



2021-22
YEAR



NACE
ANNUAL DEI
REPORT

PROGRESS, OBSERVATIONS,
AND CONTRIBUTIONS



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LETTER FROM THE LEADERSHIP

Dear NACE Colleagues,

We are pleased to share this second Annual DEI Report with you. It represents our collective efforts to live out our mission with an equity and inclusion lens.

We haven't always produced an Annual DEI Report. Ours grew out of the events of 2020, including the murders of George Floyd, Breonna Taylor, and, unfortunately, many other Black individuals, and the resulting public outcry and increased attention to issues of diversity, equity, inclusion and anti-racism. The year touched many of our members' lives in personal ways. Realizing this, we created space to hear from our members. We listened to their stories, their concerns, their experiences, and their desire to be better allies. We also evaluated our programming, the content we published, and the words and images we used. We found that we had room to grow and leaned into that growth. Like many employers, we released a statement of solidarity in 2020, but recognized we needed to do much more, which resulted in our [10 commitments to the Black community and anti-racism](#).

These commitments have influenced every aspect of NACE—from our programming to our content to the position statements we have signed on to, to our social media posts, as you will see in this report. While the strides we have made *do* represent progress, there is still much work to be done. Our desire to keep equity in the forefront of what we do, to better engage and increase the diversity within our membership, and to partner with others to broaden our anti-racism efforts keep us vigilant in analyzing our research, developing programming, and considering how we show up on our platforms.

Through this report, we invite you to learn about our activity during the 2021-22 fiscal year, and how NACE and our membership have contributed to our commitments to the Black community, anti-racism, and to championing diversity, equity, and inclusion.

We look forward to continuing this journey – learning, evolving, and making an impact together.



Shawn VanDerziel
NACE Executive Director



Brian Guerrero
2022-2023 President



Dave Ong
2021-2022 President



Jennifer Lasater
2020-2021 President



Kacheyta McClellan
NACE Director of
Diversity, Inclusion,
and Belonging

2022-25 STRATEGIC PLAN'S ALIGNMENT WITH DEI

Our new **Strategic Plan** was built on a foundation that emphasizes equity and inclusion.

Our **Vision** is a diverse and inclusive community of professionals collaborating to achieve equitable employment outcomes for all.

This guides our actions while we live out our **Mission** to empower and connect the community of professionals who support, develop, and employ the college-educated workforce.

Belonging is the cornerstone of our **Values**. Cultivating belonging carries us through our mission and brings us closer to achieving our vision. In addition to this, we know that diversity and inclusion are unsustainable without belonging. With this perspective, we have identified ways to connect DEI through all of our strategic goals, as well as creating a specific goal to "Champion Diversity, Equity, and Inclusion."

OUR STRATEGIC GOAL: CHAMPION DIVERSITY, EQUITY, AND INCLUSION.

Strategy: Develop DEI programs and standards for the professions.

Objectives:

- Investigate and develop DEI certificate programs.
- Ensure equity and inclusion lens is used for all products and services.

Strategy: Increase access to DEI data to promote decision making and to support advocacy for equitable initiatives and policy changes.

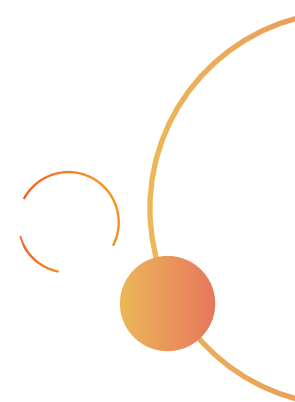
Objectives:

- Use an equity and inclusion lens in performing all NACE research.
- Develop new research initiatives with a DEI focus 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.

Strategy: Broaden engagement opportunities for diverse populations and stakeholders.

Objectives:

- Cultivate belonging among membership through purposeful affinity group engagement.
- Expand content and programming to support and include representation of diverse populations.



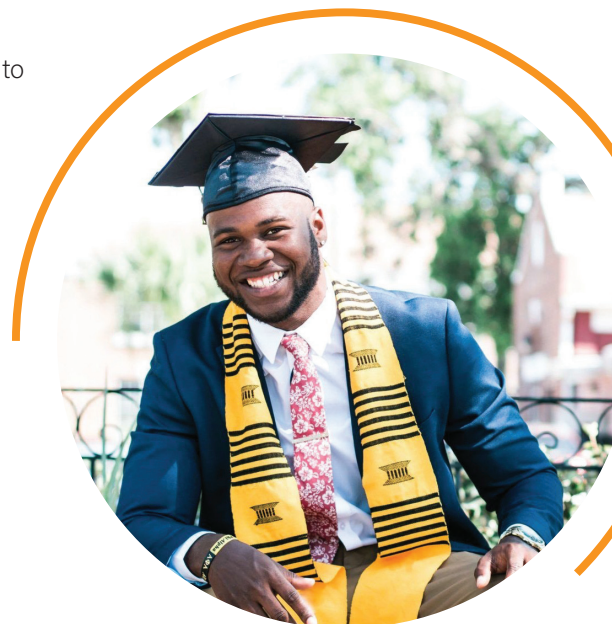
COMMITMENTS TO ANTI-RACISM

BRINGING WORDS TO ACTION

At NACE, we believe in a world that is inclusive in approach and where equitable opportunities and outcomes exist for all. While as a society there is much work to do, as a profession we are in a position to contribute to the breaking down of systemic racism and improve employment outcomes for historically marginalized populations, including the Black community. Our objective as an association is to lead significant change with and within our membership. This change requires a deliberate action plan to support the Black community and our Black colleagues. This is not a one-time effort; our efforts will be sustained, ongoing, and open to refinement. In 2020, NACE made 10 commitments to the Black Community and Anti-Racism to provide a roadmap for our work.

