Participating Employer’s Diversity, Equity, & Inclusion Initiatives (DEI)

The following employers have indicated they currently have DEI initiatives they would like to share with our students.

**Abbot**

“Abbot is an equal opportunity employer. It has been and will continue to be the policy of Abbott to be an equal opportunity employer. In keeping with this policy, Abbott will continue to recruit, hire, train and promote into all job levels based solely upon job-related qualifications without regard to race, color, religion, creed, age, sex, national origin, gender identity or expression, sexual orientation, disability, marital status, veteran or military status, genetics or citizenship status.”

Click the following link to learn more about diversity and inclusion at Abbot.

**American Conservation Experience**

“ACE welcomes all backgrounds, educational pursuits, and demographics across a variety of professional development programs. ACE Crew and ACE EPIC are our two most popular options available all season long. Most also offer AmeriCorps National Service membership, and both ACE and AmeriCorps are funded by federal legislation including the Public Land Corps Act to keep our sensitive public lands available to all communities while providing professional development training in the conservation industry. We feel that public lands should be accessible and enjoyed by all Americans, and that those that would like to commit and challenge themselves to help conserve these spaces are represented by all Americans alike. ACE offers various benefits such as weekly living allowances, including housing, meals on project days, and Segal Education Awards to offset the cost of education and offer more incentive and accessibility for all to consider the relocation and life as a Crew member or EPIC member.”

**Anduril Industries**

“Anduril is focused on ensuring we have a diverse and inclusive workforce and environment. We are currently building a team to focus on this important matter and have already been focusing heavily on the recruiting side of the house. As we continue to grow, this will be a large focus area for Anduril and we hope you will join us on this mission!”

