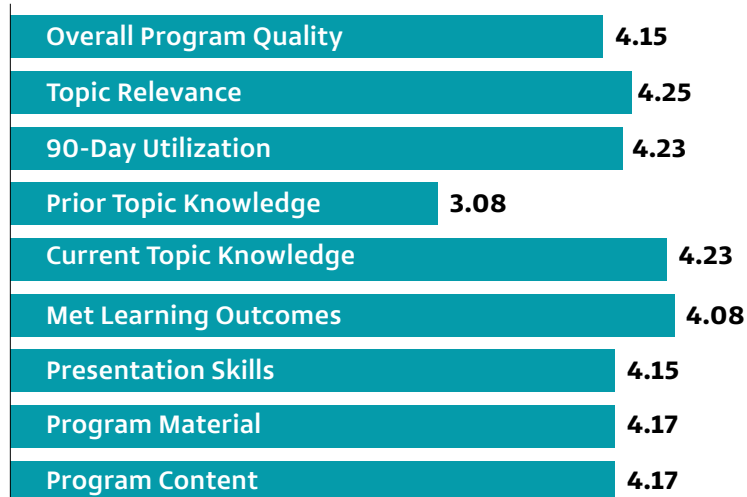
TOTAL INDIVIDUAL REGISTRANTS
728

49	679
Nonmember Individual Registrants	NACE Member Registrants

Reflections

- Engaged member institutions that we haven't heard from
- The event proved to be a celebration of inclusion with speakers of great diversity
  - **Geography**
    - West, Northeast, Midwest, Southeast
    - Race/Ethnicity
    - Black, White, Asian, Native, Hispanic/Latino
  - **Gender**
    - The event had gender parity
    - We did not have any speakers who were nonbinary
  - **Institution** (four year/community college)
  - **MSI type**
    - Asian American, Native American, Pacific Islander–Serving institutions
    - Hispanic Serving institutions
    - Predominantly Black institutions,
    - Tribal colleges and universities

NACE'S MINORITY SERVING INSTITUTIONS (MSI) Showcase

SOCIAL MEDIA ANNOUNCEMENTS

National Association of Colleges and Employers
28,809 followers
1w
We are just ONE WEEK away from the inaugural NACE Minority Serving Institutions Showcase with keynote speaker Marybeth Gasman, executive director for The Rutgers Center for Minority Serving Institutions (CMSI)! There is still time to register for this FREE event at http://ow.ly/WWPq50NHm1F

Kacheyta McClellan, MBA, CA (He/Him/His) · You
Director of Diversity, Inclusion, and Belonging at National Association of C...
1w · Edited
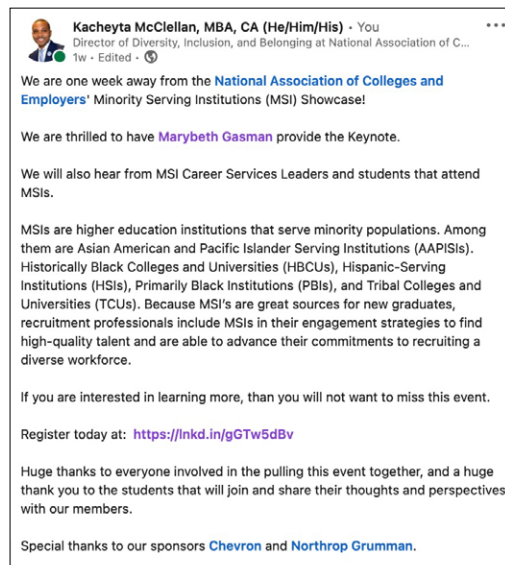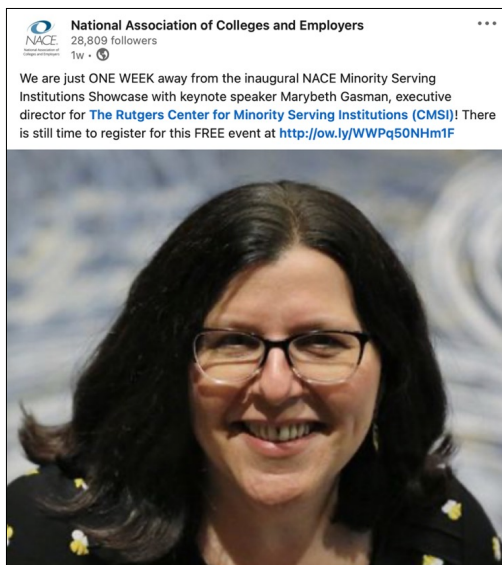We are one week away from the National Association of Colleges and Employers' Minority Serving Institutions (MSI) Showcase!