The following are highlights of some of the actions NACE took this past fiscal year toward our commitment to supporting the Black community and anti-racism:

- Provided scholarships (complimentary registration and hotel, plus travel stipend) to 37 HBCU staff to attend NACE22 in Portland.
- Held the second annual NACE's HBCU Summit – See page 15 for more details and results.
- Amplified the voices of Black colleagues at HBCUs through the VIP Roundtable Experiences, connecting them with new employer contacts.
- Through the 2022 NACE Conference & Expo in Portland, amplified the voices of Black colleagues as well as others who identify as people of color. People of color accounted for 21% of all those leading NACE22 presentations, exceeding the percentage of the NACE members who identify as people of color (20%) – See page 8 for more details.
- Advocated on issues of equity and anti-racism externally and internally through public policy position statements, social media posts, and communications with members – See page 7 for more details.
- Partnered with the Thurgood Marshall College Fund with aligned interests to educate on and elevate HBCUs.
- Disseminated an Anti-Racism Toolkit to NACE staff along with a suggested list of five books for professional development.
- Expanded engagement and access to opportunities for Black members and others who identify as people of color in leadership positions and programming within NACE Affinity Groups and the Game Changers Speaker Series – See page 21 for more details.
- Generated three research briefs to illuminate inequities related to race and gender – See page 14 for more details.
- Highlighted diversity, equity, and inclusion at the 2022 NACE Conference and Expo – See page 22 for more details.
- Released the inaugural NACE's Annual DEI Report.



ADVOCACY

As a member of the Washington Higher Education Secretariat, NACE:

- Signed on to a position statement asking for flexibility in travel policies in order for international students enrolled in American universities to able to enter the United States on an expedient basis.
- Signed on to a letter to U.S. Senate and House leadership regarding development of a final bill based on S.1260 (the U.S. Innovation and Competition Act – USICA) and HR.4521 (the COMPETES Act of 2022). The letter cites issues with and provides recommendations around new research security provisions, reporting requirements, workforce development programs, international education programs, and STEM immigration provisions.
- Signed on to a letter to the U.S. Congress to investigate and address threats to HBCUs (past and present).
- Issued comments to the Bureau of Consular Affairs at the U.S. Department of State regarding proposed adjustments to the fees associated with several nonimmigrant visa applications, including F-1 student visas and J-1 exchange visitors.

Noteworthy social media posts:

- Support of Buffalo, New York in the wake of the mass shooting in May 2022
- NACE Internship & Co-op Survey report underscoring gender and race/ethnicity findings
- Recognition of Pride Month and AAPI Heritage Month
- Observance of Juneteenth, which was recognized as a NACE staff holiday for the first time on June 20, 2022



MEMBERSHIP DEMOGRAPHICS

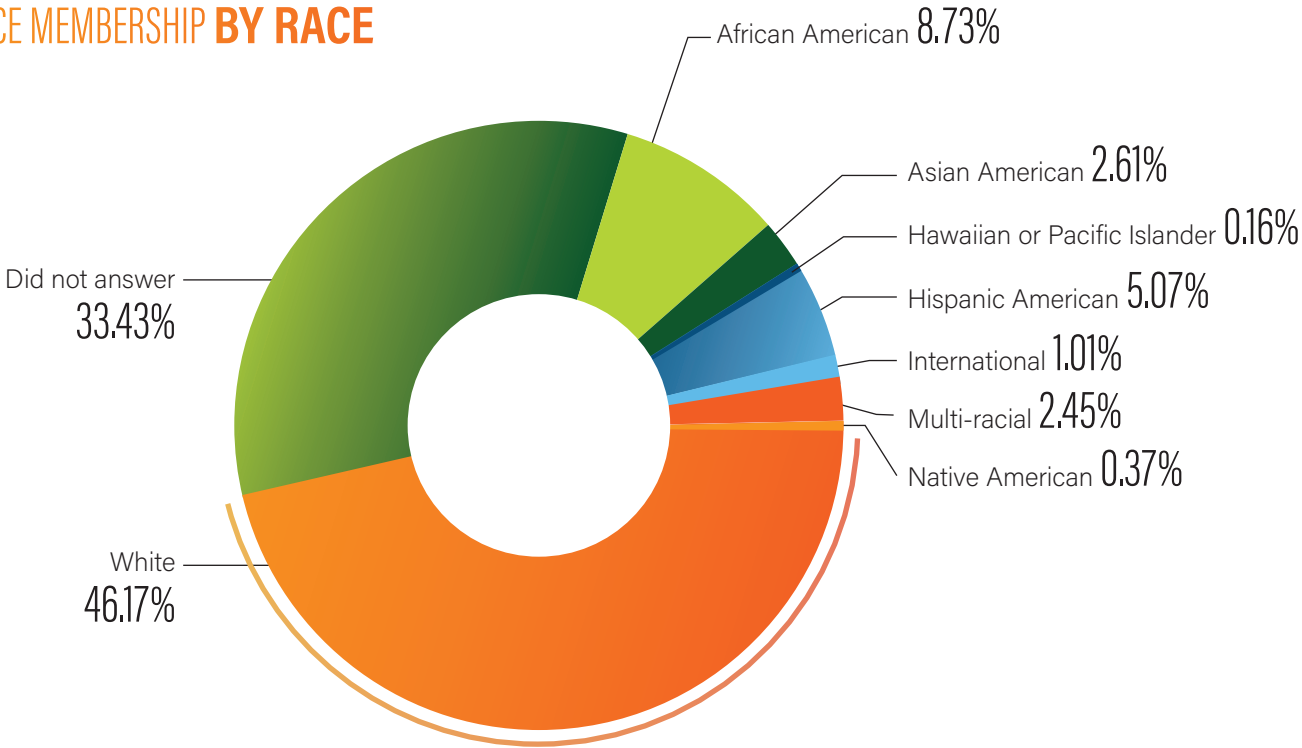
(as of 6/30/2022)