**Farmers Insurance**

Diversity and Inclusion at Farmers Every Person, Every Perspective, Every Day Farmers® is transforming from a legacy leader in the insurance industry into an agile, bold business that’s setting a standard for itself and the industry. In order to meet its goal of being the leader in innovating for customers whenever and wherever they need us, we must value the differences and potential of every individual employee at Farmers. Our commitment to diversity and inclusion is the foundation of our
culture, and we strive to foster an engaging and dynamic workplace environment that supports employees in bringing their whole selves to work. The YouTube link present in below video will open in a new window “We’ve been on a journey to live our values for years now, and our most important value is we respect the differences amongst us and encourage everyone to bring and be their true self at work. Our differences are what make us stronger. Our commitment to inclusion and the employee resource groups was and is to support employees and make sure that together we enhance the collective experience for all of us.” – CEO Jeff Dailey We celebrate differences of thought, experience and identity that make us all unique, and are proud to be an award-winning place to work. Our Board of Governors and executive leadership team support our thriving employee resource groups (ERGs), which are open to all employees and include the Black Professionals Alliance, Disability Inclusion Group, Farmers Asian Alliance, Farmers Future, FarmersFit, LGBT & Allies, Parent Connect, Somos Farmers, Veterans & Advocates and Women’s Inclusion Network. Black Professionals Alliance The Black Professionals Alliance (BPA) helps Farmers attract, retain and develop talented business professionals who deliver value through thought leadership and inclusive insights in support of Farmers strategic priorities. BPA helps develop future leaders through access to leadership development programs and business literacy opportunities. It also facilitates networking and mentoring programs that aim to provide members with access to executive leadership, which in turn provide opportunities for visibility and exposure. And the BPA fosters education and awareness of the Black community and issues that cultivate a more inclusive workplace environment and experience. Disability Inclusion Group The Disability Inclusion Group (DIG) aims to promote awareness, provide education, and foster greater understanding of the disabilities and, in many cases, the challenges our employees, families, friends and customers encounter. Through open dialogue and focus topics, DIG seeks to provide a greater support network, the ability to participate in volunteer activities positively impacting the lives of our employees and communities, and recognition that all perspectives and experiences contribute to Farmers. Farmers Asian Alliance Farmers Asian Alliance helps Farmers attract, retain and engage multicultural talent nationwide while expanding our customer base by building relationships with our agents, representatives, talent recruitment and employees in Asian community events across the country. Farmers Future Farmers Future is focused on creating opportunities that promote cross-generational awareness, increased collaboration, and leadership development at Farmers. FarmersFit FarmersFit aims to promote total wellness including physical, emotional, social, mental and financial well-being by making positive lifestyle choices at work, home and in our communities. LGBT & Allies LGBT & Allies elevates LGBT considerations within the workplace to ensure a secure and inclusive environment for all. The focus is on increasing education and awareness so that everyone can bring their full and authentic selves to work. Parent Connect Parent Connect creates awareness and provides services that empower parents at Farmers to be their best at work and at home. As a community we also serve as a resource to Farmers product, marketing and HR teams, providing input and feedback from a parents’ perspective. Somos Farmers Somos Farmers works to further elevate Farmers by empowering our team to serve, retain and provide an outstanding experience for Hispanic and Latinx individuals. Somos Farmers helps educate and develop our employees while enriching our brand with the Hispanic and Latinx community. Veterans & Advocates Veterans & Advocates focuses on supporting our current veterans, as well as attracting more to Farmers by increasing awareness, understanding and respect for visible/invisible differences and supporting veterans through their transition to civilian/corporate life. Women’s Inclusion Network Our Women’s Inclusion Network (WIN) is a source of mentors, role models, sponsors and colleagues at Farmers who support the success of women at all levels. WIN aims to create an inclusive opportunity for all employees to expand their network of contacts, influence and knowledge. Supporting Diversity in Our Communities Farmers has worked with the Congress of Racial Equality of California (CORE-CA) and has sponsored the Los Angeles Kingdom Day Parade in 2018, 2019, and 2020 with members of BPA and executives of Farmers participating in the parade. Farmers Insurance Chief Executive Officer Jeff Dailey announced a series of commitments reinforcing the organization’s values via workplace and corporate citizenship initiatives: Mobilizing the Farmers® (BPA), an Employee...
Resource Group, to help identify and elevate regular dialogue within senior leadership in an effort to continue listening, learning and finding tangible ways to show support for the Black community. Donating $250,000 to the Los Angeles Urban League, an organization committed to advancing equal opportunities on behalf of African Americans and other minority groups. Reinforcing the organization’s longstanding practice of encouraging employee volunteerism in their local communities, including supporting them with paid time outside of work to participate in safe, orchestrated efforts to rebuild neighborhoods. Farmers had a unique opportunity to support students with social and learning differences such as autism spectrum disorder, who have frequently been under-served in their educational pursuits through STEM3 Academy, a pioneer in providing an outstanding, project-based, learning environment for bright students on the spectrum. Farmers has also supported Autism Speaks and the LA walk in 2018 and 2019. Farmers sponsored Mental Health First Aid to pilot training sessions for our employees and community partners. Through these sessions participants learned how to identify the signs of mental illness. Veterans & Advocates has supported the Veterans Community Project since 2017, donating funds and volunteering regularly to help support the organization’s mission to eradicate homelessness in Kansas City’s veteran population.

https://www.farmers.com/careers/culture-diversity/

**FBI**

“Did you know that the FBI was recently named as one of DiversityJobs’ Top Employers for 2020 in government? That’s not surprising given our concerted efforts in promoting diversity throughout our workforce and ensuring fairness and equality for all employees. We’ve also been named one of the Top 20 Government Employers by Woman Engineer magazine in its Spring 2020 issue and one of the Top Government & Law Enforcement Agencies by the Black EOE Journal. We’re proud to be recognized as an employer who has shown consistent outreach and dedication to hiring from all diversity groups and will continue to promote equality and inclusion in all that we do. That’s not all. The FBI was also recognized as one of Equal Opportunity Magazine’s Top 20 Government Employers based on its Readers Choice Awards in 2019. This consistent recognition further emphasizes our commitment to diversity and equality within the workplace — be it in the field, in the lab or within our Washington, DC Headquarters. At the FBI, everyone is welcome! This year alone, the FBI has been recognized as: Top Employer for 2020 in Government, Top 20 Government Employer, Top Government & Law Enforcement Agency, and Top 20 Government Employer for 2020”

**FireEye**

“Foster a culture that celebrates and leverages differences. We take diversity, inclusion, & belonging seriously, and have a framework that drives diverse representation & inclusive behaviors across our company to ensure that we properly understand and can fully support our customers and each employee.”

