



FISCAL YEAR 2023-24

# Annual Diversity, Equity, and Inclusion Report



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# Report Overview

- Inclusive Excellence serves as a guiding **philosophy for NACE's efforts to achieve** equitable employment outcomes for all.
- The FY24 report highlights the dedication of NACE members to inclusion through:
  - Diverse programs
  - Expanding demographics
  - Strategic commitments
  - Membership growth with increasing representation of people of color
- NACE continues to empower its community through:
  - Targeted programming
  - Intentional connections
  - Resources
- **This year's report reflects on these** achievements and creates the opportunity to imagine opportunities to further diversify and strengthen the early talent pipeline for the workforce of tomorrow.

# Acknowledgments



# NACE Leadership



Shawn VanDerziel  
President and CEO, NACE



Timothy Harding  
Board Chair 2024-2025;  
Assistant Vice President  
for Career Development  
and Engagement,  
University of Tampa



Stephanie Pallante  
Board Chair 2023-2024;  
Senior Manager for  
University Recruitment &  
Relations, Cigna Healthcare



Kacheyta McClellan  
Director of Diversity,  
Inclusion, and Belonging,  
NACE



# 2023-2024 NACE Board of Directors

J. Seldric Blocker

NACE Board Chair-Elect; Corporate Vice President  
New York Life

Nicole Wagner

Assistant Vice President, Human Resources  
Enterprise Holdings

Bryan Quick

Director, Talent Acquisition and Global Head of Early Careers  
Abbott

Kelli Smith

Assistant Vice President for Student Success  
Binghamton University

James Lowe

Associate Vice Provost  
University of Connecticut

Rachel Larson

Assistant Dean of Academic and Career Development  
University of Nebraska-Lincoln

Charles Jennings

Executive Director of Career and Professional Development and  
Student Success  
North Carolina Central University

Maura Quinn

NACE Board Vice Chair; VP, Early Career, DEI,  
and Talent Acquisition Programs  
Liberty Mutual

Luis Amaro

Founder and Partner-in-Charge  
Noviam Inc.

Megan Evangelista

HR Leader Consultant  
Dell

Alessandra Rober Christensen

Director, US Head Early Career  
Novartis

Bernadette So

Dean of Student Success  
Hudson County Community College

Liz Lierman

Assistant Vice Chancellor  
University of Denver

Bless Vaidian

Finance-Corporate-Technology Track Manager  
SEO Career Program



# 2023-2024 DEI Committee

## Co-Chairs

- Luis Amaro, Wiley Edge
- **V'Rhaniku** Haynes, Berkadia
- Stefano Verdesoto, Baruch College


## Board Advisors

- Charles Jennings,  
North Carolina Central University

## Staff Advisor

- Kacheyta McClellan, NACE

## Members at Large

- Lathan Bennett, Purdue University Global
  - Amanda Bobo, Southern Methodist University
  - Krystal Burgess, Campbell Soup Company
  - Chrystal Grant, College of Charleston
  - Yessica Gutierrez, West Chester University of Pennsylvania
  - Genienne Navarro, The George Washington University
  - Tyrone Newsome, Northeastern University
  - Stephanie Reyes, Cal State Fullerton
  - Jennifer Rodriguez, Ovintiv
  - Blane Ruschak, KPMG LLP
  - Alishea Wynn, Bowling Green State University
- 

2023-2024

Membership  
Demographics  
Profile







The **future** workforce is diversifying and so is NACE membership.