NACE Membership
14,689



NACE MEMBERSHIP BY RACE

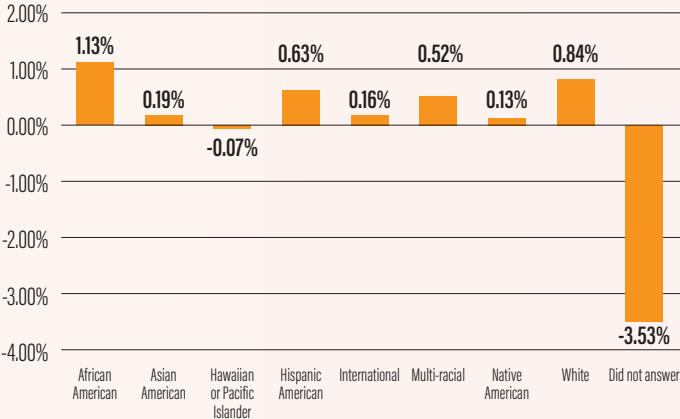


Progress/Observations

Total membership (14,689) increased 1.98% from last year's 13,617. Membership among Black professionals grew 1.13%, the largest increase among the racial/ethnic categories.

The number of people that did not answer membership demographic questions decreased by 3.53%. Stated differently, more people shared their demographic than last year.

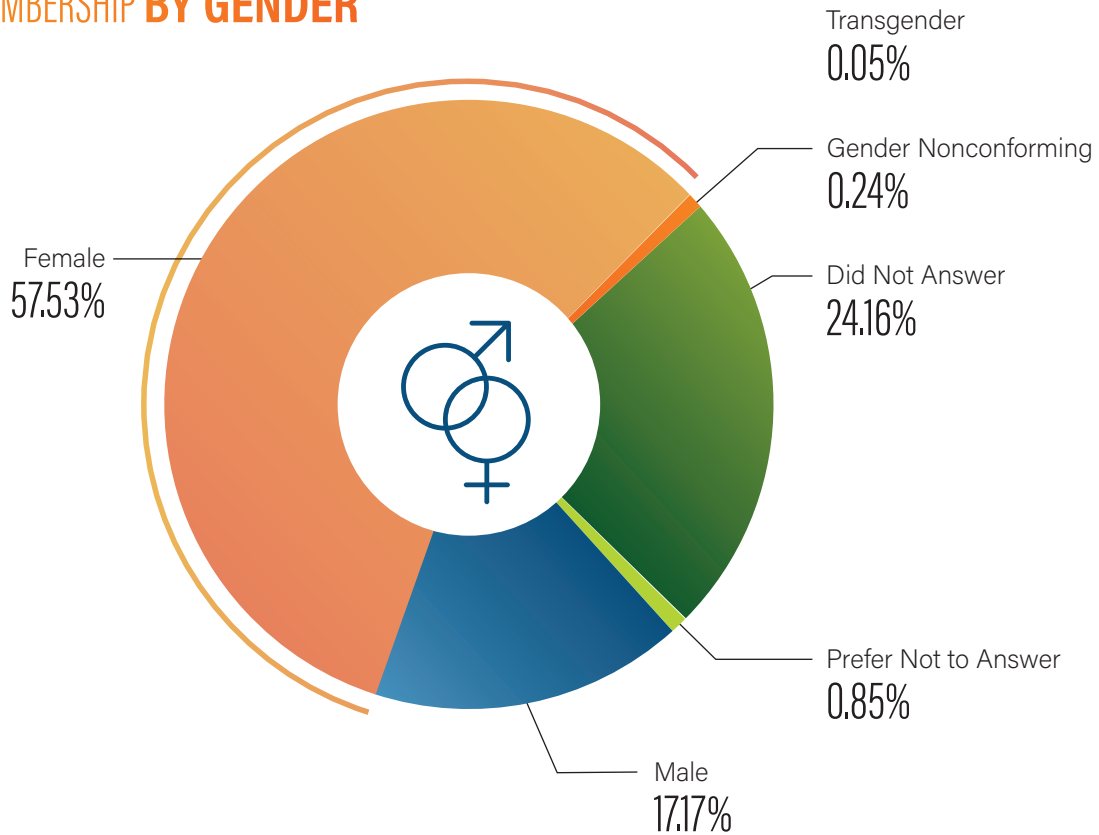
Membership Change From FY21 by RACE



MEMBERSHIP DEMOGRAPHICS

(as of 6/30/2022)

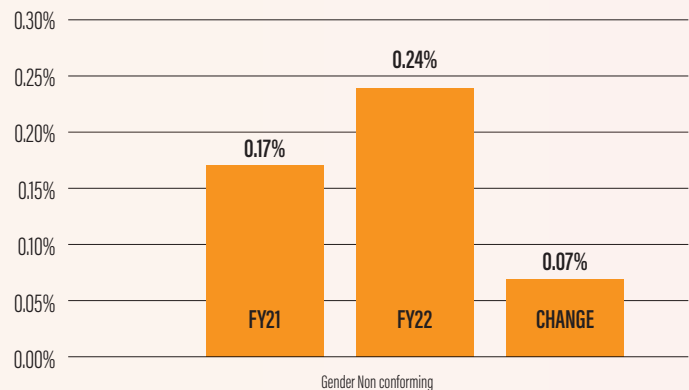
NACE MEMBERSHIP BY GENDER



Progress/Observations

There was an increase in membership who identified as gender nonconforming.

