



PennState
Human Resources

THE DIVERSITY OUTREACH RESOURCE GUIDE

TALENT ACQUISITION AND RECRUITMENT





Penn State’s goal is to provide workforce diversity, cultural inclusiveness, and employment equity throughout the University and Commonwealth.

This guide is a collection of job boards and professional associations that can be utilized to recruit diverse talent, which aligns with the University’s strategic priority of “Fostering and Embracing a Diverse World.”



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With each listing, “cost” refers to the price of access to services or memberships with each organization, and “duration” refers to how long that access is granted.

Please note that the title of each organization in this document is hyperlinked directly to the organization’s website.



General

[70 Million Jobs](#) **Cost: \$149** **Duration: 60 Days**

A large network of employers who are ready and willing to give people with criminal records a second chance.

[Ability Jobs](#) **Cost: \$175** **Duration: 60 Days**

A leading career website dedicated to helping those with disabilities find employment.

[Academic Diversity Search Inc. \(ADS\)](#) **Cost:** **Duration:**

An extensive network of professionals with women and minorities as the target candidate pool.

[Advancing Women](#) **Cost: \$185** **Duration: 30 Days**

Matches diversity talent with global opportunity, helping companies increase innovation, improve decision making, drive sales, and improve customer retention in an increasingly diverse global economy.

[All Diversity](#) **Cost: \$200** **Duration: 60 Days**

Offers job seekers a community of support and connections to employers seeking diverse, qualified candidates.

[American Association for Affirmative Action](#) **Cost: \$199** **Duration: 30 Days**

Provides training and educational programs to promote professional growth and development.

[American Indian Graduate Center \(AIGC\)](#) **Cost:** **Duration:**

Provides financial support for American Indians and Alaska Natives seeking higher education and supports them in attaining undergraduate, graduate, and professional degrees.



The Asian Chamber of Commerce (ACC) **Cost:** _____ **Duration:** _____

Seeks to provide economic development and business opportunities for members of the Asian community.

The Association of University Centers on Disabilities **Cost:** _____ **Duration:** _____

A membership organization that supports and promotes a national network of university-based interdisciplinary programs.

Association of Latino Professionals For America **Cost: \$400** **Duration: 60 Days**

Empowering and developing Latinx men and women as leaders of character for the nation in every sector of the global economy.

American Association for Access, Equity & Diversity **Cost: \$199** **Duration: 30 Days**

A leader in equal opportunity, affirmative action, and diversity training and advocacy for professionals in higher education, private industry, and government.

Association on Higher Education and Disability (AHEAD) **Cost:** _____ **Duration:** _____

Offers unparalleled member experience to disability resource professionals, student affairs personnel, ADA coordinators, diversity officers, AT/IT staff, faculty and other instructional personnel, and colleagues who are invested in creating welcoming higher education experiences for disabled individuals.

Black Enterprise **Cost: \$235** **Duration: 30 Days**

A business, investing, and wealth-building resource for African Americans.

Black EOE Journal **Cost:** _____ **Duration:** _____

Dedicated to informing, educating, and employing African Americans within corporate America to create equal opportunities in more diverse workplaces.



[Colors Careers](#) **Cost: \$240** **Duration: 30 Days**

Focuses on diversity job issues and offers job listings only available from employers that value diversity.

[Corporate Diversity Search Inc.](#) **Cost:** **Duration:**

A nationwide executive search firm specializing in the placement of women and minorities and advertising open requisitions.

[disABLEDperson](#) **Cost: \$50** **Duration: 30 Days**

A charitable organization whose mission is to reduce the high unemployment rate of individuals and veterans with disabilities.

[Diversity Central](#) **Cost:** **Duration:**

Resources for cultural diversity at work, guiding job seekers towards diversity-friendly employers.

[Diversity](#) **Cost: \$180** **Duration: 30 Days**

A resource for any organization in search of diverse professionals, managers, and executives.

[Diversity Employers](#) **Cost: \$125** **Duration: 30 Days**

A print and digital publication offering a job board with career opportunities that specifically target new college graduates of diverse backgrounds in every industry nationwide.

[Diversity Search](#) **Cost: \$349** **Duration: 30 Days**

A career portal for all diversity candidates to find career positions regardless of their race, gender, age, disability, or familial status. Showcasing career opportunities at companies that recognize the importance of diversity in the workplace, these top employers are actively looking to recruit and hire well qualified, diverse candidates.