We are thrilled to have Marybeth Gasman provide the Keynote.

We will also hear from MSI Career Services Leaders and students that attend MSIs.

MSIs are higher education institutions that serve minority populations. Among them are Asian American and Pacific Islander Serving Institutions (AAPISIs). Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Primarily Black Institutions (PBIs), and Tribal Colleges and Universities (TCUs). Because MSI's are great sources for new graduates, recruitment professionals include MSIs in their engagement strategies to find high-quality talent and are able to advance their commitments to recruiting a diverse workforce.

If you are interested in learning more, than you will not want to miss this event.

Register today at: https://lnkd.in/gGTw5dBv

Huge thanks to everyone involved in the pulling this event together, and a huge thank you to the students that will join and share their thoughts and perspectives with our members.

Special thanks to our sponsors Chevron and Northrop Grumman.

MSI SHOWCASE

Disability Signature Series

Event Details

- **Event Date:** October 2, 12, and 26, 2023
- **Event Location:** Virtual
  - Contributed to the ongoing goals established for the Series
  - Explored support structures that exist on a national level
  - Dug into successful recruitment strategies and tactics with leaders in this space
  - Learned from students with disabilities about the challenges and hurdles they face in navigating the job search process—and how those can be overcome
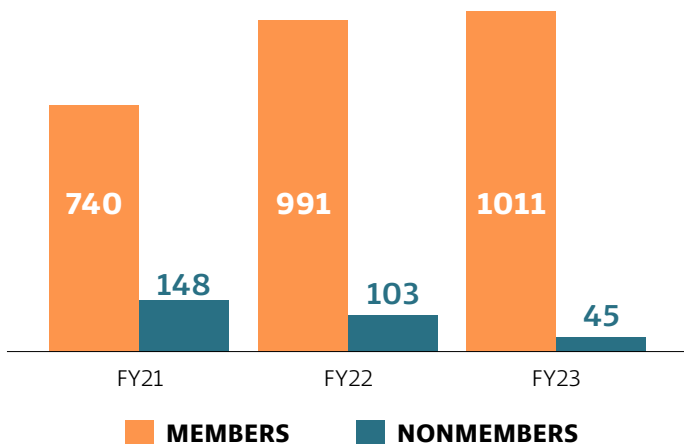 - Uncovered tools and strategies to implement based on the knowledge gleaned from the series

- **Registrant Profile:**
  - 1 Sponsor Organization
  - 1,056 Total Individual Registrants
    - 45 Non–NACE Member Individual Registrants
    - 1,011 NACE Member Registrants
  - 697 Total Organization Registrants
    - 27 Non–NACE Member Organizations
    - 670 NACE Member Organizations

- **Event Sponsor**

  the human energy company Chevron

INDIVIDUAL REGISTRANTS
FY21 – FY23

	FY21	FY22	FY23
MEMBERS	740	991	1011
NONMEMBERS	148	103	45

ORGANIZATIONAL REGISTRANTS
FY21 – FY23
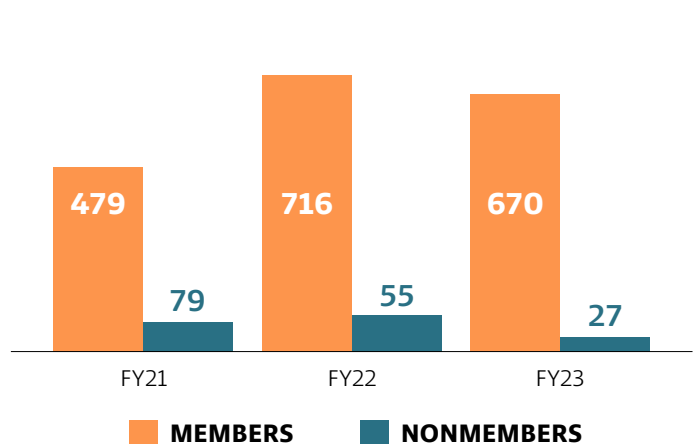
	FY21	FY22	FY23
MEMBERS	479	716	670
NONMEMBERS	79	55	27