Membership Change From FY21 by Gender



2021-22 NACE AFFINITY GROUP ENGAGEMENT PROFILE

NACE AFFINITY GROUPS

Asian American Native American Pacific Islander-Serving Institutions (AANAPISI)	109
Career services professionals in an employer relations role	457
Colleges with a population of students under 5,000	256
Community and Two-Year Colleges	186
Global Talent	180
Historically Black Colleges & Universities (HBCUs)	201
Individuals Serving & Recruiting Hispanic/Latin@x & HSI Students*	230
Individuals Serving/Recruiting Veterans	165
Individuals supporting/recruiting Students With Disabilities	265
LGBTQ & Allies	280
Liberal Arts Colleges and Majors	337
Online Career Services	313
People of Color	397
STEM	287
Tribal Colleges and Universities	93
Women in URR and Career Services	428
Total	4,184
Unduplicated	1,510

*Name of group changed.

NACE AFFINITY GROUP PROFILE

NACE Membership in Affinity Groups (total)	28.48%
NACE Membership in Affinity Groups (unduplicated)	10.28%
POC in NACE Membership (total)	58.83%
POC in NACE Membership (unduplicated)	16.55%
Average Number of Affinity Group Memberships Per Member	3.51

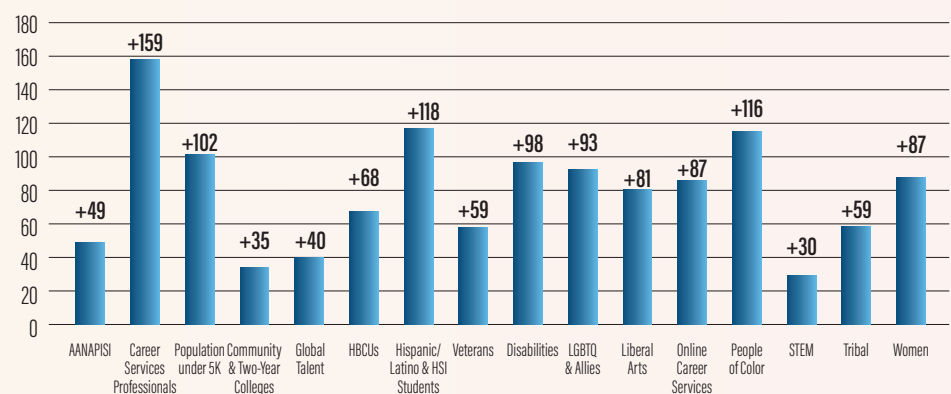
POC = People of Color

Progress/Observations

Members joined more Affinity Groups on average in FY22 (3.51) compared with FY21 (2.76).

In fact, every affinity group had more members than it did last year.

Change in Affinity Group Participation



2021-22 NACE COMMITTEE AND TASK FORCE ENGAGEMENT PROFILE

COMMITTEES/TASK FORCES

- 2022 Conference Programs Committee
- Advocacy Advisory Committee
- Diversity, Equity, and Inclusion Committee
- Employer Membership Identification Task Force
- Executive Committee
- Finance and Audit Committee
- Honors and Awards Committee
- Mentorship Program Enhancement Task Force
- Principles for Ethical Professional Practice Committee
- Sourcing and Nomination Committee
- Strategic Positioning of Career Services Task Force

172 Total Members Serving

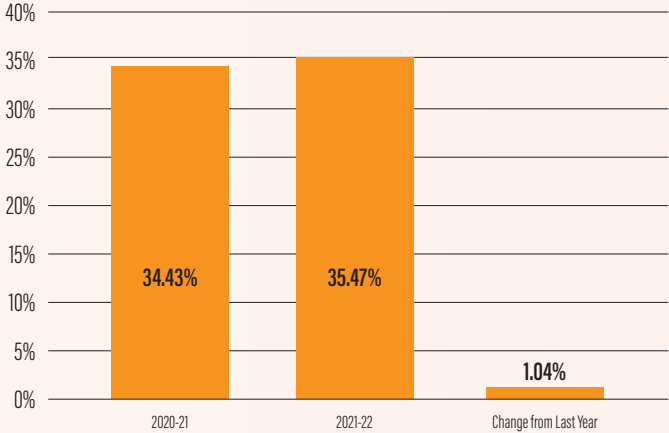
COMMITTEES/TASK FORCE PROFILE

NACE Membership Serving on Committee/Task Force	1.17%
People of Color (POC) Serving on a NACE Committee/Task Force	2.04%
Percent of Committees/Task Forces Identity as POC	35.47%

Progress/Observations

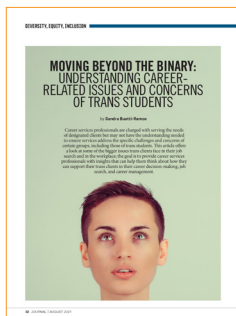
A larger percentage of committees and task forces were populated with people of color than last year (1.04% more than last year).

