



**Blue Print for Change:
Recruit to Drive
Diversity, Inclusion,
& Belonging**
<https://etma.org>

Resources: Recruit to Drive Diversity, Inclusion, & Belonging (August 5, 2020)

Video Link <https://youtu.be/p8-qFogove8> to **ETMA Town Hall Meeting**

Recruiting

- Local nonprofits that support veterans, minorities and/or women
- Junior Colleges, Community Colleges, technical/vocational schools and high schools
- Junior Achievement <https://jausa.ja.org/>
- The Urban League <https://nul.org/>
- Job Corps <https://www.jobcorps.gov/>
- African American Sororities and Fraternities (Alpha Phi Alpha, Delta Sigma Theta etc.)
- Professional organizations that focus on underrepresented groups (National Black MBA Association)
- Organizations that support refugees and recent immigrants
- Services for youth exiting foster care.
- Local Employment Development Offices

African American

- BlackJobs.com <https://www.blackjobs.com/> largest African American career community online
- **IMB Diversity for African Americans** https://jobs.imdiversity.com/clients/advertise_jobs offers advertising and job board postings
- **National Society of Black Engineers** <https://www.nsbe.org/Home.aspx>

Hispanic

- **Hispanic Today** <https://hispanic-today.com/> Part of the National Labor Exchange but offers paid job postings with Equality Magazines.
- **Hispanic Professional Latino Association** <https://www.hlpa.com/> active job board and job seeker community.

Military Veterans

- Vet Jobs <https://vetjobs.com/> A job board for military veterans all branches of service.
- Recruit Military <https://recruitmilitary.com/employers> job board for military veterans.
- **Military.com** <https://www.military.com/hiring-veterans> In addition to veterans also job postings and a community designed to engage the military spouse

Multiple Communities

- **Professional Diversity Network** <https://www.prodivnet.com/> network of affinity diversity groups including African American, Hispanic, Asian, disability, LGBT, veteran, and women communities.
- **Beyond.com** <https://www.beyond.com/employers/products/pricing> diverse job posting options within their large number of job boards.
- DiversityJobs.com <https://www.diversityjobs.com/>

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Recruiting (*Continued*)

Women

- Women for Hire <http://jobs.womenforhire.com/employer/> For women, individual or group posting packages

Disability

- **Recruit Disability** <http://recruitdisability.org/> job board for job seekers with disabilities
- AbilityLinks <https://abilitylinks.org/> job board for persons with disabilities.

The Case for Diversity and Inclusion

- Scientific American - [How Diversity Makes Us Smarter](#)
- Forbes - [George Floyd and Racism: 5 conversations credible leaders must have in this moment](#)
- Forbes - [5 Ways to bring more diversity into your organization](#)

Anti Racism Guides

- [Anti-Racism Guide UC San Diego Library](#)
- [Anti-Racism Guide UC San Diego Women's Center](#)
- Resources for Education and Action <https://ucsd.libguides.com/antiracism/getstarted>
- [Harvard Countway Library Anti Racism Guide](#)

Telecommunications Industry Diversity and Inclusion Program Examples

- [Verizon Diversity & Inclusion in our Workplace](#)
- [Verizon Business Launches Women in Business Program](#)
- [Wall Street Journal - Verizon Expands Diversity and Inclusion Push with new focus on Retention](#)
- [AT&T Employee Group Conference 2019](#)
- [AT&T Diversity and Inclusion - Unwritten Rules](#)
- [AT&T Diversity and Inclusion Annual Report 2020](#)