

2017-2018

INCLUSION RESOURCE GUIDE

A LISTING OF EMPLOYERS
COMMITTED TO SUPPORTING
INCLUSION & DIVERSITY
EFFORTS AT SJU, PRESENTED BY
THE CAREER DEVELOPMENT
CENTER ON BEHALF OF THEIR
EMPLOYER PARTNERS

www.sju.edu/careers



Thank you for your interest in the Inclusion Resource Guide. This guide includes information on employers who want to offer their time and resources in support of inclusion and diversity initiatives on campus. These employers are committed to recruiting a diverse workforce that is supported in an inclusive work environment.

If you would like to further explore a partnership with an employer, 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 Inclusion Resource 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 inclusion and diversity 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 employers.

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, or if you have any questions about the best way to reach out to the employers in this guide, please contact Lisa Hansinger at ehansing@sju.edu.



C.H. ROBINSON

Employer: C.H. Robinson

Contact: Brian Skevington, Senior Recruiter/Human Resources

Email: brian.skevington@chrobinson.com

Employer Mission Statement

Our people, processes, and technology improve the world's transportation and supply chains, delivering exceptional value to our customers and suppliers.

Employer View on Diversity & Inclusion

C.H. Robinson makes sure diversity and inclusion is constantly a focus of our Talent Acquisition initiatives as well as our cultural make up. We have a diversity team and department that monitors our efforts as a company, we attend numerous collegiate diversity events, we attend seminars and non-campus diversity events to continue to stay at the forefront and drive these initiative in our company from the ground up.

Types of Support Employer Can Offer

Providing Experts/Speakers for Events
Providing Financial Sponsorship
Attending Student Organization Meetings
Engaging in Service Activities



Employer: Cigna

Contact: Joan McDevitt, Underwriting Manager - National Accounts

Email: joan.mcdevitt@cigna.com

Employer Mission Statement

To help the people we serve improve their health, well-being, and sense of security.

Employer View on Diversity & Inclusion

With a worldwide workforce of 35,000, and a sales capability in 30 countries with approximately 80 million customer relationships throughout the world, Cigna truly is a global health service company. Among our stakeholders – employees, customers, partners, suppliers and communities served – there are many different cultures, beliefs and values being represented.

Cigna takes an active, responsive approach to ensure that every employee develops an appreciation for our individual and collective experiences, different ways of thinking and diverse communication styles. At Cigna, we recognize that a diverse and inclusive environment is important to being a healthy workplace that improves the well-being of every individual around the globe whose life we touch.

Our Diversity and Inclusion strategy is an enabler of Cigna's Go Deep, Go Global, Go Individual business strategy and focuses on four areas:

1. Optimizing workforce composition, development and engagement
2. Differentiating the customer connection and enhancing value to clients
3. Developing culturally competent partnerships
4. Creating value in emerging communities

Types of Support Employer Can Offer

Attending Student Organization Meetings
Engaging in Service Activities



Employer: Ernst & Young

Contact: Bryan Ferretti, Campus Recruiter

Email: bryan.ferretti@ey.com

Employer Mission Statement

Our mission is to "Build a Better Working World" for our clients, stakeholders, and our community.

Employer View on Diversity & Inclusion

We are committed to diversity because studies have shown that more diverse and inclusive teams create perform better than more homogenous teams. We need diverse perspectives because our global structure demands we have voices from all backgrounds be in our firm to achieve our purpose of building a better working world.

Types of Support Employer Can Offer

Attending Student Organization Meetings
Providing Financial Sponsorship



Employer: Hormel Foods

Contact: Emily Mason, Corporate Recruiter

Email: eamason@hormel.com

Employer Mission Statement

At Hormel Foods, we strive to bring more to the table for customers, employees, consumers, shareholders and the communities where we live and work.

Being a leading corporate citizen is important to us and is reflected in the many initiatives we support. In 2016, we contributed \$11 million in cash and product donations to philanthropic areas such as hunger, education and local community support. We're proud of the difference we're making in our world and pleased that others are helping us share our story. For example, we received a perfect score on the Human Rights Campaign's Corporate Equality Index, were named one of the 100 Best Corporate Citizens by Corporate Responsibility Magazine and we ranked No. 1 on the 50 Best Companies to Sell For list by Selling Power Magazine.

Employer View on Diversity & Inclusion

Inclusion is our focus. Our workforce is changing and our consumers are changing. At Hormel Foods, we embrace diversity because it makes us a better company.

Diversity relates to those aspects of ourselves that make us unique. Inclusion refers to an environment that supports and nurtures that individuality and allows it to grow and prosper. Diversity is a given; we are all different. Inclusiveness is the journey we happily embrace. It's important to us because our workforce is changing and our consumers are changing. At Hormel Foods, we embrace diversity and inclusion because they make us a better company.

We work every day to create an environment where all employees feel as if they belong within our culture and still are valued for their individuality. We value the similarities and differences we share. Valuing our differences allows us to be more creative and innovative. We desire an environment filled with unique perspectives in which people feel challenged and excited coming to work every day, and where they aspire to remain for their entire careers. At Hormel Foods, we are creating a workplace where our people feel free to bring their whole selves to work.

Employee Resource Groups (ERGs)

Our employee resource groups help to create and maintain an inclusive work environment that supports diversity and inclusion. These groups offer opportunities for people to come together to build relationships, foster development, provide education and share information and ideas on common issues of interest.

Types of Support Employer Can Offer

Providing Experts/Speakers for Events
Attending Student Organization Meetings



Employer: Independence Blue Cross

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

Email: john.clayton@ibx.com

Employer Mission Statement

Mission

Enhancing the health and well-being of the people and communities we serve.