ATTENDEE POST-EVENT SURVEY RESULTS
(On a scale of 1–5, where 5 = highest quality)

Overall Program Quality	4.50
Topic Relevance	4.35
90-Day Utilization	4.39
Prior Topic Knowledge	3.22
Current Topic Knowledge	4.24
Met Learning Outcomes	4.53
Presentation Skills	4.44
Program Material	4.44
Program Content	4.61

National Association of Colleges and Employers
35,179 followers
3mo · 🌐

The 2023 NACE Disability Signature Series, which is FREE for members, continues next week! Join us to learn concepts and tools designed to help attendees better understand the diversity within the disability community as it relates to equity in employment. https://ow.ly/SIYS50PKGXT

2023 NACE's Disability Signature Series

FREE FOR MEMBERS!

Sponsored by
the human energy company® Chevron

Advancing Access and Equity

NACE 2023
Inclusion Webinars

Intersectionality: The Role of Intercultural Competence in Promoting Student Career Success

Featuring: Youssef Mekawy, Career Coach, University of Missouri – Kansas City, Career Services

Learning Objectives:
- Develop a basic understanding of culture, worldviews, and intersectionality
- Apply intersectionality practices that can be used to promote students' success inside and outside the classroom
- Demonstrate conflict resolution strategies within intercultural interactions .

Using Diversity Data to Enhance Your Recruitment Strategy

Featuring:
- *Keisha Farrington, Diversity Recruiting Strategist, The Cigna Group-Diversity*
- *Erin McMurray, Early Careers Programming and Operations Specialist, The Cigna Group-Diversity*

Learning Objectives:
- Determine which recruitment data to collect and use that also reflect an organization's DE&I Strategy
- Understand how to use applicant funnel and hiring data to look at areas of success and opportunity
- Use data to be consultative with business partners, e.g., how to have the conversation and how to implement these learnings to continue driving the recruiting strategy

Supporting International Students In Their Career Development: Strategies for Career Services Providers

Featuring: Yuliia Sobko, Assistant Director of Experiential Programs, The University of Texas at Dallas - Career Center

Learning Objectives:
- Develop strategic career programming for international students
- Better support international students' career development process
- Develop new resources and best practices for international students

Managing Career Readiness and Equity During a Pandemic

Featuring:
- *William Baldus, Career Center Director, Metropolitan State University*
- *Susan Hilal, PhD, Professor, Metropolitan State University*
- *Denise Williams, PhD, Professor/Department Chair, Metropolitan State University*

Learning Objectives
- Identify effective strategies and steps recommended to gain senior leadership and faculty buy-in and institutional investment in the Career Readiness Project
- Investigate best practices, design, implementation, and findings for career readiness interventions among diverse student populations
- Discuss innovative strategies for engaging and building relationships with employers while supporting student careers

Best Practices on Serving Historically Marginalized Students and Young Professionals

Featuring: Lesli Somerset Talley, PhD, Associate Director, Office of Career Development, Chatham University

Learning Objectives
- Identify specific challenges that job seekers with more than one historically marginalized identity experience
- Gain strategies to create inclusive and accessible resources into recruitment and programing
- Strengthen awareness of biases and stigmas that exist in the recruitment and onboarding processes

Supporting First-Gen Students in Pursuit of Competitive Careers

Featuring: Nina Wieda, PhD, Assistant Professor of Instruction, Northwestern University

Learning Objectives
- Understand the unique challenges that first-generation students face when pursuing careers with demanding application timelines
- Understand how to advise and support first-generation students in pursuing challenging careers, such as those in consulting and finance
- Design support structures that can assist first-generation students by compensating for the lack of familial informational and network support

WEBINARS

2022-25
Strategic Plan's Alignment With Inclusion

Our **Strategic Plan** helps us live out our Vision, Mission, Values, and Goals while striving toward equitable employment outcomes for all.

Vision
A diverse and inclusive community of professionals collaborating to achieve equitable employment outcomes for all.

Mission
NACE empowers and connects the community of professionals who support, develop, and employ the college-educated workforce.