17,319

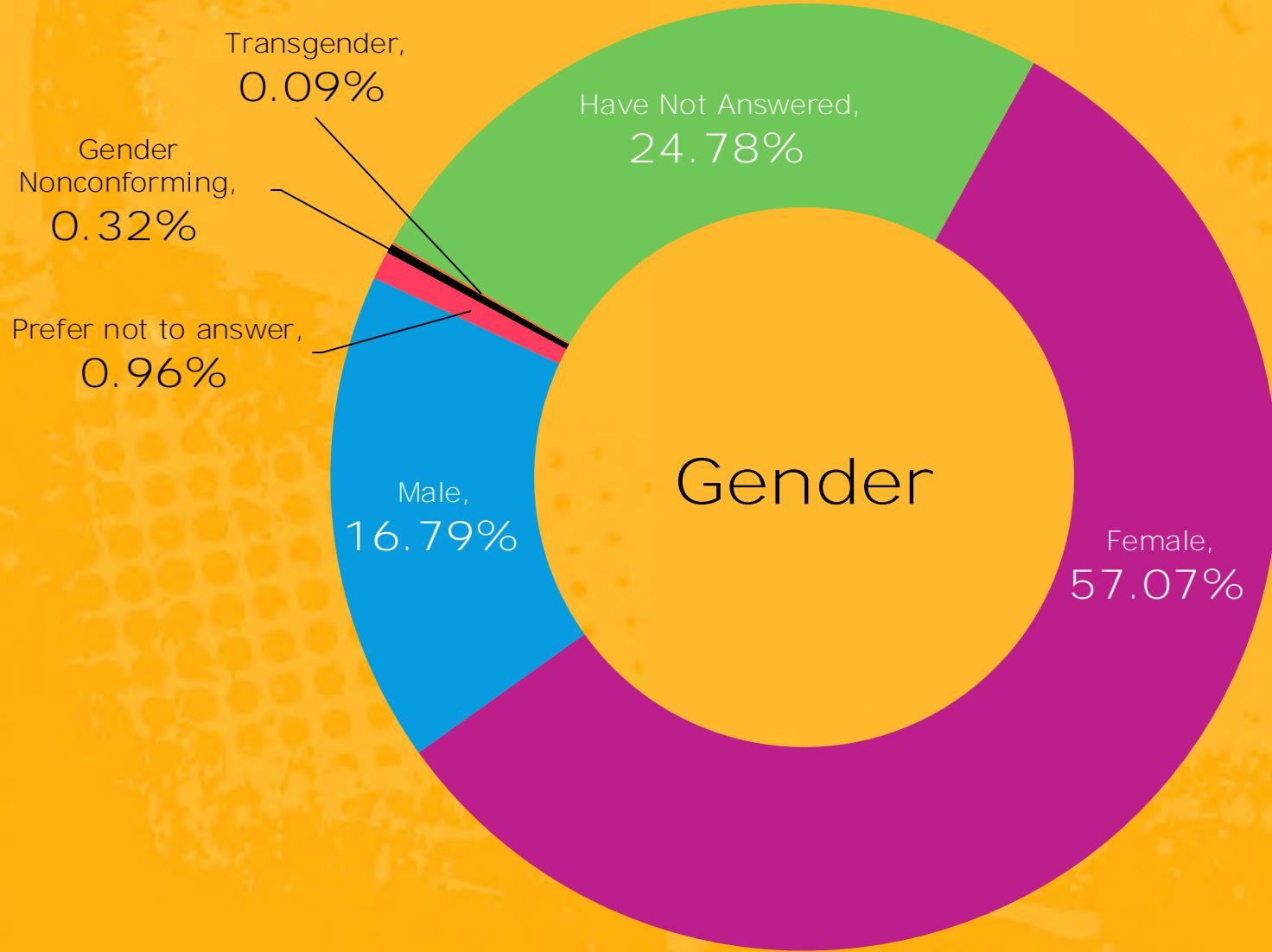
Total Members

20.64%

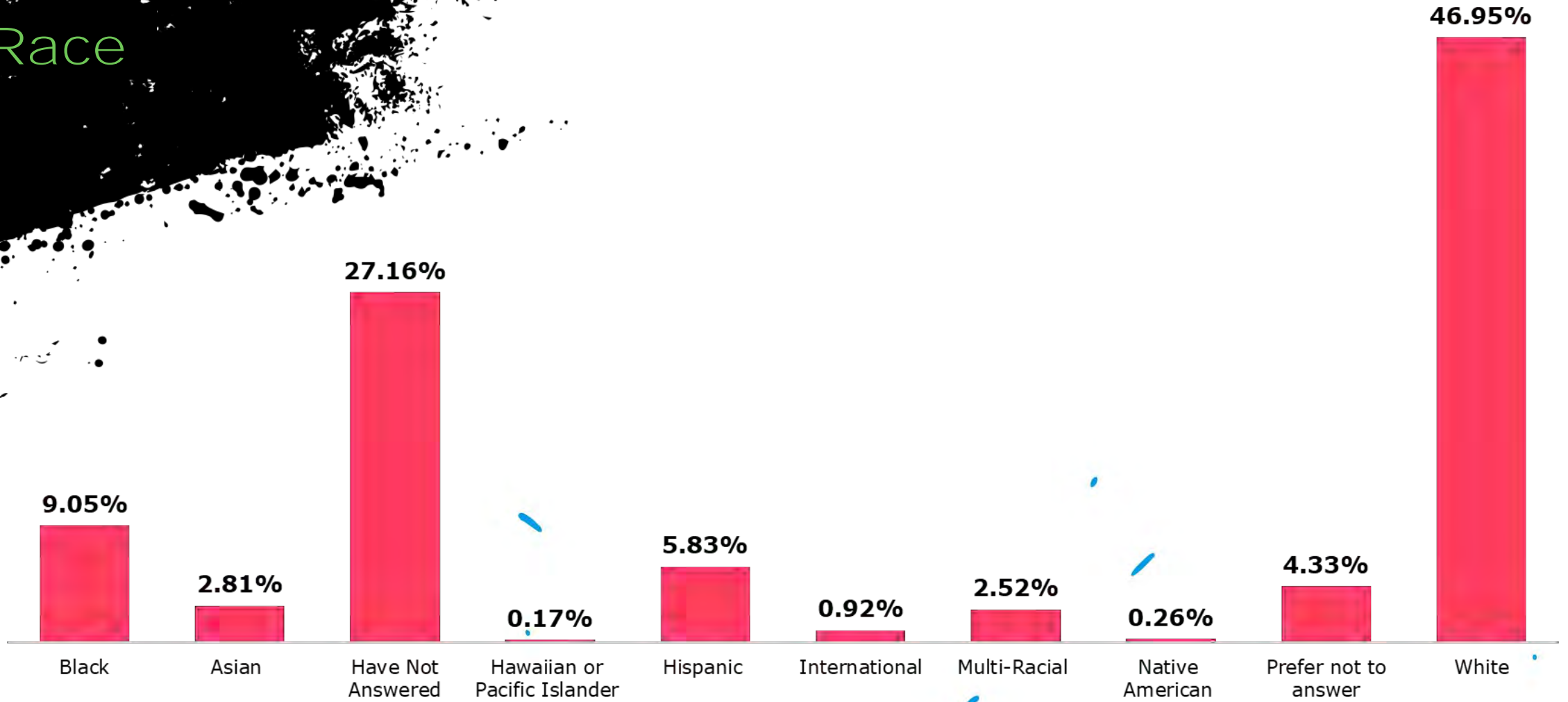
People of Color (POC)

**POC includes members who identify as:**

- Black
- Asian
- Hawaiian or Pacific Islander
- Hispanic
- Multi-Racial
- Native American



# Race



Committee  
and Task Force  
Engagement  
Profile



NACE Board chairs have been intentional about populating committees and task forces with members that represent the various identities of the membership and ensuring the association has voices representing the wide experiences of our members.