Diversity Recruiters **Cost: \$200** **Duration: 30 Days**

A social enterprise that was formed to help connect talented minorities, women, and other diverse populations to employers who care about diversity and inclusion.

Diversity Woman **Cost: \$249** **Duration: 30 Days**

An integrated print, event, and online business focused on business and leadership development, mentoring, skill enhancement, and empowerment opportunities for women.

El Diario NY **Cost: \$114** **Duration: 30 Days**

The largest and oldest Spanish-language daily in the United States, and is an excellent source of job opportunities for Latinx people.

Employ Diversity **Cost: \$150** **Duration: 60 Days**

An online venue where diverse professionals can access employment opportunities and career development information. For employers, our mission is to provide an efficient and cost-effective online solution for recruiting multicultural and foreign national job seekers.

Equality Magazines **Cost: \$275** **Duration: 30 Days**

Used by thousands of companies and corporations to list their employment opportunities nationwide with minorities as their target candidates.

Historically Black Colleges and Universities Connect (HBCU) **Cost:** **Duration:**

The first African-American-targeted social network, focused on providing a platform for networking, professional, and educational opportunities.

Hispanic Jobs **Cost: \$175** **Duration: 30 Days**

A career site for employers who want to reach bilingual/Spanish-speaking professionals nationwide.



[Hispanic/Latino Professionals Association \(HPLA\)](#) **Cost: \$99 **Duration: 30 Days****

A yearly publication offering a set of lists of “America's Best Places For Latinos To Work”.

[Hispanic Outlook](#) **Cost: \$260 **Duration: 60 Days****

A publication devoted to informing and helping Hispanics successfully navigate higher education as students or as college/university professionals.

[Minority Professional Network](#) **Cost: \$125 **Duration: 30 Days****

Delivering diversity and multicultural-focused recruiting, supplier diversity, digital marketing, training, and consulting solutions.

[National Association of Asian American Professionals](#) **Cost: \$150 **Duration: 60 Days****

A non-profit organization that cultivates and empowers Asian & Pacific Islander leaders through professional development, community service, and networking.

[National Black MBA Association](#) **Cost: \$295 **Duration: 60 Days****

Creating educational and economic growth opportunities for black professionals.

[Professional Diversity Network](#) **Cost: \$495 **Duration: 60 Days****

Providing diverse communities with a trusted professional network which pairs members with employers who are serious about building a diverse workforce to meet the needs of an increasingly diverse customer base.

[Recruit Disability](#) **Cost: \$195 **Duration: 30 Days****

An open source employment initiative that makes information regarding job seekers with disabilities, and the programs that support them, available for use by hiring managers in virtually any industry across the country.



[Silent Professionals](#) **Cost: \$350** **Duration: 60 Days**

A resource for veterans seeking work in the civilian sector. Provides direct pipelines to a wide range of jobs available within the defense and private security industry, as well as unique corporate security job opportunities.

[Vet Jobs](#) **Cost: \$350** **Duration: 60 Days**

A leading resource for veterans transitioning into the civilian workforce.

[Women for Hire](#) **Cost: \$75** **Duration: 30 Days**

Offers a wide variety of career-related information geared to working women, and an online job board that helps leading employers connect with top-notch professional women in all fields.

[Women's Job List](#) **Cost: \$220** **Duration: 30 Days**

A tool to promote diversity and inclusion within the workplace, and to provide job seekers with easy access to those companies.

[Workplace Diversity](#) **Cost: \$200** **Duration: 60 Days**

A job board for corporate recruiters who are seeking experienced, diverse candidates, connecting organizations that support and value diversity and inclusion in the workplace.

Business / Marketing

[American Business Women's Association](#) **Cost: \$350** **Duration: 30 Days**

A resource for women of diverse occupations, providing opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support, and national recognition.



[Asian American Journalists Association](#) **Cost: \$150** **Duration:**

Provides a means of association and support among Asian American and Pacific Islander (AAPI) journalists, and to advance AAPI journalists as news managers and media executives.

[LatPro](#) **Cost:** **Duration:**

A worldwide leader in online employment opportunities for Hispanic and bilingual professionals.

[The National Organization for Diversity in Sales and Marketing](#) **Cost: \$225** **Duration: 30 Days**

A professional membership organization focused on helping companies diversify their sales and marketing talent as well as develop culturally competent sales and marketing personnel.

[Organization of Black Designers](#) **Cost: \$199** **Duration: 30 Days**

An international professional association dedicated to promoting the visibility, empowerment and interaction of its membership and the understanding and value that diverse design perspectives contribute to world culture and commerce.