Values

COMMUNITY
Embracing a spirit of community, partnership, and common interest.

BELONGING
Honoring the fundamental value and dignity of all individuals by fostering and supporting diversity and inclusion to advance equity and allow everyone to be their authentic self.

INTEGRITY
Always striving to do the right things, even when those things are not the easiest, or most obvious.

INNOVATION
Fostering new knowledge and a commitment to continuous learning and adaptability.

IMPACT
Nurturing ideas, inspiring excellence, and cultivating growth to effect positive change.

Inclusive Efforts Within Our Strategic Plan

- Investigate and develop certificate programs promoting inclusive excellence.
- Ensure transparency and inclusion is applied to all products and services.
- Use transparency regarding demographics and impact in all NACE research.
- Develop new research initiatives to inform work of members and the association.
- Evaluate/report progress on supporting the Black community and other marginalized populations, and meeting NACE's commitments to anti-racism.
- Cultivate belonging among membership through purposeful affinity group engagement.
- Expand content and programming to support and include representation of diverse populations.

NACE'S
Diversity, Equity, and Inclusion Statement

Our Commitment

The National Association of Colleges and Employers (NACE) believes in a world that is inclusive in approach and where equal opportunities and equitable outcomes exist for all. The NACE community is committed to developing and supporting a robustly diverse, equitable, and inclusive community, where all members create and feel a sense of belonging. Through our collective deliberate efforts, NACE provides a basis for social justice. As the voice of professionals focused on the development and employment of the college-educated, it is critical for NACE to be explicit in the expression of our collective drive toward these ideals.

Valuing the diversity of organizations serves to engage a broad range, both in size and scope, of colleges and employers that are represented by, but not limited, to:

- Geographic location, urban, rural, and suburban communities
- Government, religious, public, private, for-profit, and non-profit organizations
- Two-year, four-year, graduate, and professional schools

How NACE Enacts Its Commitment

The drive toward diversity, equity, inclusion, belonging, and social justice is an ongoing process and requires us to identify and address both unintended/intended and visible/invisible barriers arising from bias, discrimination, racism, and organizational structures that support such attitudes and actions. To create the desired impact, NACE:

- Champions members' individual and organizational diversity, equity, and inclusion efforts to advance all facets of their work environment, as well as its own.
- Facilitates the exchange of diverse perspectives of those employed by our member organizations.
- Embraces and derives value from the variety of views that diverse organizations and individuals bring to achieve inclusive excellence in all that we do.
- Implements initiatives that support diversity, equity, and inclusion in all of our collective endeavors as well as creates a supportive learning environment that encompasses communication of diverse perspectives, experiences, and realities.
- Makes concerted efforts to conduct outreach and engage individuals representing such organizations for service on the NACE Board, committees, and task forces, and in activities.
- Establishes inclusive and equitable practices for all its members and draws on their varied strengths and perspectives. NACE members' unique characteristics include, but are not limited, to:
  - *Ethnicity, race, culture; sexual orientation, gender, gender identity, gender expression; age; differences in ability; immigration status, nationality, national origin; education; socio-economic status; family structure; military/veteran status; religious/ non-religious beliefs; and local, state, nationally recognized groups/organizations.*

DEI STATEMENT

How Members Enact This Commitment

As NACE members engage in the career development and/or recruitment of the new and future workforce, the association's core values of diversity, equity, and inclusion will be purposefully reflected in the following expectations and actions:

- To include individuals and groups that reflect diverse individual and organizational values and characteristics.
  - NACE members are encouraged to support diverse perspectives and ideas by treating others fairly. Members show respect for individual, cultural, and other identity-based differences while valuing and acknowledging unique skills and experiences.

- To consciously provide and engage in strategic educational and experiential opportunities to develop diversity, equity, and inclusion competence.
  - NACE members advocate for diversity, equity, and inclusion practices as a competency in the development and implementation of all recruiting and professional development programs. Members raise awareness and knowledge among their constituents by providing opportunities to increase the value and significant impact of diversity, equity, and inclusion among all stakeholders.

- To intentionally contribute in numerous ways and within a broad range of contexts to create an increasingly diverse workforce and establish equitable and inclusive organizational practices.
  - NACE members recognize, incorporate, and value diversity as opportunities to learn and gain valuable insights by working together to advance our common ideals. Members promote open dialogue and active listening to establish inclusion as an organizational hallmark.