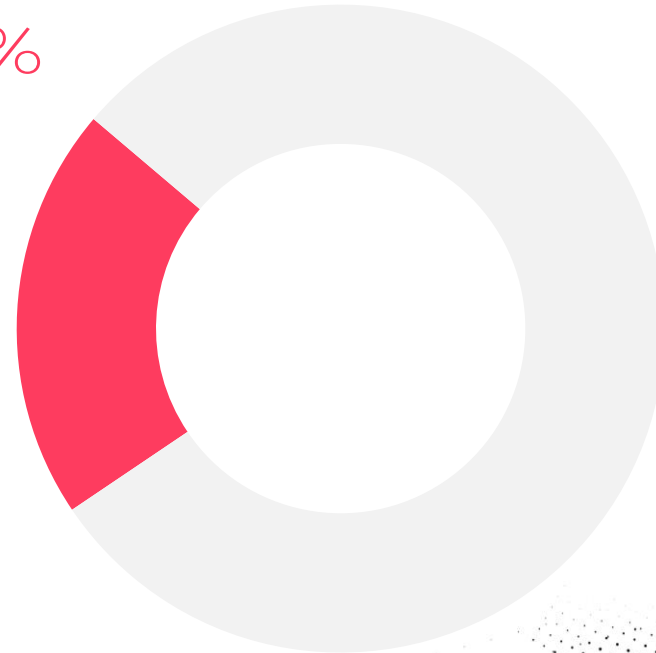
35.85%

on task  
forces/committees  
are POC



20.64%

of the total  
members  
are POC



# Membership Involved in NACE Committees and Task Forces



1.52%

NACE Members Serving  
on Committee/Task Force



2.64%

NACE POC Members Serving  
on Committee/Task Force



35.85%

Committee/Task Force Members  
Who Identify as POC



## Commitments to the Black Community and Antiracism

The commitments NACE made to the Black Community and Antiracism were not just symbolic. We continue to honor those substantive commitments because they align with our vision and core values.


- Amplified the voices of Black colleagues through the fourth annual, award-winning **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 2024 NACE Conference & Expo in Phoenix, Arizona. People of color accounted for 27.82% of all those leading NACE24 presentations, exceeding the percentage of the members who identify as people of color (20.64%).
- Partnered with Dr. LaTonia Collins Smith, Harris-Stowe State University president; Dr. Dwaun Warmack, Claflin University president; and Dr. Dietra Trent, Executive Director of the White House Initiative on HBCUs, to align interests to educate on and elevate HBCUs.
- Partnered with the Hispanic-Serving Institutions (HSIs) Division of the Department of Education to educate on and build connections to HSIs.
- All NACE staff participated in generational diversity training with Lindsay Pollack, multigenerational expert.
- Released Third Annual DEI Report.


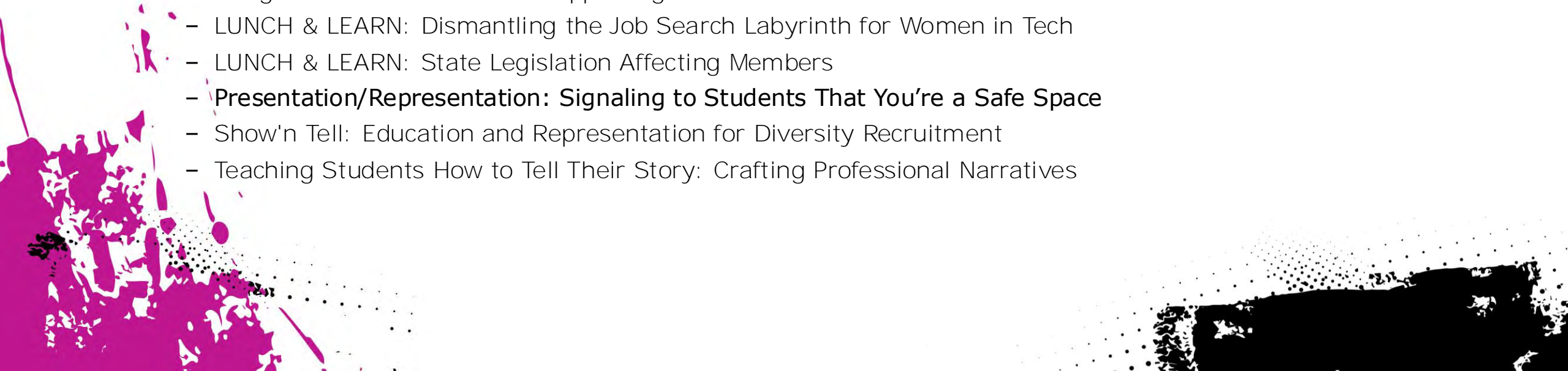


27.82%

POC LEADING NACE24  
PRESENTATIONS



- Expanded engagement and access to opportunities for Black colleagues and others who identify as POC through leadership and programming within NACE Affinity Groups (AGs)
    - [Career Journey Stories of Indigenous Professionals](#)  
Hosted by the Individuals Serving & Recruiting Indigenous and TCU Students Affinity Group in November 2023
    - [Real Talk: Are ERGs/BRGs Serving the Needs of People of Color?](#)  
Hosted by the People of Color Affinity Group in March 2024
    - [Mental Health Awareness for HSI Career Services & Early Talent Recruitment](#)  
Hosted by the Individuals Serving & Recruiting Hispanic/Latinx & HSI Students Affinity Group in April 2024
    - [AAPI Heritage Month: Rising Above Through the Lens of Asian Senior Executives](#)  
Hosted by the AANAPISI Affinity Group in May 2024
- 

