

2016-2017

DIVERSITY & INCLUSION GUIDE

PRESENTED BY THE
CAREER DEVELOPMENT CENTER
ON BEHALF OF THEIR
EMPLOYER PARTNERS

www.sju.edu/careers



Thank you for your interest in the Diversity & Inclusion Guide. This guide includes information on employers who want to support diversity & inclusion initiatives on campus, and ensure that they are recruiting a diverse workforce that is supported in an inclusive work environment.

If you would like to further explore a partnership with an employer based on their listing in the guide, please contact the person in that listing directly. When you reach out, mention that you received the person's contact information from the Career Development Center's Diversity & Inclusion Guide, and include which organization you are representing and what you are looking to explore further. It may be helpful to set up a phone call or meeting with the employer.

While these employers are looking to partner outside of recruiting, focusing more on diversity & inclusion initiatives, it's important to note that they are all open to working with, and if appropriate, recruiting from, a variety of majors. They are larger companies from diverse industries who have many different departments, and are largely more interested in a student's skill sets than major. This is good information to have if you speak with members that are interested in exploring job or internship opportunities with these companies.

If you have any questions about the best way to reach out to these employers, please contact careerhelp@sju.edu.

The Career Development Center is also available to partner with your organization to present on a number of different career and professional development topics, some of which include interviewing, internships, networking, values, career fair prep, resume writing, as well as several other topics. If you'd like to set up a session or workshop for your members, contact Lisa Hansinger at ehansing@sju.edu.



Employer: E&J Gallo Winery

Contact: Bristyn Davis, Recruiting Manager

Email: bristyn.davis@ejgallo.com

Employer Mission Statement

Gallo will remain a family company that will be the leader in the U.S. wine industry and the leading provider of California wines in select markets outside the U.S.

Employer View on Diversity & Inclusion

E & J. Gallo Winery is an equal opportunity employer who believes in growing and promoting the wide spectrum of backgrounds each of us brings to the organization. Gallo sees diversity as an opportunity to become a company that better reflects the world we live in. Embracing diversity is not only the right thing to do, it positions us to meet today's increasingly diverse marketplace. Gallo has networks within our company such as LGBTQ, GAAN (Gallo African American Network) and WOW (Women of Wine) just to name a few.

Organizations/Departments with which Employer is Seeking to Partner

Departments

-Partnering with the Career Development Center

Student Organizations

-Asian Students Association

-Black Student Union

-Caribbean Students Association

-Gender & Sexuality Alliance (SJU Pride)

-Hawk Women/Women's Leadership Initiative

-Latino Students Association

Types of Support Employer Can Offer

Providing Experts/Speakers for Events

Attending Student Organization Meetings

Participating in Service Activities



Employer: Independence Blue Cross

Contact: John Clayton, Director Diversity Inclusion & Workforce Initiatives / Human Resources

Email: john.clayton@ibx.com

Employer Mission Statement

Enhancing the health and wellness of the people and communities we serve.

Employer View on Diversity & Inclusion

We have strong external partnerships with many organizations that represent our diverse community. We have seven associate resource groups that support our corporate diversity and inclusion goals. We provide a diverse and inclusive environment where our employees and interns are able to do their best work.

Organizations/Departments with which Employer is Seeking to Partner

Departments

- Partnering with Faculty
- Partnering with the Career Development Center
- Partnering with the Veterans Office
- Partnering with the Office for Students with Disabilities
- Partnering with the Office for Inclusion & Diversity

Student Organizations

- Asian Students Association
- Black Student Union
- Bridging the Gap
- Caribbean Students Association
- Gender & Sexuality Alliance (SJU Pride)
- Hawk Women/Women's Leadership Initiative
- International Students Association
- Latino Students Association
- SJU Naturals

Types of Support Employer Can Offer

- Providing Experts/Speakers for Events
- Attending Student Organization Meetings
- Participating in Service Activities



Employer: Johnson & Johnson

Contact: Dan Jonaitis, Finance Director

Email: djonait1@its.jnj.com

Employer Mission Statement

Caring for the world, one person at a time...inspires and unites the people of Johnson & Johnson. We embrace research and science - bringing innovative ideas, products and services to advance the health and well-being of people. Our approximately 127,500 employees at more than 250 Johnson & Johnson operating companies work with partners in health care to touch the lives of over a billion people every day, throughout the world.

Employer View on Diversity & Inclusion

People and values are our greatest assets. We know that every invention, every product, and every breakthrough we've brought to human health and well-being has been powered by people. Not ordinary people, though, but people whose personal values drive them to make a difference in the world. We believe the shared values embodied in Our Credo help us attract and keep the most talented values-driven people in the world.

Diversity is a central part of the cultures across the Johnson & Johnson Family of Companies. It's a key to our people's passion for improving the health and well-being of people the world over. Further, our commitment to diversity and inclusion is deeply rooted in the values instilled by Our Credo and is exemplified in a number of our companies' programs and activities.