Percent of Committees/Task Forces Identity as POC Change From FY21

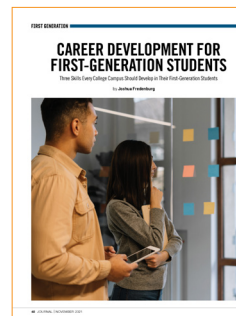


NEW RESOURCES FOR THE PROFESSION

NACE JOURNAL



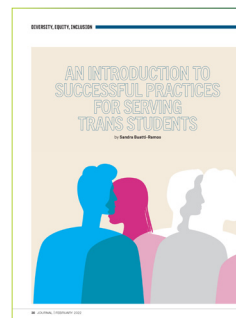
[Moving Beyond the Binary: Understanding Career-Related Issues and Concerns of Trans Students](#)
(August 2021 issue)



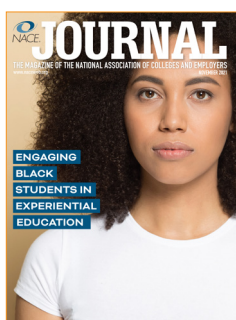
[Career Development for First-Generation Students](#)
(November 2021 issue)



[Making Career Services More Effective for College Students With Physical Disabilities](#)
(August 2021 issue)



[An Introduction to Successful Practices for Serving Trans Students](#)
(February 2022 issue)



[A Case Study of Black Students' Perceptions of Experiential Learning at PWIs](#)
(November 2021 issue)



[Legal Issues: Diversity Recruiting](#)
(May 2022 issue)



[Implementing Meaningful Measures to Hire, Retain, and Cultivate Diverse Talent in Higher Education](#)
(November 2021 issue)



NEW RESOURCES FOR THE PROFESSION

Continued

NACE INSIGHTS NEWSLETTER (FORMERLY SPOTLIGHT)

- [Culturally Intelligent, Diverse Leadership Keys to Recruiting, Retaining Diverse Employees](#) (July 14, 2021 issue)
- [Building Relationships With HBCUs That Go Beyond “Scratch-the-Surface” Measures](#) (July 14, 2021 issue)
- [Talent “Acquisition” vs. Talent “Engagement”: Using Language That Empowers](#) (August 11, 2021 issue)
- [Ways Career Practitioners Can Help Students Navigate Nuances of “Professionalism”](#) (August 25, 2021 issue)
- [Examining Professionalism Through a DEI Lens](#) (August 25, 2021 issue)
- [Curriculum Helps Career Services Staff Engage, Support Students With Autism](#) (September 15, 2021 issue)
- [Overcoming Obstacles When Recruiting Students With Autism](#) (September 15, 2021 issue)
- [UNH Program Provides DEI Resources, Recognition for Its Employer Partners](#) (September 15, 2021 issue)
- [Part 1: Digitizing Programs, Resources Can Be Equalizer for Marginalized Students](#) (October 13, 2021 issue)
- [Preliminary Poll Results Show Pace of Funding for Recruiting, Serving Marginalized Groups](#) (October 13, 2021 issue)
- [Flexibility, Accommodations Key Elements for Hiring Neurodiverse Employees](#) (October 13, 2021 issue)
- [Helping Neurodiverse Students Navigate in Evolving Worlds of Higher Education, Employment](#) (October 13, 2021 issue)
- [Dell Changes Definitions, Works With Community Colleges to Be More Inclusive](#) (October 13, 2021 issue)
- [Part 2: How to Create and Deliver Career Programs and Resources for Marginalized Students](#) (November 3, 2021 issue)
- [Virtual Recruiting Offers Path to Equity in Hiring for Full-Time Jobs and Internships](#) (November 3, 2021 issue)
- [NACE Research: Pay Inequity Based on Gender Begins at the Start of Career](#) (December 3, 2021 issue)
- [Wealth Impacts for Graduates of Career Development Programs](#) (December 3, 2021 issue)
- [Conagra Brands Works With ERGs to Bolster Diversity Recruiting Efforts](#) (January 9, 2022 issue)
- [Carolina Cluster Initiative Focuses on Career Readiness and Employer Engagement](#) (January 9, 2022 issue)
- [Paid Internships: Moving Toward Greater Equity, Setting Pay](#) (February 9, 2022 issue)
- [Tracking Demographics Helps Career Centers Serve Total Student Population](#) (February 9, 2022 issue)
- [Use of GPA as Candidate Selection Tool Falls](#) (February 9, 2022 issue)
- [Increasing Access to Internships Diversifies Workforces](#) (February 23, 2022 issue)
- [Internet, Tech Access Issues Affect Students’ Ability to Take Part in Virtual Recruiting Events](#) (February 23, 2022 issue)
- [Formal Diversity Recruiting Efforts Climb Among Employers](#) (March 9, 2022 issue)
- [Cigna Event Celebrates and Engages Its HBCU Alumni and Allies](#) (March 9, 2022 issue)
- [Gender Pay Gap Extends Much Farther Than Current Paycheck](#) (March 23, 2022 issue)
- [Key Steps for Boosting Diversity Hiring of Interns](#) (June 13, 2022 issue)

NEW RESOURCES FOR THE PROFESSION

Continued

NACE MEMBER VOICES

- [The Importance of Career Services Establishing Pathways for Military-Connected Students](#) (October 1, 2021 issue)
- [Building an Inclusive Internship or Apprenticeship Program From the Ground Up](#) (February 23, 2022 issue)
- [Salary Transparency Is Just the Beginning](#) (March 25, 2022 issue)
- [Is Salary Negotiation Inherently Inequitable?](#) (May 12, 2022 issue)
- [Embracing Nontraditional Students Can Help Employers Create Diverse and Inclusive Workplace](#) (June 16, 2022 issue)



