

MULTICULTURAL CAREER RESOURCES

This page highlights specific career resources for students of color. A student of color is a student who identifies as one or more of the following racial or ethnic groups: African, Alaskan Native, Asian, Black, Chican, Desi, Hispanic, Indigenous, Latinx, Native, Native Hawaiian, and Pacific Islander.

HIGHLIGHT YOUR BACKGROUND

As a person of color, your background has given you a set of experiences and a perspective that can benefit many organizations. Reflect on how your point of view could assist an employer and highlight those values when applying for a job or internship. Here are some examples of how you might discuss your identity in the job or internship search process:

Résumé: Highlight academic and professional diversity-related connections you have (for example, being a member of a minority professional organization or a diversity-related club).

Cover letter: You can identify as a multicultural student in your cover letter and explain why your diversity could be an important asset in the job for which you are applying.

Interview: Ask your interviewer about the organization's commitment to diversity and inclusion or explain your desire to work for an organization that values diversity.

EVALUATE EMPLOYERS ON THEIR DIVERSITY PHILOSOPHY

Consider some of these factors to determine if an employer has created an inclusive work environment:

- Research to see if the organization is on [Diversity Inc.'s Top 50](#) or other national lists for their diversity policies and programs.
- Look at their company website for a diversity policy or philosophy.
- Find out if there are any programs or resources for employees focused around issues of concern or for specific groups.
- Determine what others (e.g. peers, alumni, current employees) are saying about the organizational culture. Keep in mind that every opinion, good or bad, may come with some amount of bias.

CONNECT WITH ALUMNI AND OTHER PROFESSIONALS OF COLOR

Men and women of color are likely already doing the jobs you want to do at companies for whom you would like to work. They have experienced what you are now about to go through, and have accumulated years of wisdom. Ask friends, family members, professors, and classmates if they know people they can connect you with. And don't be afraid to reach out to people you find through Ithaca College connections and social media, even if you haven't met them before!

Alumni: You can connect with Ithaca alumni through a variety of tools. Check out our online [Alumni Directory](#). Many alums come to campus to meet students during a variety of networking events throughout the academic year. Check in regularly with your event calendars to stay on top of what is happening on campus.

Professional Associations and Affinity Groups: Most professional associations offer student memberships at a discount, and memberships usually come with access to programs such as speaker events, or job fairs. You can search for professional associations using the [Directory of Associations](#). Some are specific to certain cultural groups while others will have diversity divisions. Employers may also organize affinity groups for their employees in order to provide a space for business and social inclusion.

Mentoring: If you form a strong connection with someone, such as an alumna/alumnus or other professional, you may consider asking that person to be your mentor.

Federal laws prohibit discrimination against individuals on the basis of race, color, national origin, sex, religion, disability, pregnancy, and age. Employers are responsible for complying with the law, but you are responsible for making sure you know and protect your rights.

ASIAN/PACIFIC AMERICAN

[Asian American Professional Associations](#) - Compilation of links to the leading Asian American professional associations, many with career and job sites of their own, collected by Monster.

[National Association of Asian American Professionals](#) - The NAAAP is a non-profit organization that cultivates and empowers Asian and Pacific Islander leaders through professional development, community service, and networking. It offers a diverse range of professional development programs including a career center and job board.

[National Council of Asian Pacific Americans](#) - A directory of links to Asian Pacific American organizations, many with career sites of their own. The links also include website and contact information for networking and internship and job search purposes.

BLACK/AFRICAN AMERICAN

[African American Professional Associations](#) - Compilation of links to the leading African American professional associations, many with career and job sites of their own, collected by Monster.

[National Urban League Job Network](#) - The Urban League Job Network is backed by the National Urban League and is dedicated to helping diverse students find employment opportunities.

[United Negro College Fund](#) - UNCF is the nation's largest private scholarship provider to minority group members. It manages various scholarship, fellowship, and internship programs.

HISPANIC/LATINX

[The Congressional Hispanic Caucus Institute](#) - Learn more about a congressional internship program in D.C.

[Hispanic and Latino Professional Associations](#) - Compilation of links to the leading Hispanic and Latinx professional associations, many with career and job sites of their own, collected by Monster.

[iHispano](#) - Job board sponsored by the Professional Diversity Network.

[Latino Careers](#) - Job board sponsored by LATCareers.com.

[LatPro.com](#) - Source for connecting Hispanic and Latino bilingual job seekers with recruiters searching for skilled diversity candidates.

INDIGENOUS/NATIVE AMERICAN

[Native American Professional Organizations](#) - A list of 21 organizations and professional associations serving the Native American community.

[Indian Country Today](#) - A magazine that covers topics pertinent to Native Americans. The website includes internships, a scholarship guide, and job search database.

[National Congress of American Indians](#) - A list of job opportunities submitted by employers that are American Indian, Native Hawaiian or Alaska Native businesses, governments, or organizations. It also includes opportunities submitted by organizations seeking Native American applicants.

[Native American Jobs](#) - A job search database for Native American job seekers which includes Tribal and Non-Tribal companies across the nation.

[Tribal College Journal of American Indian Higher Education](#) - A magazine for Native Americans in higher education which includes a job board.

ADDITIONAL MULTICULTURAL RESOURCES

[IMDiversity.com](#) - IMDiversity.com is a career and self-development site devoted to serving the cultural and career-related needs of all minorities.

[INSIGHT Into Diversity](#) - One of the most recognized resources for equal opportunity employers who are seeking to add diverse candidates to their workforce. Job postings include positions in academia, business, healthcare, and government.

[Institute for Broadening Participation](#) - A directory of links to programs designed to increase diversity in the science, technology, engineering and mathematics (STEM) workforce. The programs include internship, job, scholarship and fellowship opportunities. The institute is an independent, open source non-profit and provides resources to faculty and students by means of an infrastructure unfettered by institutional or disciplinary barriers.

[NACE Diversity Resources](#) - The National Association of Colleges and Employers (NACE) connects university career service professionals to recruiters and employers. It maintains a list of diversity resources accessible to students.

[Quintessential Careers](#) - Career and job search resources for multicultural job seekers.