- 
- Led the conversation on diversity and equity within our profession through the NACE24 Conference DEI Track:
    - **“Hire” Education: Exploring the Role of Unconscious Bias in Hiring**
    - Campus to Careers: Roadmap for Engaging Young Talent with Disabilities
    - **Empower Tomorrow’s Innovators: Confidence Building for Equity in Career Development**
    - Engineering for Humanity: Career Competencies & Implicit Bias
    - FGLI at Harvard: Student Barriers, Opportunities, and Transformations
    - How Well Are Your Career Programs?
    - If You Build It, They Will Come: Attracting Diverse Talent
    - Increasing Equity: Marginalized Students Tap Into the Hidden Market
    - Indigenous Career Futures: Supporting Students and Tribal Communities
    - LUNCH & LEARN: Dismantling the Job Search Labyrinth for Women in Tech
    - LUNCH & LEARN: State Legislation Affecting Members
    - **Presentation/Representation: Signaling to Students That You’re a Safe Space**
    - Show'n Tell: Education and Representation for Diversity Recruitment
    - Teaching Students How to Tell Their Story: Crafting Professional Narratives
- 

# Affinity Group Engagement

NACE Affinity Groups have provided meaningful space for members to connect, share, shape, and learn more about the profession.





## NACE Affinity Groups

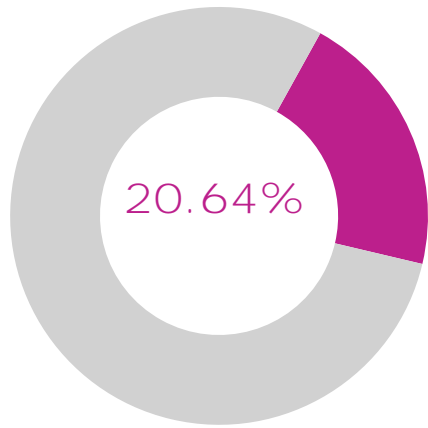
Asian American Native American Pacific Islander-Serving Institutions (AANAPISI)  
Career Services Professionals in an Employer Relations Role  
Colleges With a Population of Students Under 5,000  
Community and Two-Year Colleges  
Global Talent  
Hispanic-Serving Institutions (HSIs)  
Historically Black Colleges & Universities (HBCUs) \*Sponsored by Employer Partner Northwestern Mutual  
Individuals Serving & Recruiting Hispanic/Latinx & HSI Students  
Individuals Serving & Recruiting Indigenous & TCU Students  
Individuals Serving Nontraditional Populations, Adult Students, Online Learners, Alumni  
Individuals Serving & Recruiting Veterans  
Individuals Supporting & Recruiting Students With Disabilities  
Individuals With Disabilities  
LGBTQ & Allies  
Liberal Arts Colleges and Majors  
Online Career Services  
People of Color  
Retiree and Pre-Retiree  
STEM  
Veterans  
Women in URR and Career Services

# 6,096

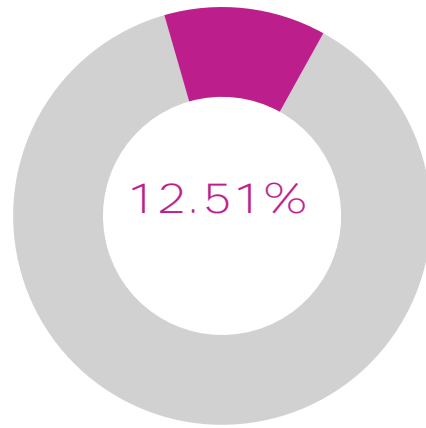
Total Number of  
Group Members

2,166 Unduplicated Total Number  
of Group Members

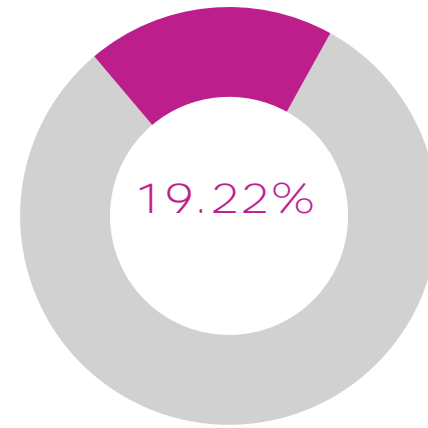
# NACE Affinity Group Profile



POC in NACE  
Membership - Total



NACE Membership  
in AGs - Unduplicated



POC in NACE Membership  
- Unduplicated



What members say  
about Affinity Groups

I appreciate the opportunity to have the diverse menu of Affinity Groups. Engaging in an Affinity Group is how I started getting more involved in NACE several years ago.

The connections I made have been invaluable.

**This is my favorite part of NACE.**

In my opinion, this is the most valuable resource that NACE offers its members.

I am so glad these groups exist.

