

# Diversity Recruitment Resources

The following websites, publications and organizations may be of assistance to you as you develop robust, diverse pools of candidates for vacant positions.

## *Harvard-sponsored recruitment options*

- **ASPIRE Posting.** This is the official posting site for Harvard University.
- **New England Higher Education Recruitment Consortium (HERC).** Developed in 2006, the New England HERC is a collaborative response of member institutions to the many challenges of academic recruitment and retention. HERC is a web-based search engine that includes faculty and staff job listings at all member institutions. This search engine is free and available to anyone seeking employment in higher education. Positions posted in ASPIRE are automatically posted on HERC.
- **Commonwealth Compact.** Harvard is a member of this Massachusetts consortium of citizens, service providers, and employers with a shared commitment to recruitment, hiring, management and governance practices that include increasing the representation of people of color and women, especially in management, senior management and board governance positions. The Commonwealth Compact website ([www.commonwealthcompact.umb.edu](http://www.commonwealthcompact.umb.edu)) includes a “Talent Source” section for networking, recruiting, and related items.

## *Online job boards*

Recruitment trends lean heavily towards online advertising, a cost-effective platform that also enables targeted communications with individuals interested in employers with diversity goals, and among these, individuals seeking jobs in higher education in particular. Before advertising on any job boards, however, please contact the FAS Recruitment Services—they have the ability to post efficiently to a variety of sites, and may also be able to obtain discounted rates.

## Diversity higher education-specific job posting resources

- [www.diversejobs.net](http://www.diversejobs.net) This is the jobs site of *Diverse: Issues in Higher Education*, a leading resource for the higher education community for over 25 years. The extensive listings posted here include both faculty and non-faculty jobs at postsecondary institutions.
- [www.hispanicoutlook.com](http://www.hispanicoutlook.com) *The Hispanic Outlook in Higher Education* Magazine is a long-standing top information source and sole Hispanic educational magazine for the higher education community.
- [www.wihe.com](http://www.wihe.com) The *Women in Higher Education* website addresses issues affecting women on campus.
- [www.jbhe.com](http://www.jbhe.com) The online publication, *The Journal of Blacks in Higher Education*, lists job openings.
- [www.BlacksinHigherEd.com](http://www.BlacksinHigherEd.com), [www.HispanicsinHigherEd.com](http://www.HispanicsinHigherEd.com), and [www.AsiansinHigherEd.com](http://www.AsiansinHigherEd.com) These jobs sites list staff, faculty, and management job openings at colleges and universities.
- [www.LGBTinHigherEd.com](http://www.LGBTinHigherEd.com) This jobs site is aimed at lesbian, gay, bisexual and transgender people within higher education.
- [www.HBCUConnect.com](http://www.HBCUConnect.com) The first and largest community for students, alumni, and supporters of Historically Black Colleges and Universities (HBCU) maintains one of the largest online diversity resume databases, with thousands of active resumes and profiles that are less than 90 days old. This site is one of the most fruitful recruiting websites for African-American professionals.
- [www.AcademicDiversitySearch.com](http://www.AcademicDiversitySearch.com) With women and minorities as the target candidate pool, this nationwide resource is comprised of job posting advertisements, an extensive network and database of professionals, and executive search firm capabilities.
- [www.abwhe.org](http://www.abwhe.org) The website of the Association of Black Women in Higher Education (ABWHE) lists career opportunities.
- [www.nafeo.org](http://www.nafeo.org) National Association for Equal Opportunity in Higher Education represents the presidents and chancellors of the diverse black colleges and universities.
- [www.aucd.org](http://www.aucd.org) Association of University Centers on Disabilities mission is to advance policies and practices that improve the health, education, social, and economic well-being of all people with developmental and other disabilities, their families, and their communities.

## Higher education-specific job posting resources with high diversity readership

- [www.INSIDEHigherEd.com](http://www.INSIDEHigherEd.com) *Inside Higher Ed* Magazine reaches nearly 600,000 higher education professionals from every academic discipline and every administrative area, and boasts the most diverse readership of any higher education publication. Nearly 20% of the visitors to this site are minorities and more than 50% are women.
- [www.ChronicleCareers.com](http://www.ChronicleCareers.com) This is a resources of the publication, *The Chronicle of Higher Education*. Although not specifically geared to diverse audiences, the site reaches a broad audience.
- [www.HigherEdjobs.com](http://www.HigherEdjobs.com) This is the leading internet source for jobs and career information in academia.

