



# Opportunities for Diverse Candidates

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Smeal Diversity Enhancement Center

Akshay Pai

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# Smeal Opportunities

## **Women In Business (WIB)**

The mission of WIB is to increase the recruitment and retention of women students and faculty at Smeal. WIB also fosters an environment in which Smeal women discuss personal and professional issues pertinent to women in the corporate world. The goals of WIB are to aid in the recruitment of female students at Smeal by increasing awareness opportunities for women; fostering women's leadership abilities and creating effective student leaders; supporting professional development of members; volunteerism in the community; and creating a network between women in business, corporate executives, and university faculty.

<https://pennstatewib.weebly.com/>

## **Association of Latino Professionals for America (ALPFA)**

Formerly known as the National Hispanic Business Association (NHBA), ALPFA aids in the educational and professional development of Hispanic business students to create strong, independent professionals and promote corporate diversity. ALPFA is one of the Smeal Organizations that focuses on the professional development of Latinos through a number of different methods including networking, workshops, and their flagship Masquerade event. ALPFA is open to all majors (even outside of business).

<https://latinocaucus.psu.edu/delegate-organizations/professional/alpfa/>

## **NABA: The Organization for Black Business Students**

The mission of NABA is to address the professional needs of its members and to build leaders that shape the future of the business profession with an unfaltering commitment to inspire the same in their successors. The Association shall unite through business related professionals and students who have similar interests and ideals, are committed to professional and academic excellence, possess a sense of professional and civic responsibility, and are concerned with enhancing opportunities for minorities in the business related professions.

<https://www.linkedin.com/in/nabapennstate/>

# Smeal Opportunities

## **Smeal Student Mentors**

The mission of The Smeal Student Mentors is to provide guidance to the Smeal College of Business incoming first-year students. The guidance provided will consist of academic advice as well as general information regarding adapting to Penn State life, academics and transition issues. We, the Smeal Student Mentors, aim to create the easiest adjustment possible for our first-year students.

<https://ugstudents.smeal.psu.edu/academics-advising/first-year-experience/smeal-student-mentors>

## **START Conference**

Striving Toward Awareness and Respect for Tomorrow (S.T.A.R.T.) is a student-run diversity conference where committee members work closely with corporate representatives to develop an agenda of workshops featuring best practices pertaining to diversity topics and initiatives.

<https://www.smeal.psu.edu/startconference/>

## **Out & Allies in Business**

Out & Allies in Business is a Penn State organization serving students in the LGBTQA community. The group's mission is to promote an inclusive environment in the Smeal College of Business and to advocate for LGBTQA-friendly employers who are hoping to increase diversity and inclusion in their professional environments. We focus heavily on the professional development of students and work to connect our members with employers seeking diverse candidates.

<https://www.instagram.com/psuoutandallies/?hl=en>

# Smeal Contacts

## **Olivia K. Lewis**

Director of Diversity Enhancement

204 Business Building

Phone Number: 814-863-5886

Email Address: [okl1@psu.edu](mailto:okl1@psu.edu)



## **Jamie Campbell**

Assistant Dean of Diversity Enhancement

203U Business Building

Phone Number: 814-865-0938

Email Address: [juc27@psu.edu](mailto:juc27@psu.edu)



## **Pauline Marie Hough**

Assistant to the Assistant Dean, Diversity Enhancement

204 Business Building

Phone Number: 814-865-0938

Email Address: [pqh101@psu.edu](mailto:pqh101@psu.edu)



Through the Office of Diversity Enhancement Programs at Smeal, you will find a comfortable environment in which to discuss classes, majors, and career opportunities with advisers and peers. We are strategically focused on embracing unique ideas and strengthening connections while building a community that welcomes, celebrates, and promotes diversity. Learn more about the Smeal Diversity Enhancement Center: <https://www.smeal.psu.edu/diversity>

# External Opportunities

## **McKinsey & Company Sophomore Summer Business Analyst**

This opportunity is open to applicants who self-identify as members of an historically underrepresented group in the management consulting profession, including Black, Hispanic, Latinx, and/or part of Indigenous groups in North America. This program, which is part of our firm-wide effort to attract top diversity talent, gives candidates a real consulting experience for 8-10 weeks over the summer. You'll be a part of a small client project team, collaborating with colleagues to solve McKinsey's and our clients' toughest business problems. You will receive exceptional training as well as frequent coaching and mentoring from colleagues, including a Partner from your local office or practice assigned to you to help guide your career.