[The National Association of Black Journalists](#) **Cost:** **Duration:**

An organization of journalists, students, and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists worldwide.

Higher Ed

[Asians in Higher Education Network](#) **Cost: \$149** **Duration: 60 Days**

A resource for Asian Americans to find employment in higher education.



[Blacks in Higher Ed](#) **Cost: \$149** **Duration: 60 Days**

A resource for African Americans to find employment in higher education.

[The Chronicle of Higher Education](#) **Cost: \$375** **Duration: 60 Days**

A source of news, information, and jobs for college and university faculty members and administrators.

[Higher Ed Jobs](#) **Cost: \$295** **Duration: 60 Days**

A resource for jobs and career information in academia.

[Hispanics in Higher Ed](#) **Cost: \$149** **Duration: 60 Days**

A resource for Latinx professionals to find employment in higher education.

[Inside Higher Ed](#) **Cost: \$349** **Duration: 60 Days**

Connecting job seekers with opportunities within higher education.

[Insight Into Diversity](#) **Cost: \$330** **Duration: 60 Days**

Connecting prospective employees with institutions that recognize the value of a diverse workforce.

[The Journal of Blacks in Higher Education](#) **Cost: \$245** **Duration: 60 Days**

Dedicated to the conscientious investigation of the status and prospects for African Americans in higher education.

[Latinos in Higher Education](#) **Cost: \$220** **Duration: 90 Days**

A Latino professional employment website designed specifically for the higher education community.



LGBT In Higher Education Network **Cost: \$149** **Duration: 60 Days**

A job board committed to increasing the pool of qualified candidates for staff, faculty, and management employment opportunities at colleges and universities that value diversity.

National Association for Equal Opportunity in Higher Education **Cost:** **Duration:**

Serving as an advocate for the preservation and enhancement of the nation's historically black colleges and universities and predominantly black institutions, and for blacks in higher education.

National Conference on Race & Ethnicity (NCORE) **Cost: \$300** **Duration: 90 Days**

Conference series that constitutes the leading and most comprehensive national forum on issues of race and ethnicity in American higher education. The conference focuses on the complex task of creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on campus and to expand opportunities for educational access and success by culturally diverse, traditionally underrepresented populations.

The PhD Project **Cost:** **Duration:**

Improving workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support, and enhance the preparation of tomorrow's leaders.

Women In Higher Education **Cost: \$275** **Duration: 30 Days**

Providing women on campus with practical ideas and insights to be more effective in their careers and lives-- helping women in higher education to gain the power they need to win respect, influence others, sell ideas, and take their rightful place in leading society.



Engineering

[National Society of Black Engineers](#) **Cost: \$350** **Duration: 60 Days**

Supports and promotes the aspirations of black collegiate and pre-collegiate students and technical professionals in engineering and technology.

[Society of Hispanic Professional Engineers \(SHPE\)](#) **Cost: \$275** **Duration: 60 Days**

Empowers those in the Hispanic community to realize their fullest potential and to impact the world through STEM awareness, access, support, and development.

Healthcare

[National Hispanic Medical Association](#) **Cost: \$250-550** **Duration: 30 Days**

Empowering Hispanic physicians to lead efforts to improve the health of Hispanic and other underserved populations in collaboration with Hispanic state medical societies, residents and medical students, and other public and private sector partners.

ITS Diversity

[IT Diversity Careers](#) **Cost: \$250** **Duration: 60 Days**

A non-profit organization of professionals working in or having an interest in the Computer Science and Information Technology fields. Included amongst the organization's members are programmers, analysts, engineers, managers, instructors, and entrepreneurs.



[Women in Technology \(WIT\)](#)

Cost: \$199

Duration: 60 Days

With the sole aim of advancing women in technology--from the classroom to the boardroom--WIT meets its vision through a variety of leadership development, technology education, networking, and mentoring opportunities for women at all levels of their careers.

Police and Public Safety

[Discover Policing](#)

Cost: \$200

Duration: 60 Days

Combines comprehensive information on law enforcement jobs with a full-featured career center where candidates can post resumes and hiring agencies can post vacancies.

[GO Law Enforcement](#)

Cost: \$200

Duration: 60 Days

Helps agencies get a large and diverse pool of applicants when posting job announcements and assists agencies to get applicants who reflect the communities they serve.

[National Sheriffs' Association \(NSA\)](#)

Cost: \$250

Duration: 30 Days

Represents thousands of sheriffs, deputies and other law enforcement, public safety professionals, and concerned citizens nationwide.