**HRL Laboratories**

“We embrace diversity as a means of enhancing our business and giving HRL a definitive competitive advantage in serving customers. Our commitment to equal employment opportunity widens the range of perspectives and experiences we bring to addressing tough technical challenges, enabling us to provide the broadest possible range of analyses, options, solutions and discoveries. While all HRL employees are U.S. persons (U.S. citizens or permanent resident aliens), we pride ourselves on nurturing a workforce from around the world. Nearly 43% or our technical staff were born overseas, and their unique backgrounds and technical experiences give us a definite edge in advancing technology.”
Lam Research
“At Lam, our vision is for every person to feel valued, included, and empowered to achieve their full potential. By bringing unique individuals and viewpoints together, we achieve extraordinary results.”

Northrop Grumman
“We believe that creating a work force and a workplace that values diversity and fosters inclusion is pivotal to promoting innovation and increasing productivity and profitability. Our goal is to continually support and nurture the large number of Northrop Grumman employees whose backgrounds, characteristics and perspectives are as diverse as the global communities in which we reside.”
Click the following link to learn more about how diversity drives innovation at Northrop Grumman.

NVIDIA
“We continue to work towards a culture where all opinions are valued and all voices are heard. We have a commitment to recruiting efforts at HBCUs (Historically Black Colleges & Universities) and HSIs (Hispanic Serving Institutions) and sponsoring diversity organizations.
We have self-organized employee resource groups that help cultivate diversity & inclusion. They further information sharing, educational opportunities, professional development, cultural awareness, and volunteerism. Each community has two executive sponsors who provide support and guidance. Here are some of our communities: Black NVIDIA Network (BNN), Hispanic Latinx Network (HLN), NVPride, Early Career Network (ECN), Women in Technology (WIT), NVIDIA Disabilities Network (NDN), and Veterans @ NVIDIA.

Oracle
“Oracle’s diversity vision starts with cultivating an environment that is inclusive of all employees. Individual differences present us with opportunities to examine business issues from varying perspectives. Incorporating these different viewpoints gives us greater agility and creativity. The result is a workforce unified by common goals yet strengthened by uncommon outlooks.”

Splunk
“A culture of inclusion not only makes Splunk a great place to work, but it drives the success of our business. A diverse and inclusive Splunk helps us bring data to every question, decision and action to drive great outcomes for our company and our communities.”
Click the following link to learn more about diversity at Splunk.

Stylebot
“Stylebot is an equal opportunity employer that values inclusivity in our workplace and in our product. It’s inherent in our work that we believe words matter, and it’s impossible to provide ethical and inclusive guidance to the next generation of writers without a variety of perspectives and experiences on our team. We seek diversity in hiring and do not discriminate on the basis of race, color, sexual orientation, gender identity, disability, sex, age, national origin, religion, marital status or veteran status.”

Syska Hennessy Group
“Syska’s D&I program is now in its 3rd Year.
YEAR 2020 Highlights of Accomplishments: diverse interview panels, focus on increasing gender diversity, unconscious bias, diversity, and bystander intervention training, SWE champions at most Syska locations, and events with SWE, SHPE and industry leaders.”
GOALS FOR 2021: expand outreach to diverse talent through SHPE and/or NSBE (beyond SWE), continue work with SWE, expand ACE Mentor program to other offices, promote inclusive language, continue to provide support from leadership, conduct surveys to address training gaps, offer training on emotional intelligence and inclusion, create a cultural diversity calendar of events, drive a culture of employee self-advocacy, and continue to report on progress.

UPS

“Diversity to Inclusion is central to our efforts to drive growth and innovation, and it begins with open and creative minds. Diversity is a fact, Inclusion is a choice. We make thousands of decisions a day, our daily choice could have a different impact on advocating diversity and supporting inclusion at work and within our communities. Whether it’s a thought, words, or action, our choices matter.”

Visa Inc.

“We will remain focused on ensuring that Visa is a diverse and inclusive environment where different perspectives are valued, and all of our employees feel comfortable coming to work every day to do their best.”

Click the following link to learn more about Inclusion + Diversity at Visa Inc.