DEI-FOCUSED RESEARCH

PRESS RELEASES

- Quick poll indicated Employers/Colleges Address Racial Injustice, but Much Work Remains
- [Takeaways From the Fall 2021 Racial Injustice Quick Poll](#)
- Released findings regarding a NACE study revealed Virtual Environment Offers Employers Path to Equity in Hiring for Full-Time Jobs and Internships
- Inequity in Internships Persists Despite Progress Made [2022 NACE Internship & Co-Op Product Suite](#)
- Virtual Recruiting Provides Better Job-Search Experience for Historically Marginalized Populations [2021 NACE Student Survey Product Suite – 4 Year](#)
- Female, Black, Hispanic, and First-Generation College Students Less Likely to Secure Paid Internships – a Key Path to a First Job [2021 NACE Student Survey Product Suite – 4 Year](#)
- First Destinations for the College Class of 2020 (published Fall 2021) [Gender and Pay Inequity](#)

*Note: NACE produced six Diversity Graduate Profile Reports

NACE BRIEF: INEQUITY IN INTERNSHIPS

Key Path to First Job Holds Back Women, Black and Hispanic Students, and First-Generation College Students
2021

NACE BRIEF: VIRTUAL RECRUITING

Virtual Recruiting Provides Better Job-Search Experience For Historically Marginalized Populations
2021

NACE BRIEF: GENDER AND PAY INEQUITY

Women Just Out of College Earn 18% Less Than Their Male Counterparts
2021

NACE
NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS
www.nace.org

NACE'S HBCU SUMMIT

COLLEGE RECRUITING: LEADING & EMERGING PRACTICES THAT WORK

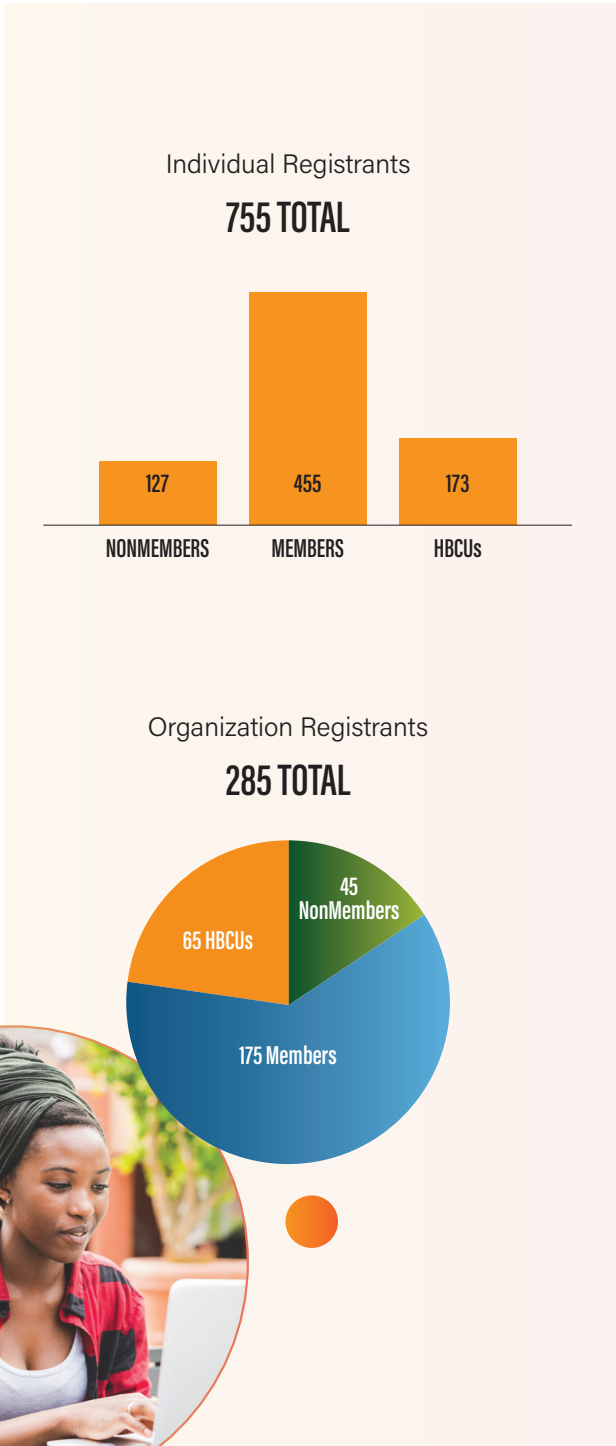
Event Date: 02.23.2022

Event Location: Virtual
(Access the NACE's HBCU Summit landing page [here](#).)

Outcomes

All related goals were accomplished.

- Raised revenue to cover expenses (hotel, registration, and travel stipend) for 37 HBCU career services professionals to attend the in-person 2022 NACE Conference & Expo in Portland, Oregon.
Overall value: \$107,450
- Raised revenue to underwrite professional development events and opportunities at no cost to HBCU staff, including the NACE Competency Symposium and 2022 NACE Virtual Conference.
Overall value: \$122,500
- Connected employers and HBCU career services professionals during the event and through three post-event VIP Roundtables
- Thanks to funds raised through the 2022 HBCU Summit, NACE research team partnered with the Center for HBCU Study at Virginia Union University for the Equity in Recruiting Project. The project, scheduled for release in FY23, will look at participating employers' approaches to recruiting from an equity perspective and examine how HBCUs are embedded into their strategies



NACE'S HBCU SUMMIT

NACE'S HBCU SUMMIT EVENT SPONSORS

Lead Sponsors

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internXL
Northrop Grumman

Strategic Partners

Disney Internships & Programs
JPMorgan Chase & Co.
Wiley Edge
Northwestern Mutual