We recognize that differences in age, race, gender, nationality, sexual orientation, physical ability, thinking style and background bring richness to our work environments. Such differences help us connect better with the health needs of people in communities around the world.

We believe that attracting, developing and retaining a base of employees that reflects the diversity of our customers is essential to our success. We also believe success hinges on relationships with diverse professional and patient organizations, civic groups and suppliers.

Organizations/Departments with which Employer is Seeking to Partner

Departments

- Partnering with Faculty
- Partnering with the Career Development Center
- Partnering with the Veterans Office

Student Organizations

- Asian Students Association
- Black Student Union
- Caribbean Students Association
- Hawk Women/Women's Leadership Initiative
- Latino Students Association

Types of Support Employer Can Offer

- Providing Experts/Speakers for Events
- Providing Financial Sponsorship
- Attending Student Organization Meetings



Employer: Target

Contact: Amanda Abney, Lead Executive Recruiter/Talent Acquisition

Email: amanda.abney@target.com

Employer Mission Statement

We fulfill the needs and fuel the potential of our guests. That means making Target your preferred shopping destination in all channels by delivering outstanding value, continuous innovation and exceptional experiences—consistently fulfilling our Expect More. Pay Less.® brand promise.

Employer View on Diversity & Inclusion

We believe diversity and inclusivity make teams and Target better. And we'll live that belief as champions of a more inclusive society by creating a diverse and inclusive work environment, cultivating an inclusive guest experience, and fostering equality in society.

Organizations/Departments with which Employer is Seeking to Partner

Departments

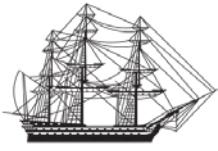
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Student Organizations

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Types of Support Employer Can Offer

- Providing Experts/Speakers for Events
- Attending Student Organization Meetings
- Participating in Service Activities



Vanguard[®]

Employer: Vanguard

Contact: Erika Grant, University Relations Specialist

Email: erika_kim_grant@vanguard.com

Employer Mission Statement

Our core purpose is to take a stand for all investors, to treat them fairly, and to give them the best chance for investment success.

Employer View on Diversity & Inclusion

Growth and development are themes that resonate throughout Vanguard. Successful careers are created when crew members can build positive professional relationships and work in an engaging, inclusive environment. This happens as crew members perform their roles and take advantage of opportunities to connect and develop outside of their day-to-day work.

Crew members can choose to participate in a wide range of activities. Offering a comprehensive set of options allows crew members to collaborate in ways that are meaningful to them. The Vanguard Gives Back program sponsors many initiatives and opportunities for those dedicated to community service. Crew Resource Groups (or CRGs) help crew members build networks within Vanguard and develop a more inclusive culture. These are just two examples of the opportunities crew members have to connect with others. Each site offers local activities, events, and initiatives that engage crew and allow them to exhibit their skills and interests. Cultivating an inclusive environment is an integral part of being a best place to work. Vanguard is committed to attracting, developing, and retaining the best people across all talent pools. This leads to better service for our clients' needs and ensures Vanguard's workforce continues to reflect our community and society at large.

Each of Vanguard's five Crew Resource Groups (CRGs) provide professional development, mentoring, and networking opportunities to create an engaging, inclusive environment for all crew members.

Hispanic/Latino Organization for Leadership Advancement (HOLA)

HOLA recognizes the importance of building connections and focuses their efforts on fostering a sense of community between Hispanic/Latino crew.

Leadership and Engagement for Asian Professionals (LEAP)

LEAP regularly builds awareness for Asian cultures and is the bridge between our Asian offices and Vanguard as a whole.

Out Professionals Engagement Network (OPEN)

OPEN continuously creates spaces within all of Vanguard to develop a supporting environment for lesbian, gay, bisexual, and transgender crew.

Vanguard Black Professionals Network (VBPN)

VBPN helps foster company culture by welcoming renowned speakers to campus and regularly holding networking opportunities for crew.

Women's Initiative for Leadership Success (WILS)

WILS dedicates efforts to provide countless professional and leadership development opportunities for both women and men at Vanguard.

Vanguard Continued

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Types of Support Employer Can Offer

- Providing Experts/Speakers for Events
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- Participating in Service Activities



Employer: Wawa, Inc.

Contact: Ronda Cavanagh, Inclusion Programs Lead

Email: Ronda.cavanagh@wawa.com

Employer Mission Statement

Fulfilling Lives, Every Day

Employer View on Diversity & Inclusion

At Wawa, we inspire commitment by creating a diverse and inclusive atmosphere where everyone can be themselves and participate. We set a tone that ensures that people feel valued for what they bring to the team. Wawa has five employee resource groups that are dedicated to driving inclusion throughout the organization.

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