## Diversity-focused general job posting resources

- [www.nationalbcc.org](http://www.nationalbcc.org) The National Black Chamber of Commerce is dedicated to economically empowering and sustaining African-American communities through entrepreneurship and capitalistic activity within the US and via interaction with the African Diaspora.
- [www.na.netip.org](http://www.na.netip.org) The Network of Indian Professionals, North America (NetIP NA) mission is to serve as the unequivocal voice for the South Asian Diaspora by developing and engaging a cohesive network of professionals to benefit the community.
- [www.acccolorado.org](http://www.acccolorado.org) The Asian Chamber of Commerce mission includes supporting and promoting Asian-owned businesses, as well as providing information, resources, training, exposure, networking opportunities, monthly events, and two major annual events.
- [www.lpn.org](http://www.lpn.org) The Latino Professional Network creates career, educational and social opportunities for Latino professionals. LPN fosters an environment for personal and professional growth for Latinos through monthly networking sessions hosted by area corporations, educational institutions and non-profit organizations
- [www.glifaa.org](http://www.glifaa.org) LGBT+Pride in Foreign Affairs Agencies. Officially recognized as a State Department and USAID employee association, GLIFAA advances diversity and workplace equity in U.S. foreign affairs agencies and human rights for LGBT people around the world.
- [www.aigcs.org](http://www.aigcs.org) American Indian Graduate Center provides fellowships to American Indian and Alaska Native graduate students throughout the United States.

Other job posting sites to consider:

[www.imdiversity.com](http://www.imdiversity.com)

[www.womenforhire.com](http://www.womenforhire.com)

[www.hirediversity.com](http://www.hirediversity.com)

[www.employdiversity.com](http://www.employdiversity.com)

[www.diversityinc.com](http://www.diversityinc.com)

[www.latpro.com](http://www.latpro.com)

[www.hispanic-jobs.com](http://www.hispanic-jobs.com)

[www.blackenterprise.com](http://www.blackenterprise.com)

[www.diversityinc.com](http://www.diversityinc.com)

NOTE: Many of the organizations behind these online resources sponsor job fairs and networking events which are announced on their websites.

## Professional organizations and associations

- Association of Latino Professionals in Finance and Accounting (ALPFA) [www.alpfa.org](http://www.alpfa.org)
- Association for Women in Science [www.awis.org](http://www.awis.org)
- National Association for Female Executives [www.nafe.com](http://www.nafe.com)
- National Association of Asian MBAs [www.asianmba.org](http://www.asianmba.org)
- National Association of Asian American Professionals [www.naaap.org](http://www.naaap.org)
- National Association of Hispanic MBAs [www.nshmba.org](http://www.nshmba.org)
- National Black MBA Association [www.nbmbaa.org](http://www.nbmbaa.org)
- National Organization for the Professional Advancement of Black Chemists and Chemical Engineers [www.nobcche.org](http://www.nobcche.org)

- North American Indian Center of Boston, Inc. [www.naicob.org](http://www.naicob.org)

NOTE: There are many more such professional associations - too many to list here. FAS Recruitment Services can help you identify those that may be most fruitful for your networking and recruitment efforts.

### **Diverse groups at Harvard**

These employment resource groups are aimed at social and professional networking and advocacy, and can be important resources for identifying potential candidates.

- Harvard Association of Asian and Asian American Faculty and Administrators (HAAAAFA) has been established for the purpose of providing opportunities for networking, career development, and awareness and support of the Asian and Asian-American community at Harvard.  
<http://ahaaafs.com/>
- Association of Harvard Latino Faculty and Staff articulates, supports and promotes the needs of the Latino community at Harvard. <http://harvardlatinos.org/>
- Harvard Gay and Lesbian Caucus. All Harvard faculty and staff are welcome to join the Harvard Gay and Lesbian Caucus, which is open to students as well.
- LGBT Faculty and Staff Group seeks to provide a common voice for all LGBT staff, and advocate for LGBT interests at Harvard.  
[http://isites.harvard.edu/icb/icb.do?key word=k6466&pageid=icb.page23805](http://isites.harvard.edu/icb/icb.do?key%20word=k6466&pageid=icb.page23805)
- Harvard University Native American Program (HUNAP) brings together students, faculty and staff from all parts of the University, as well as friends and community members from peer schools and the surrounding Cambridge/Boston area. HUNAP offers a series of events throughout the year, including informal social gatherings, community dinners, an annual spring Powwow, and a colloquia series.  
<http://www.hunap.harvard.edu/index.php>
- Committee on the Concerns of Women (CCW) is a university-wide group open to all female staff, administrators, faculty, students and affiliates. The group serves as a network for women throughout the University and as a forum for women's issues and concerns.  
[http://ccw.hhr.harvard.edu/icb/icb.do?key word=k67408](http://ccw.hhr.harvard.edu/icb/icb.do?key%20word=k67408)

Additional Harvard affinity groups are listed on this page

<http://hr.fas.harvard.edu/pages/community-and-special-interest-groups>

### ***Outside search firms***

While not typical, in some rare circumstances approval is given to use an outside search firm. If such a circumstance applies to your open position, be sure to communicate to the search firm that diversity recruitment is a priority. Ask the firm about their own commitment to diversity, and about their past experience and success in recruiting and placing diverse candidates.

Be sure to contact your HR Consultant to arrange for a contract with the search firm. The HR Consultant can ensure that the search firm's policies, and the contract with them, meet Harvard's affirmative action obligations.