**It's so great to be part of something bigger. The NACE affinity groups provide that opportunity.**

# Affinity Group Webinars

## [Navigating the Personal Side of Retirement](#)

December 2023 | By the Pre-retiree & Retiree NACE Affinity Group

## [NACE's Women in URR & Career Services Celebrate International Women's Month](#)

March 2024 | Women in URR & Career Services

## [Pathways to Prosperity: Helping Veterans Build a Mindset for Success in Civilian Life](#)

March 2024 | 3/28/24 at 2pm ET | Free webinar for NACE Members

## [Future Frontiers: Navigating AI in STEM Careers](#)

March 2024 | Closed event for NACE Members only

## [Mental Health Awareness for HSI Career Services & Early Talent Recruitment](#)

April 2024 | Individuals Serving & Recruiting Hispanic/Latin@x & HSI Students



# Affinity Group Webinars

AAPI Heritage Month: Rising Above  
Through the Lens of Asian Senior Executives

May 2024 | Asian American Leaders

Career Journey Stories of Indigenous Professionals

November 2023 | Individuals Serving and Recruiting Indigenous  
and TCU Students Affinity Group

Navigating the Nuts and Bolts of Mentorship

January 2024 | Group Sponsor

Real Talk: Are ERGs/BRGs Serving the Needs of People of Color?

March 2024 | NACE People of Color Affinity Group

Recruit & Onboard the Best Talent Domestically & Abroad:  
Leveraging U.S. and Global Immigration Programs

April 2024 | NACE Global Talent Affinity Group + WR Immigration





New Resources  
for the  
Profession





During FY24, NACE produced resources and contributed literature to the profession focused on equity.

We invite you to see the [inclusion-focused resources](#) introduced by NACE during FY24.


#### Inclusion Infused in Research

Demographics collected and presented in NACE's research are included with the intent to honor the identities and stories of the people represented by the data. Honoring the stories is evident in NACE's newly launched interactive dashboards, articles, and interviews when possible. For example:

- [Propelling Pay Equity Forward: Strategies for a Fairer Future](#)
- [The Impact of Career Services on Women Pursuing Tech Careers](#)

#### Select Programs

These three programs are additional ways NACE has prepared members to better serve and recruit HBCU students, Latino students, and students with disabilities.

- Inclusive Excellence Certificate
  - HBCU Summit
  - MSI Showcase
- 

**NACE's**  
Inclusive  
Excellence  
Certificate  
Program



**NACE's Inclusive Excellence Certificate** provides opportunities to both gain and retool your inclusive practices. This cohort experience is designed to provide critical inclusive knowledge and ways to embed inclusive approaches throughout early talent recruitment and career services delivery functions.

Attendees:

- Develop a playbook of strategies and resources to integrate inclusion.
- Share best practices.
- Learn to manage resistance.
- Earn the Inclusive Excellence Certificate and SHRM hours/credits.

# NACE24 Pilot Program


18 People in the Cohort

6 EMPLOYER MEMBERS

12 COLLEGE MEMBERS

## Learning Outcomes

- Integrate diversity, equity, inclusion, and accessibility knowledge into your role.
- Apply a data-driven approach to develop and guide programs, services, and practices.
- Demonstrate components of inclusive, equitable, and accessible early talent recruitment and career services functions.



What attendees  
say about the  
Inclusive Excellence  
Certificate training

I really liked the case studies.

*I liked the interactive exercises, group dynamic, and resource tools.  
I especially liked the Playbook and the [digital resource page].*

Because of this program I will start reviewing [our] website and resources for accessibility and inclusive language.

I will start using data-informed strategy because of what I learned from this program.