Initiative II Partners

ARUP
Athenahealth
BlackRock
CGI
Chevron
Cigna
Citizen
CNO Financial Group
Federal Reserve Bank
GDIT
Handshake
KPMG LLP
Liberty Mutual Insurance
Lockheed Martin
Silicon Valley Bank
Symplicity
Tennessee Valley Authority
Textron
Travelers Insurance
Wellington Management
Workday
Yello

Initiative I Partners

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Credera
CSL Behring
Employer Assistance and Resources
Enterprise Holdings
Everest Re Group, Ltd.
First Republic
Hilton
Johnson & Johnson
K. Hovnanian Homes
M&T Tech (a division of M&T Bank)
Mastercard
Maximus
Motorola Solution, Inc.
Norton Healthcare
Owens Corning
T-Mobile
UScellular
Vanguard
Wayfair



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NACE'S DISABILITY SIGNATURE SERIES

In Recognition of National Disability Employment Awareness Month

EVENT DETAILS

Event Date: October 7, 14, 21, 26, and 28

Event Location: Virtual

Outcomes

All related goals were accomplished.

- Explore support structures that exist on a national level
- Dig into successful recruitment strategies and tactics with leaders in this space
- Learn from students with disabilities about the challenges and hurdles they face in navigating the job search process—and how those can be overcome
- Uncover tools and strategies to implement based on the knowledge gleaned from the series

Registrant Profile

- Four Sponsors (listed below)
- 888 Total Individual Registrants
 - 148 non-NACE Member individual registrants
 - 740 NACE Member registrants
- 558 Total Organization Registrants
 - 79 Non-NACE Member organizations
 - 479 NACE Member organizations

Disability Signature Series Event Sponsors

Maximus

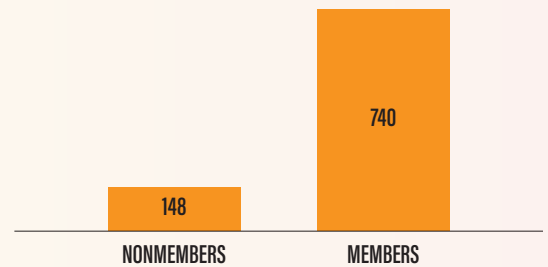
Northrop Grumman Corporation

Travelers Insurance

Lockheed Martin

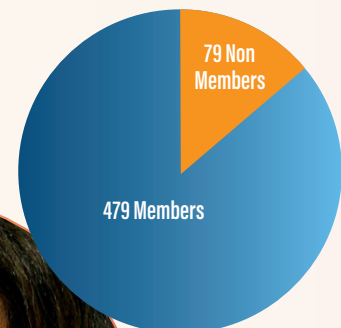
Individual Registrants

888 TOTAL



Organization Registrants

558 TOTAL



NACE'S DEI WEBINAR SERIES

NACE DEI WEBINAR SERIES

Sponsored by Chevron



Student Employment & Social Justice as a Best Practice

Featuring

- Elise Goss-Alexander, Assistant Director of Student Employment, University of Denver – Career Center
- Stacey Stevens, Director of Student Employment, University of Denver – Career Center

Learning Objectives

- Understand social justice and student development theory as it relates to student employment and career development
- Learn strategies for inclusive practices and trainings for student employees, supervisors, and the career development field

A Meaningful Approach to DEI & Students' Career Decision-Making

Featuring

- Ramona Acuna, Career Program and Outreach Counselor, San Diego State University
- Melissa Gonzalez, Assistant Director, HSI and Regional Affairs, San Diego State University
- Claudia Martinez, Experiential Learning Specialist, San Diego State University

Learning Objectives

- Engage in dialogue of key theoretical foundations that are used to seek funding and create programming for DEI and career development
- Identify innovative and practical programming ideas to connect student engagement, career development, and DEI
- Identify inclusive and equitable leading practices and strategies for collaborations that support student career and identity exploration

Managing Career Readiness & Equity During a Pandemic

Featuring

- Dr. Susan Hilal, Professor, Metropolitan State University
- William Baldus, Director, Career Center, Metropolitan State University
- Dr. Denise Williams, Professor, 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

Student & Employer DEI Networking Event

Featuring

- Julie Brandis, Executive Director Strategic Partnership, Oregon State University College of Engineering
- Sahid Rosado, Director of Outreach, Recruitment, Diversity, Oregon State University – College of Engineering
- Beth Miller, Global DEI Program Manager, HP Inc.
- Josefina Fleetwood, Employer Relations Manager, Oregon State University – College of Engineering

Learning Objectives

- Create a DEI event that meets student and employer needs
- Plan, coordinate, and engage with employers to create a DEI presentation effective for the recruitment of students
- Recognize violations within Title IX and civil rights laws and how these might affect the means in which institutions monitor their recruiting efforts

GAME CHANGERS **WEBINAR SERIES**

SEPTEMBER 2021

Game Changers: Celebrating Hispanic Heritage Month

Featuring

- Lynette Correa-Velez, Director of Career Services, Joliet Junior College
- Luis Amaro, Associate Director-Head of University Partnerships & Veteran Initiatives, Wiley Edge
- Doris Alcivar, Assistant Director of Employer Relations, University of Central Florida

NOVEMBER 2021

Game Changers: In Recognition of National Native American, American Indian, and Alaskan Native Heritage Month

Featuring

- Connie Sheehan, Director of Career Services, United Tribes College
- Jack Soto, Senior Program Manager for Career Readiness & Employment, American Indian College Fund

FEBRUARY 2022

Game Changers: Celebrating Black History Month

Featuring

- Dr. Tierney Bates, Assistant Vice Chancellor for Special Projects & Executive Director for Career Services, University of North Carolina University at Chapel Hill