<https://www.mckinsey.com/careers/students/sophomore-summer-business-analyst>

## **PwC Start Internship**

Start is PwC's diversity summer internship experience, uniquely designed for high-performing college sophomores/rising juniors who self-identify as members of traditionally underrepresented minority groups in the professional services industry (Black or African American, Hispanic or Latino, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or two or more races), protected veterans, and/or individuals with disabilities. Participate in professional development opportunities focused on topics such as personal brand, building relationships, developing a business perspective, and engaging in continuous coaching and development with the assistance of a team of mentors

<https://www.pwc.com/us/en/careers/entry-level/programs-events/start.html>

## **Deloitte Discovery Internship**

The Discovery internship is designed to expose freshman and sophomore level summer interns to different client service businesses at Deloitte. These opportunities are designed to help grow your skills, empower your curiosity, and celebrate your versatility. We empower our interns' desire to expand, explore, and engage by providing cross business exposure, regular training, and continued learning. Because of our desire to have a diverse slate of candidates, students who identify as a member of either traditionally underrepresented racial and ethnic minority groups within the professional services industry are encouraged to apply.

<https://www.pwc.com/us/en/careers/entry-level/programs-events/start.html>

# External Opportunities

## PwC Women's Consulting Experience

During WCE, you'll gain valuable insight into the firm, our consulting practice and our professionals while discovering leadership skills that can be used on campus and beyond. The program is designed to help you experience PwC's culture and values through a variety of team-building, networking and career development activities. Meet a firm that has the opportunities, mentorship and technology to take your career to the next level. We are seeking women who are sophomores in a four-year degree program or juniors in a five-year degree program. This program is not open to prior or current PwC interns.

<https://www.pwc.com/us/en/careers/entry-level/programs-events/womens-consulting-experience.html>

## Goldman Sachs 2022 Emerging Leaders Series

Goldman Sachs is redefining the landscape for careers in finance. We believe who you are makes you better at what you do. Our educational series is designed for first-year students from all fields of study who are curious about a career in one of Goldman Sachs' revenue producing divisions and are focused on learning more about this path. Selected applicants will have the opportunity to join us for an immersive and interactive two-part experience. Part I will consist of an introductory finance industry overview. During their Sophomore year, selected participants will be invited by one of the divisions for technical training during Part II. In addition, they will receive mentorship, have the opportunity to connect with our Recruiting team and undergo an interviewing skills boot camp.

<https://www.goldmansachs.com/careers/students/programs/americas/emerging-leaders-series.html>

## JPMorgan Chase & Co Winning Women

At JPMorgan Chase, we know that having diversity of thought, experiences, backgrounds and perspectives are what make our firm strong. That's why we work hard to attract, retain and recruit the best leaders in the business. During our Winning Women event, you'll discover what it takes to work in financial services, the types of roles we have in our firm and how you can be a part of our future. We're looking for the next generation of female leaders.

[https://careers.jpmorgan.com/us/en/students/programs/winning-women-ba?search=&tags=location\\_Americas\\_UnitedStatesofAmerica](https://careers.jpmorgan.com/us/en/students/programs/winning-women-ba?search=&tags=location_Americas_UnitedStatesofAmerica)

# External Opportunities

## Goldman Sachs Possibilities Summit

Our interactive, three-week long, virtual Possibilities Summits are back and we want YOU to apply! Open to all majors and backgrounds, our programming is designed to equip candidates with the tools necessary to succeed in their future careers at the firm, while empowering them to embrace their most authentic self. Programs include: Black Possibilities Summit, CUNY Possibilities Summit, Diverse Abilities, Engineering Possibilities Summit, HBCU Possibilities Summit, Hispanic/Latinx, Possibilities Summit, LGBTQ+ Possibilities Summit, Women's Possibilities Summit, Veteran's Possibilities Summit.