# Attendee Post-Event Survey Results (On a scale of 1 – 5, where 5=High Quality )



*Participants rated their own  
Prior Topic Knowledge at 3.67*

*Rating of 4.33 or above  
for all programmatic measures*

AWARD WINNING  
PROGRAM

# NACE's 2024 HBCU Summit





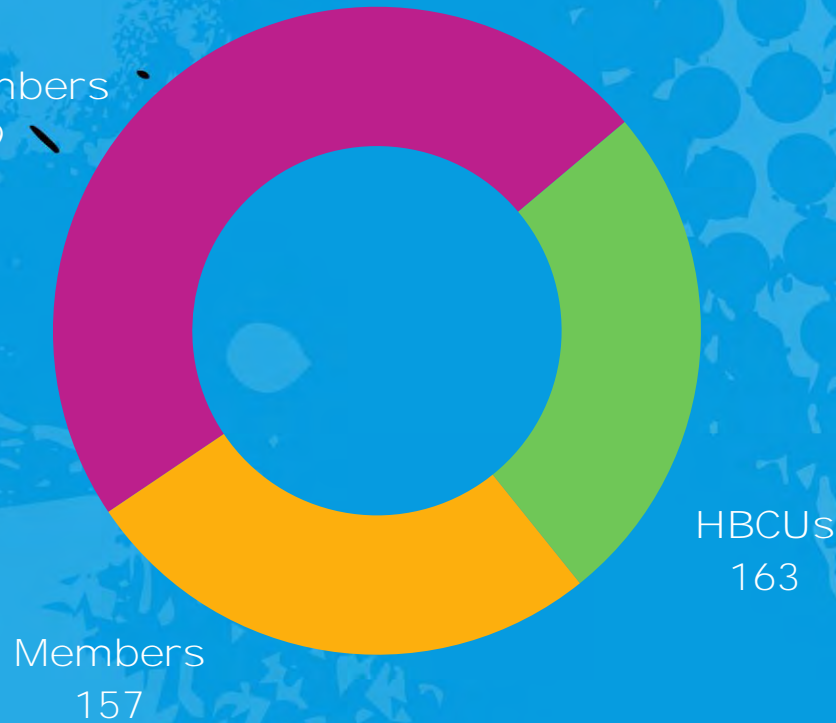
# Individual Registrants

619 Total

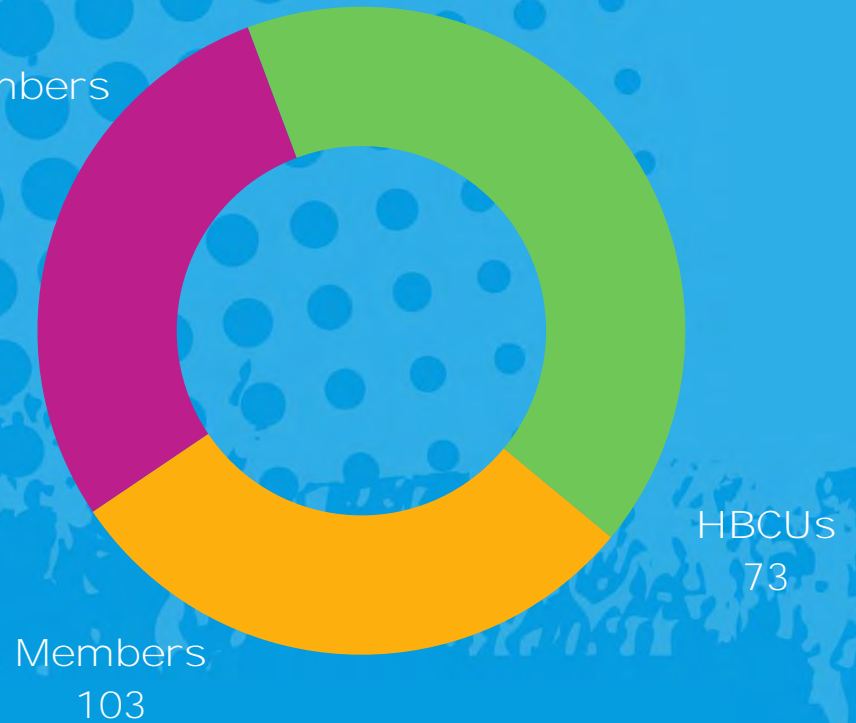
# Organization Registrants

247 Total

Nonmembers  
299



Nonmembers  
71



# Attendee Post-Event Survey Results

(On a scale of 1 – 5, where 5=High Quality)

- Overall Program Quality – 4.27
- Topic Relevance – 4.41
- 90 Day Utilization – 4.10
- Prior Topic Knowledge – 1.18
- Current Topic Knowledge – 4.33
- Met Learning Outcomes – 4.09
- Presentation Skills – 4.36
- Program Material – 4.14
- Program Content – 4.14

## Takeaways

- 2,300+ professionals were introduced to cutting-edge HBCU talent engagement strategies. (2023)
- More nonmembers registered for the event than members in 2024.
- Overall registration increased from 489 (2023) to 619 (2024).
- More nonmembers and HBCUs registered for the 2024 event than the 2023 event.
- Fewer members registered for the 2024 event than the 2023 event.
- More HBCU schools (73) registered for the summit this year than in previous years.



# Comprehensive Outcomes/Impact

- Provided scholarships for career services professionals from 75 HBCUs to attend NACE in-person conferences in Portland, OR (2022), Orlando, FL (2023), and Phoenix, AZ (2024). 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 2022/2023/2024 Competency Symposiums and Virtual Conferences.**
- Funded a yearlong research project, in partnership with the Center for the Study of HBCUs at Virginia Union University (an HBCU), that focused on recruiting at HBCUs.
- **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 (extended to five years), growing our membership to 91 of the 101 recognized HBCUs.
- Connected HBCU career services professionals with employers through a series of 11 roundtable events designed for both groups to uncover opportunities to develop substantive partnerships.
- Continued delivering on our [Commitments to the Black Community and Anti-Racism](#) through this program and its impact.

NACE's 2024 MINORITY  
SERVING INSTITUTIONS  
(MSI) SHOWCASE

Recruiting Latino  
Students





**NACE's 2024 MSI Showcase focused on** Hispanic-Serving Institutions (HSIs) and recruiting Latino students from any school, providing attendees the opportunity to:

