Leading University Relations Programs in the New Normal
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This presentation and recap will be available for download in 72 business hours. If you have questions, email us at customerservice@diversityinc.com.
What We Do

- Top 50 Survey and company rankings
- Employer branding
- Diversity and Inclusion Training, best practices sharing, research reports, team assessments
- Media updates, ESG, diversity, inclusion and belonging surveys
- Connecting the right talent to the right employer: job board and executive search
DiversityInc Top 50 Hall of Fame

2019
AT&T
No. 1 2019

2018
Johnson & Johnson
No. 1 2018

2017
EY
No. 1 2017

2016
Kaiser Permanente
No. 1 2016

2015/2014
Novartis
No. 1 2015-2014

2013
Sodexo
No. 1 2013

2012
PwC
No. 1 2012
2020 Top 50 Companies for Diversity

1. Marriott International
2. Hilton
3. Eli Lilly and Company
4. ADP
5. Accenture
6. Mastercard
7. Comcast NBCUniversal
8. Abbott
9. TIAA
10. Toyota Motor North America
11. Wells Fargo
12. KPMG
13. Target
14. BASF
15. Northrup Grumman
16. Procter & Gamble
17. Cox Communications
18. TD Bank
19. AbbVie
20. Nielsen
21. The Hershey Company
22. Dow
23. Aramark
24. CVS Health
25. Humana
26. Southern Company
27. The Boeing Company
28. Sanofi U.S.
29. Exelon Corporation
30. General Motors
31. Allstate Insurance Company
32. Walmart Inc.
33. Medtronic
34. The Kellogg Company
35. KeyBank
36. Colgate-Palmolive
37. Randstad
38. AIG
39. Ecolab Inc.
40. U.S. Bank
41. JCPenney
42. Cigna
43. HP Inc.
44. McCormick & Company
45. Moody’s Corporation
46. United Airlines Holdings
47. AztraZeneca
48. HSBC
49. Centene Corporation
50. Capital One Financial Corporation
Top Noteworthy Companies - Alphabetically

- Ally Financial
- American Family Insurance
- American Water
- Amerisource Bergen
- Asurion
- BBVA
- Becton Dickinson
- Best Buy
- Cardinal Health
- Citizens Financial Group
- Flagstar Bank
- Guidehouse
- Herman Miller
- Hillrom
- Honda North America
- International Flavors & Fragrances
- Johnson Controls
- Kohl’s
- Linde
- MUFG Union Bank, N.A.
- Nutrien
- Owens Corning
- PepsiCo
- Rockwell Automation, Inc.
- Royal Caribbean Cruises Ltd.
- State Street Corporation
- Tata Consultancy Services
- Ulta Beauty
- Ultimate Software
- Unisys Corporation
- Walgreens
- Wyndham Hotels and Resorts
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TIAA Early Talent Programs

August 20, 2020
Investing in Early Talent – **Preserving Our Pipeline**

### Student Focused

**Fall 2019 Planning**
- Healthy Talent Mix
- Core/Critical Skills
- High Potential

**Spring 2020 Shift**
- Meaningful Work
- Assurance
- Engagement

### Partner Focused

**Fall 2019 Planning**
- Diverse Criteria
- Tailored Strategy
- Deepened Partnership

**Spring 2020 Shift**
- Commitment
- Support
- Relationships

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**212** Interns → **98** Schools → **2** Goals

Honor Our Commitments and Values

Preserve Our Relationships And Partnerships
Building a Successful Virtual Experience

**RESOURCES**
Provide tools and equipment to effectively work remotely
- Intern HUB
- Instant Messenger
- Shared Site

**TOOLKIT**
Provide documents for engaging with teams and managers
- FAQs and tips sheet
- Training guides
- Resource Links

**SUPPORT**
Ensure support partners are prepared for associate needs
- Cohort leads
- Team advisors
- Liaisons

**CONNECTION**
Communicate early and often to set expectations & cultural insight for teams
- Events
- Cohorts
- Engaging Challenges
A Partnership Pivot

**BUILD**
*Cultivate dynamic partnerships*
- Target Schools
- Affinity Student Organizations
- Leverage investments and skilled volunteers

**SUPPORT**
*Important to listen then react*
- Re-assessing partnership investment
- Relief Efforts & Funds
- Scholarships

**CONNECT**
*Remaining connected while apart*
- Special Virtual Event Programming
- Skill building webinars
- Virtual Career Fairs
Key Themes and Outcomes

Technology
- The Intern HUB
  Collaboration Platform
- Zoom
  Virtual Meetings
- Mobile Application
  Ongoing pulse data

Leadership
- Leader Lunches
  Candid Connection with Execs
- Speaker Series
  Continuous Learning
- Business Webinars
  Department/Industry Insights

Workplace
- Escalation Team
  Dedicated Support
- Cohort Leads
  Consistent Home Base
- Mentor Program
  Business Resource Groups

A Look Forward

Intentional Partnerships
Pipeline Infusion

Concentrated Requisitions
Targeted Opportunities

Curated Slate
Equal Representation
QUESTIONS?
August 26, 2020 | Driving Business and Organizational Impact Through ERG Programs and Initiatives
Hilton | Novartis Pharmaceuticals | Wells Fargo

September 9, 2020 | Reducing Bias in the Workplace (Hiring, Retain, Train, Promote)
Wells Fargo | KPMG | BASF

October 7, 2020 | Career Advice for Women of Color
Hilton | Novartis Pharmaceuticals | KPMG | AT&T | Toyota

DiversityInc is now an SHRM Recertification Provider!
SHRM members can earn PDCs for participating in DiversityInc webinars.

Sign Up Now
DiversityIncBestPractices.com
Meeting in a Box: National Hispanic/Latinx Heritage Month

How to utilize our toolkits:

• **People leaders** spotlight various cultures and heritage month celebrations during team meetings and Town Halls.

• **Diversity Councils and ERGs** share the content and use it to educate employees.

• **Business teams** leverage MIBs for best practices – ex. Supplier Diversity Meeting in a Box.

• **Communications teams** provide monthly diversity & inclusion content to their organizations.

• **HR teams and Talent teams** educate employees on different dimensions of diversity ex. People with Disabilities and Veterans.
Supplier Diversity
New Trends, Innovative Solutions

Register Now!
DiversityInc.com/events
November 4, 2020
Virtual Event

8am – 3pm
Women of Color and Their Allies Event

5pm – 10pm
DiversityInc Top 50 Companies for Diversity Reception and Dinner

Register Now!
DiversityInc.com/events
Thank You for Attending

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• If you have questions/comments, please email us at customerservice@diversityinc.com.

• Visit DiversityIncBestPractices.com to view past webinars and career advice, as well as relevant, up-to-date content on diversity and inclusion management.