<https://www.goldmansachs.com/careers/students/programs/americas/possibilities-summits.html>

## BCG Growing Future Leaders Sophomore Internship Program

Our Growing Future Leaders (GFL) Sophomore Internship Program provides a highly select group of Black/African American, Hispanic/Latino and Native American/Alaska Native sophomores the opportunity to experience BCG's work and culture in one of our US offices. In this time, you will be paired with a mentor, participate in training and development programs, and work as a member of a BCG team. Upon successful completion of the GFL Internship Program, individuals are eligible for a junior-year internship offer.

<https://www.bcg.com/careers/join/on-campus/growing-future-leaders>

## EY Women in Audit

Our undergraduate and graduate student programs provide you the experiences and learning and development opportunities needed to build an exceptional career. Women in Audit is a program focused on attracting students to the audit profession at EY. Participants will hear EY female audit leaders share their career journeys and expertise, utilize our digital audit tools to explore how technology and innovation are enhancing the work we do for our clients, and gain exposure to EY's sector expertise, specifically our financial services industries.

[https://www.ey.com/en\\_us/careers/student-programs](https://www.ey.com/en_us/careers/student-programs)



# External Opportunities

## Blackstone Future Women Leaders

The Future Women Leaders Program, which launched in 2013, is designed to target highly talented undergraduate women interested in careers in Finance. The program is a 2-day educational event which provides Blackstone with the opportunity to meet talented women at an earlier stage in the recruitment process and develop a pipeline of candidates for both our internship and full-time programs.

<https://www.blackstone.com/careers/diversity-equity-inclusion/>

## Morgan Stanley Richard B. Fisher Scholarship Program

Morgan Stanley is made up of many talents and perspectives. This diversity is what makes us unique. What you are interested in and how you approach the world will determine your individual path at Morgan Stanley. We strive to build an organization that is diverse in experience and background but uniform in reflecting our standards of integrity and excellence. One way we demonstrate this commitment is through the Morgan Stanley Richard B. Fisher Scholarship Program which is an integral part of our diversity recruiting efforts helping to attract Black, Hispanic, Native American, and LGBT college juniors and sophomores. If selected as an RBF Scholar, you will receive a financial scholarship for exceptional academic achievement and a summer internship with Morgan Stanley. We encourage students of all majors and disciplines to apply.

<https://www.morganstanley.com/people-opportunities/insight-program/north-america/morgan-stanley-richard-b-fisher-scholarship-program-north-america>

## Citi Freshman Discovery Diversity Program

Our Freshman Discovery Diversity Program is a week-long program designed to provide early education on the financial services industry, and the various career paths you will find here. This program will provide exposure to our culture, our people, and the different paths possible, from Banking, Marketing, Risk Management, Human Resources, Analytics to Technology and more. It is an introductory experience focused on helping freshmen of diverse backgrounds understand the financial services industry, gain technical skills and kick off the career planning process. The program is designed for all students interested in learning more about the financial environment. Highly recommend those who identify as Black, Hispanic and/or Women of all majors to apply!

<https://jobs.citi.com/job/new-york/freshman-discovery-diversity-program-spring-2022/287/22850724224>

# Additional Resources

<https://nittanylioncareers.psu.edu/>

<https://studentaffairs.psu.edu/career>

<https://www.indeed.com/>

<https://www.glassdoor.com/blog/lp/progress/>

<https://joinhandshake.com/>

<https://www.linkedin.com/jobs/>

<https://www.idealists.org/en/>