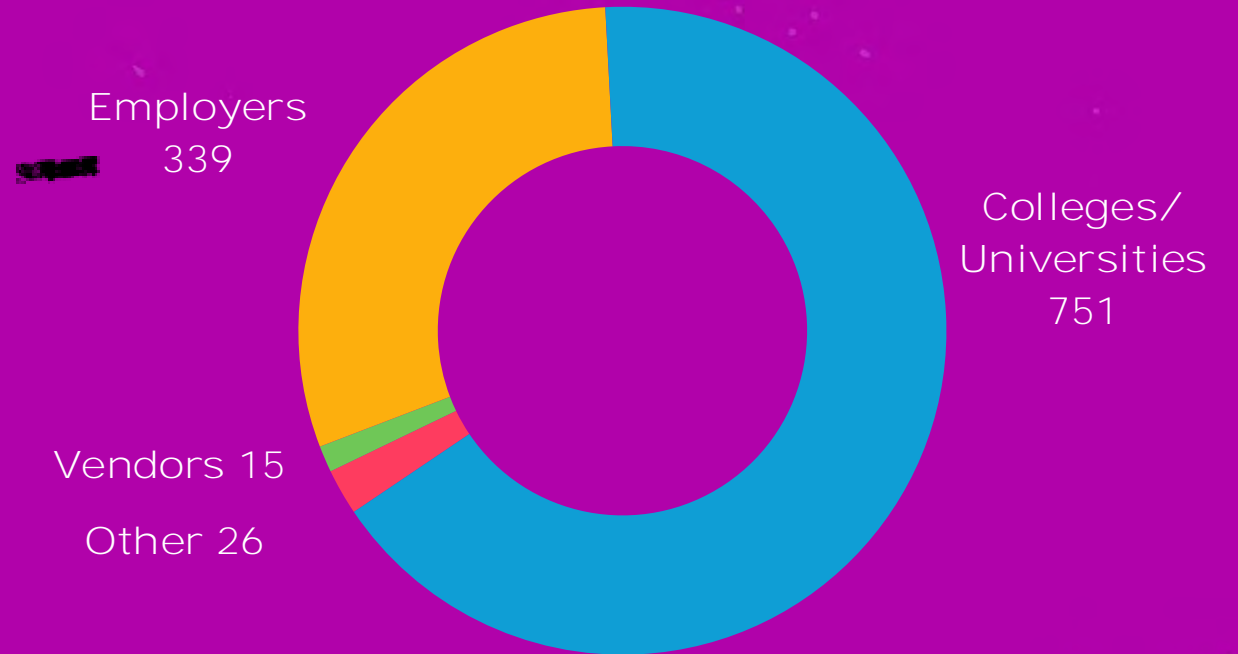
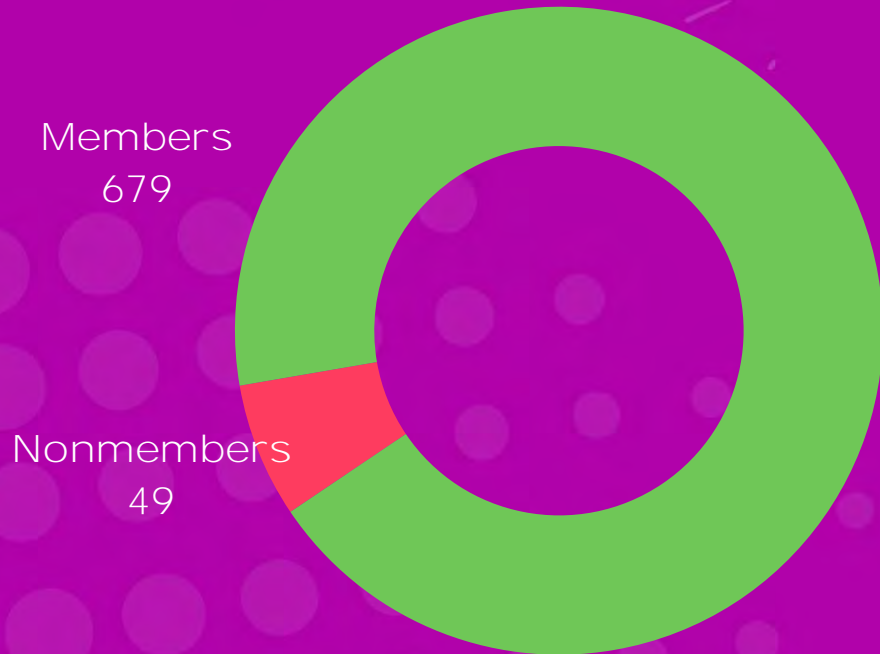
- Learn what HSIs are and how they are different from other institutions
- Learn the diversity among students within HSIs and their various backgrounds
- Learn talent engagement strategies to apply broadly to Latino students
- Grow your network to include professionals that will help you accomplish your goals

Sponsored by



# Individual Registrants 728 Total

# Registration Profile 4 Categories





# NACE's 2023 Disability Signature Series

In Recognition of National Disability  
Employment Awareness Month

Sponsored by



# Event Details

- October 2, 12, and 26
- Contributed to the ongoing goals established for the series
  - 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

- 1 Sponsor Organization
- 1,056 Total Individual Registrants (1011 Members/45 Nonmembers)
- 697 Total Organization Registrants (670 Members/27 Nonmembers)



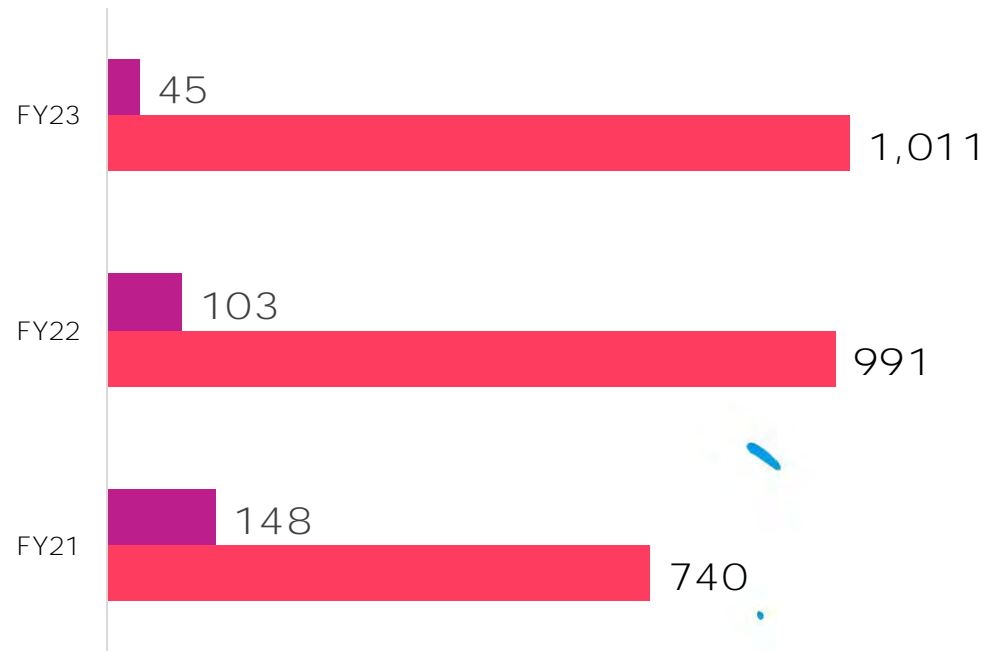


# Attendee Post-Event Survey Results

(On a scale of 1 – 5,  
where 5=High Quality )