MARCH 2022

Game Changers: in Celebration of Women's History Month

Featuring

- Norma Guerra Gaier, Executive Director, University of Texas at Austin
- Vanessa Strauss, HR Senior Advisor, Federal Deposit Insurance Corporation



2022 NACE CONFERENCE AND EXPO

- Keynotes from Marcus Samuelsson and Dr. Michelle Weise
- HBCU Networking Breakfast
- DEI Conference Session Track
 - Building HBCU Connections
 - Landmark Works: A Scaffolded Approach to Career Readiness for the Neurodiverse Populations
 - Respecting Ethnic and Cultural Heritage (REACH)
 - Career Pathways for Undocumented Students: What Colleges and Employers Need to Know
 - Fishing in the Global Blue Oceans: How Do We Ensure Inclusive Practices?
 - Landscaping Social Justice in a Career Center: Advocating for Diversity and Inclusion
 - Developing Internships With Social Impact
 - Igniting Inclusive and Equitable Employer Practices Through Student Leader and Employer Relationships
 - The 8 Places Where Unconscious Bias Shows Up Most in Campus Recruiting
 - Hook Talent EDU: Employer Education Program Showcasing Neurodiversity Recruiting Best Practices
 - What to Think About When Thinking About Internships: Increasing Access to Opportunities
 - Advancing Equity and Inclusion: Diversity, Equity, and Inclusion Committee
 - An Innovative Approach to Nationally Supporting & Serving HSIs and Diversity Recruitment
 - Creating Authentic and Equitable Career Programs for Autistic College Students
 - Diversity Campus Recruiting & Programs: Avoiding the Stigma of Tokenism
 - Driving Intern and Early Career Development With Scalable & Measurable Programs
 - Viewing Gender Equity Allyship Through a BIPOC Lens
 - Intersectionality: The Role of Intercultural Competence in Promoting Student Career Success
 - Workplace Mental Health: What Employers and (Current and Future) Employees Should Know



NACE²⁰₂₂
Conference+Expo

Portland OR - June 7-9 Virtual - June 28-29



APPENDIX I NACE'S DEI STATEMENT

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:

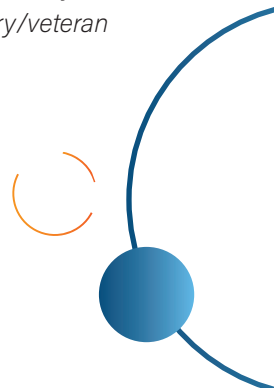
- Geographic location, urban, rural, and suburban communities;
- Government, religious, public, private, for-profit and non-profit organizations;
- Two-year, four-year, graduate, and professional schools.

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 its 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. Our 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.*



How Members Enact this Commitment

As NACE organizational members engage individually 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 global ideals. Members promote open dialogue and active listening to establish inclusion as an organizational hallmark.



APPENDIX II 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.

Anti-Racism 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, gender preferences, country of origin, dis/ability, cultural, political, religious, or other group affiliations.

Equity means acknowledging and making adjustments to address the consequences of a long history of prejudice and discriminatory treatment that continues and has a negative impact on Black, Brown, Indigenous, and marginalized communities. (See an illustration of 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.



APPENDIX III MESSAGE TO THE MEMBERSHIP

FEBRUARY 17, 2022

Good morning,

We are pleased to share with you our first [Diversity, Equity, and Inclusion Annual Report](#), which documents our progress toward meeting our [10 commitments to the Black community](#) and to anti-racism. It is important to us that we share these insights with you during Black History Month—a period of time dedicated to reflecting on and celebrating the success of the Black community.

We encourage you to review the full report, which outlines efforts in each of the commitment areas, but we also want to highlight a few accomplishments:

- In November 2020, [Kacheyta McClellan](#) joined our staff as NACE's first-ever Director of Diversity, Equity, and Belonging to help shape, track, assess, and advance our DEI efforts.
- In alignment with our commitments, we revised our selection processes for NACE committees and the Board of Directors to be more inclusive. In FY21, 18% of committee members identified as Black, and more than 34% of all NACE committee members identified as people of color. In addition, of the six directors who joined the Board in July 2021, 33% identify as Black/African American and 50% identify as Asian/Asian American.
- NACE's HBCU Summit was held in February 2021 in partnership with INROADS and supported through our HBCU Affinity Group. Thanks to the generosity of our sponsors, we are able to extend complimentary membership to staff at all HBCUs and provide complimentary registration to a variety of professional development activities. As a result, we now have 81 HBCUs as part of our membership and 195 individuals from 53 HBCUs attended our virtual NACE21 conference.
- We are also excited to note that, thanks to the success of our first Summit and—again—the generosity of sponsor organizations—[NACE's HBCU Summit 2022, will be held on February 23, 2022](#).
- We intentionally applied a DEI lens to our research, uncovering inequities in paid internships and garnering insights from members on their DEI efforts. We also incorporated questions related to race and gender where appropriate into our surveys to help us identify inequities across programs and processes—with a goal of not just surfacing issues, but of providing recommendations on how to address them.

These are just a handful of highlights, but we hope they illustrate that our commitment is to action, not just words.

To that end, earlier this week [we joined with more than 50 higher education associations](#) to call on the U.S. Congress to take immediate action on the threats that have been made to historically Black colleges and universities (HBCUs).

We want to emphasize that we understand commitment *must* be ongoing to be meaningful. We recognize that our initial steps, outlined in the report, are just first steps. We must and will build on them. We invite you to help us with our ongoing commitment.



Shawn VanDerziel
NACE Executive Director

Dave Ong
NACE President
2021-22