Vision

To be the Best Performing Blue...admired for our people, growth, and innovative leadership.

Our Value Proposition

Exceeding customers' expectations...through innovative health and well-being solutions.

Employer View on Diversity & Inclusion

Independence Blue Cross respects the diversity of our customers and our associates and values a culture of inclusion where everyone feels esteemed and supported.

At Independence, we value the individual differences of our associates, including such dimensions as age, education, ethnicity, gender, disability, family status, sexual orientation, gender identity, socioeconomic status, veteran status, and political and religious beliefs. We demonstrate our commitment to that principle through our words and our actions. The encouragement, consideration, and respect of a variety of ideas, backgrounds, characteristics, and preferences are essential to who we are as a company.

Our ability to serve our community and our performance as a company are enhanced by inviting and valuing a multitude of perspectives. Embracing diversity enables us to be more inclusive, vibrant, and innovative — which expands our reach and the possibilities we can envision for ourselves, our company, and those we serve.

Types of Support Employer Can Offer

Providing Experts/Speakers for Events
Attending Student Organization Meetings



Employer: Johnson & Johnson

Contact: Dan Jonaitis, Senior 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 132,500 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

Diversity at Johnson & Johnson is about your unique perspective. It's about you, your colleagues and the world we care for—all backgrounds, beliefs and the entire range of human experience—coming together. You view the world from a unique vantage point; a perspective that gives you problem-solving potential ideas, solutions & strategies that, when mobilized, can bring health to billions.

Inclusion at Johnson & Johnson is about creating a deep sense of belonging. It's about a culture where you are valued, your ideas are heard and you advance this culture for everyone.

Diversity & Inclusion at Johnson & Johnson means - You Belong.

Types of Support Employer Can Offer

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



PEPSICO

Employer: PepsiCo

Contact: Amanda Miller, Human Resources

Email: amanda.miller@pepsico.com

Employer Mission Statement

As one of the largest food and beverage companies in the world, our mission is to provide consumers around the world with delicious, affordable, convenient and complementary foods and beverages from wholesome breakfasts to healthy and fun daytime snacks and beverages to evening treats.

We are committed to investing in our people, our company and the communities where we operate to help position the company for long-term, sustainable growth.

Employer View on Diversity & Inclusion

At PepsiCo we recognize that each and every employee brings something unique to the table. We each have different backgrounds, experiences, education and styles.

PepsiCo leverages diversity and inclusion as a competitive business advantage that fuels innovation, strengthens our reputation and fosters engagement within internal and external communities worldwide.

We're strong individualists who thrive on collaboration. To us, it's all about respect for one another's unique traits, backgrounds, perspectives and experiences. Our teams reflect the diversity of our consumers and our communities, breaking down barriers, shattering glass ceilings and winning awards.

Types of Support Employer Can Offer

Providing Experts/Speakers for Events

Attending Student Organization Meetings

Participating in Service Activities



Employer: Target

Contact: Anita Galiano, Lead Executive Recruiter of Campus

Email: anita.galiano@target.com

Employer Mission Statement

As champions of diversity and inclusivity, we're making our business stronger, building our talented team, and working toward a more equal society.

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.

As demographics shift and people define their identities in increasingly nuanced ways, we'll continue to evolve our guest experience to make sure it reflects the changing world. By integrating diversity and inclusion throughout our business and company culture, we'll be able to offer guests more innovative and relevant experiences, which leads to growth and competitive advantage. Bottom line: It's good business.

Types of Support Employer Can Offer

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



Employer: Vanguard

Contact: Mike Borrelli, University Relations Specialist

Email: michael_borrelli@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.

Types of Support Employer Can Offer

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



Employer: Vertex

Contact: Craig Single, Director of Talent Acquisition

Email: craig.single@vertexinc.com

Employer Mission Statement

Unleash the strategic potential of Corporate Tax worldwide.

Employer View on Diversity & Inclusion

At Vertex, we are committed to developing an inclusive work environment where diversity of thought, style, culture, skill sets, and perspective is acknowledged and celebrated in support of individual performance and potential.

How do we define Diversity & Inclusion at Vertex?

Diversity is any dimension that can be used to differentiate groups and individuals from one another. The dimensions can include gender, race and ethnicity, nationality, disability, sexual orientation and gender identity, age, religion, physical appearance, military experience or thought. We all bring with us diverse perspectives, work experiences, lifestyles, and cultures. It is crucial to embrace our similarities and differences to create an environment of equality and respect. The best decisions are the result of well-rounded discussions that incorporate diverse points of view.

Inclusion is a state of being valued, respected, and supported. Inclusion should be reflected in an organization's culture, practices, and relationships to support a diverse workforce.

Types of Support Employer Can Offer

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



Employer: Wawa, Inc.

Contact: Ronda Cavanagh, Diversity & Inclusion Specialist

Email: ronda.cavanagh@wawa.com

Employer Mission Statement

Fulfilling Lives, Every Day

Employer View on Diversity & Inclusion

Working at Wawa is more than just a job – we inspire commitment to create 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.

We believe it is our responsibility to cultivate our associates' skills and abilities to help them realize their full potential. Therefore, Wawa provides our associates with many opportunities to learn and grow, such as:

- Formal and informal learning, including on-the-job and virtual learning paths and traditional classroom workshops, each carefully crafted for every position
- Internal job opportunities that encourage experiential project work, rotational positions, and stretch assignments
- Ongoing development programs
- Robust performance management and development planning processes, which are both self and manager directed
- Mentor program to help associates make connections based on career interests and developmental needs
- Employee Resource Groups with a focus on Veterans, women, LGBTQ, young professionals, and diverse cultures that promote inclusion by providing support, professional development and networking opportunities

Types of Support Employer Can Offer

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