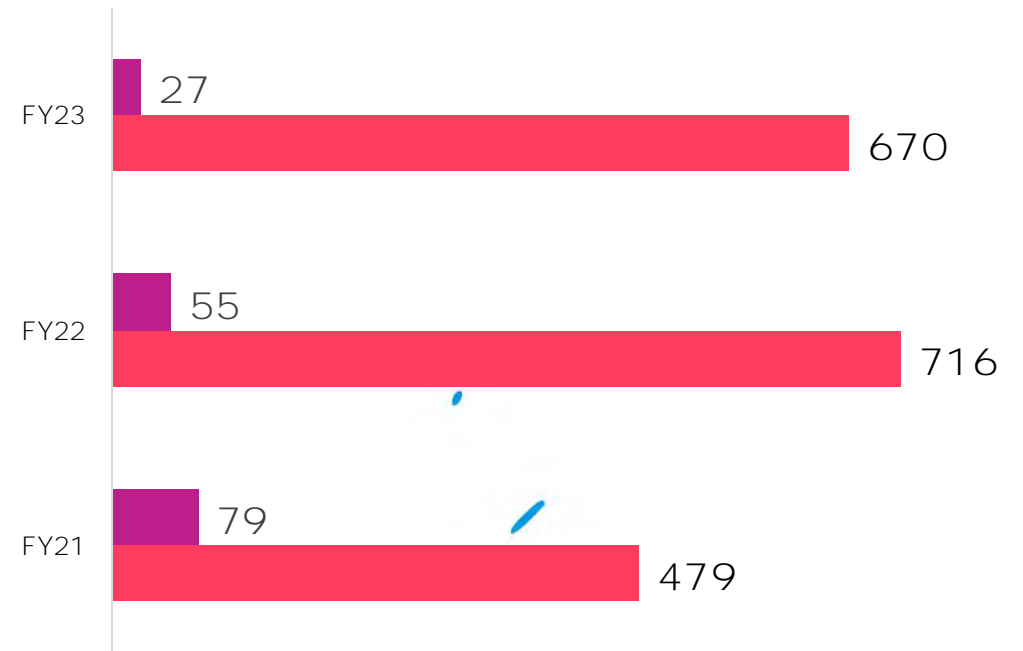


# Individual Registrants



■ Nonmembers  
■ Members

# Organization Registrants



# Inclusion Webinars

NACE Webinars have been a source of education for the profession regarding equity.



## Supporting Neurodiverse Students in Career Services

*Featuring: Jacqueline Warner, Senior Customer Success Specialist, Suitable*

### Learning Objectives:

- Participants will learn what neurodiversity is and what kind of language we should use when talking to and about people with neurodiversity;
- Participants will be able to identify the barriers and challenges that students face during the transition from high school to college; and
- Participants will take away multiple tools for practice that they can apply to support students who are neurodiverse.

## Demystifying Career Support for International Student and Their Visa Sponsorship

*Featuring: Ling LeBeau, Director, International Student Success, Syracuse University - The College of Arts & Sciences, Kelly Roberts, Assistant Director, Tufts University, Katherine Marie Hellman PhD, Director, International Student & Scholar Services, Washington State University*

### Learning Objectives:

- Illustrate the needs of enhanced career supports to international students;
- Generalize the mystifying visa sponsorship issue; and
- Synthesize best practices of providing career supports to international students.

## How to Create a DEI Career Ambassador Program

*Featuring: Lisa Famularo, Assistant Director, Equity and Inclusion, University of Connecticut – Center for Career Development*

### Learning Objectives:

- Understand and be able to advocate for the benefits of peer-to-peer relationships among affinity communities;
- Describe the structure of UConn's DE&I Career Ambassador Program, including the hiring process, training process, weekly schedule, and supervisory needs; and
- Identify needs in your own office that could be met by the creation of a DE&I Career Ambassador Program.

## Systems and to Support First-Generation Graduate Students

*Featuring: Kate Rockey-Harris, Senior Director, New York University - The Wasserman Center for Career Development; Elena Lee, Assistant Director, New York University – The Wasserman Center for Career Development*

### Learning Objectives:

- Begin building first-generation graduate student support systems at their home institutions through a guided career development framework;
- Evaluate and iterate career services for first-generation graduate students through various approaches and methods; and
- Reflect on first-generation graduate student needs at their respective institutions and gain an understanding of the unique circumstances and expectations of this student population.





## Change Agents for Equity: A Case Study Addressing Uncompensated Internships

*Featuring: Sarah Fox, Internship & Employer Relations Manager, University of Wisconsin – Madison – School of Human Ecology; Alicia Hazen, Assistant Dean & Career Services Director, University of Wisconsin – Madison – School of Human Ecology*

### Learning Objectives:

- Describe the history and prevalence of uncompensated internships;
- Articulate strategies to address uncompensated internships; and
- Develop strategies to be change agents for equity in your own work with students.



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