Key Terms Defined

Definitions

NACE offers the definitions below to clarify its intent to include all individual and organizational members in ways that enable them to feel a sense of belonging to our community.

Antiracism is the practice of recognizing and actively opposing racism in society with the goal to promote racial equity.

Belonging refers to the perceived support, feeling of connectedness, and experience of community among peers and colleagues within the association. Belonging is a process of building a foundation through diversity, equity, and inclusive practices that cultivates the cornerstone of engagement in our community.

Diversity refers to group social differences such as race/ethnicity; class; gender, sexual-orientation, and gender preferences; country of origin; dis/ability; and cultural, political, religious, and other group affiliations.

Equity refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures. *(See an illustration on this concept.)*

Inclusive practices are those that include an active, intentional, meaningful, and equitable engagement across the diversity of our NACE community. Recognizing our diversity while meaningfully engaging it facilitates greater awareness, knowledge, understanding of the complex ways individuals engage within systems and institutions. Building these skills and abilities among individual members will begin to address past injustices and lay a strong foundation for equitable success for our individuals and organizations, and, as a consequence, our nation and the global communities where we work.

Social justice has several elements that affect many areas of public policy and public administration; it is fair treatment of all people in a society, including respect for the rights of people who have been marginalized and the equitable distribution of resources among members of a community; it is fairness manifested in society through healthcare, gender equality, reproductive rights, education, employment, and voting; and it imposes personal responsibility to collaborate with others to design and continually perfect institutions as tools for personal and social development.

FEBRUARY 6, 2023

Message to the Membership

Dear Member

We are excited to share with you our **second annual Diversity, Equity, and Inclusion (DEI) Report**. Like our first report, this year's report details progress we've made toward meeting our **10 commitments to the Black community and anti-racism**, chronicling the journey we have committed to and the progress we have made as an association.

We are especially excited to share this with you during Black History Month, which reminds us all to recognize and celebrate the contributions and achievements of the Black community. At the same time, we hope our report illustrates our commitment to building an inclusive future together.

We invite you to dive into the report, but would like to offer a few highlights:

- **NACE's 2022–25 Strategic Plan** makes championing DEI one of its four pillars. Practically speaking, this means developing meaningful programming, standards, and opportunities for all members; cultivating and ensuring representation among a range of identities; and leveraging research to advance belonging, identify inclusive practices, and inform decision making for the association as well as for members.

- An examination of member demographics found that more members shared their demographic information (THANK YOU!). This is crucial to helping the association address its commitments and track progress—including, for example, that **we saw a 1.04% increase in engagement of people of color in NACE committees and task forces**. We're also thrilled to note greater representation in the membership among Black professionals.

- NACE Affinity Groups continue to provide members with meaningful ways to connect and share. Not only has every group experienced growth, but also we've seen growth in the number of groups individual members have joined—**3.51 on average compared with 2.76**—a reflection of the multiple identities we all manifest.

Shawn VanDerziel
NACE President & CEO

Brian Guerrero
2023–24 NACE Past-Chair,
Board of Directors

In the coming months, we have several important events planned that illustrate our commitment to offering quality programming that addresses DEI, including:

• On March 2, we'll host the third annual **HBCU Summit**, which offers cutting-edge employer relations and recruiting strategies plus best practices for developing sustainable relationships. We are also delighted that we'll unveil new research into HBCU early talent recruitment and engagement—research that was funded through last year's event.

• On April 20, we'll present our first-ever **Minority Serving Institutions Showcase**, which will shine a light on schools that have earned this designation—including Tribal Colleges & Universities, Hispanic Serving Institutions, Asian American and Pacific Islander Serving Institutions, and Predominately Black Institutions. Details to come!

• The **NACE23** conference (June 5 – 7) will offer a session track focused on DEI and keynote speakers who will speak directly about DEI. We are proud that NACE23 has been designed with a DEI lens to ensure the experience reflects not only our values as a professional community but also that DEI is integrated into our programming.

We recognize that we are still at the beginning of our journey, but invite you to make that journey with us and ask that you help guide us along the way: We need and value your support, participation, and ideas. We thank you for being a crucial part of our community.

Sincerely,

Shawn and Brian