About nemnet.com Minority Recruitment

Established in 1994, nemnet is a national resource organization that assists educational institutions in the identification and recruitment of minority teachers, administrators and coaches. Each year, nemnet works with over 350 public and private schools and serve over 2000 minority candidates in their search for employment. nemnet offers a variety of recruitment programs and services, all are designed to leverage technology to provide you with greater exposure and access to qualified minority candidates.

Recruitment Programs and Services:

• On-line Job Posting
• Minority Candidate Resume Database
• Diversity Career Fairs for Educators
• Diversity Training, Coaching & Consulting

2013 nemnet Diversity Career Fairs:

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
<th>School</th>
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<tbody>
<tr>
<td>Boston, MA</td>
<td>February 2, 2013</td>
<td>Winsor School</td>
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<tr>
<td>Livingston, NJ</td>
<td>February 9, 2013</td>
<td>Newark Academy</td>
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<td>Washington, DC</td>
<td>February 16, 2013</td>
<td>Sidwell Friends School</td>
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<td>Atlanta, GA</td>
<td>February 23, 2013</td>
<td>The Westminster Schools</td>
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About the Presenter

Warren Reid is the Founder and CEO of nemnet.com Minority Recruitment & Consulting Group. Born and raised in Brooklyn, NY, Warren is a graduate of Middlebury College and the Harvard Graduate School of Education. Prior to starting nemnet, he served as a teacher, three sport coach, advisor, dormitory parent, and Director of Multicultural Affairs at the Pomfret School [Pomfret, CT]. He is a Life Member of the Omega Psi Phi Fraternity, Inc., Chair of the Ohio Social Action Committee, mentor and coaches middle school basketball as a volunteer. In his capacity as CEO, he has presented at [8] NAIS POCC and Annual Conferences, served as a consultant to Harvard College, the NAACP and hundreds of independent schools in an effort to promote staff diversity. Warren is married to Najoh Tita, a native of Framingham, MA, graduate of Spelman College and the Duke Fuqua School of Business. They have two children; Langston [7] and Naima [5].
The questions and answers have been derived from a national three year study to examine Faculty of Color recruitment, employment and retention. The study involved 345 schools [k-12, public and private] and 205 minority candidates. nemnet is in the process of conducting a follow-up study. The research and results will be available January 2013.

1] **What factor most influenced a candidates' decision to accept an employment offer?**
   [Rank in order from: 1: Most - 5: Least]
   ____ Location
   ____ Salary & Benefits
   ____ Interview Process
   ____ Schools commitment to Diversity
   ____ Diversity of Staff

2] **What factor most influenced a candidates' decision to stay at his/her current place of employment?**
   [Rank in order from: 1: Most - 5: Least]
   ____ Schools commitment to Diversity
   ____ Opportunity to grow & develop professionally
   ____ Salary & Benefits
   ____ Support System
   ____ Location

3] **What is the average tenure of a minority candidate at a given independent school?**
   [circle one]
   a. 1 year
   b. 2 years
   c. 3 years
   d. 4 years
   e. 5 or more

4] **The average school will attend x number of diversity recruitment fairs this year?**
   [circle one]
   a. 0
   b. 1
   c. 2
   d. 3
   e. 4 or more

5] **The average school will allocate x number of dollars specifically for Diversity Recruitment?**
   (Not including potential placement fees)
   [circle one]
   a. $0 - $1000.00
   b. $1000.00 - $2000.00
   c. $2000.00 - $3000.00
   d. $3000.00 - $4000.00
   e. $4000.00 - $5000.00
   f. More than $5000.00

1. _____________________________  6. _____________________________
2. _____________________________  7. _____________________________
3. _____________________________  8. _____________________________
4. _____________________________  9. _____________________________
5. _____________________________  10. _____________________________

7] The average school will work with x number of minority recruitment firms this year? [circle one]
   a. 0   b. 1   c. 2   d. 3 or more

8] The average school will work with x number of majority recruitment firms this year? [circle one]
   a. 0   b. 1   c. 2   d. 3 or more

9] List four [4] Diversity Recruitment Resources:

1. _____________________________
2. _____________________________
3. _____________________________
4. _____________________________

10] In a survey of 205 newly hired minority candidates, the majority of them first learned of their current employment opportunity from what source? [circle one]

   a. College Career Service Office   d. Print Media [Newspapers, Magazines, etc.]
   b. The Internet [on-line]          e. Placement Agency
   c. Family/Friends
6 Dimensions of Successful Diversity Recruitment

1. Self/Needs Assessment
   ___ Have you defined your mission as it relates to Diversity and in particular to minority recruitment?
   ___ What are your Diversity Goals for Faculty, Staff and Administration?
   ___ What do the institutional images and messages [verbal and nonverbal], convey to the outside world?
   ___ Who is driving the change?

2. Human Resources
   ___ Who will own, manage and do the work? Will it be an Individual Approach or Team Approach?
   ___ What measures will be in place to ensure transfer of information, resources and contacts?

3. Financial Resources
   ___ What financial resources have been allocated to do the work?
   ___ What are the costs associated with hiring minority candidates?
   ___ How can you leverage your diversity recruitment dollars to maximize your efforts and exposure?

4. Supply Resources
   ___ Where do you advertise and recruit? Are you reaching our targeted audience? How do you know?
   ___ What Nontraditional Recruitment Firms can assist us in this process?
   ___ What Local, State, Regional and National:
      Colleges and Universities can assist you in this process?
      Civic and Social Organizations can assist you in this process?
      Resources and Programs can assist you in this process?
      Diversity Job Fairs can assist you in this process?
   ___ How will you establish and institutionalize a supply network of resources and contacts?

5. Leveraging Technology
   ___ What technologies are you currently employing to assist in the recruitment process?
   ___ How can you make better use of technology to assist in the recruitment process?

6. Evaluation and Accountability
   ___ How will you know when you have achieved your goals and objectives?
      And if not, what changes must be made?
   ___ How will you evaluate and measure your performance?
Sample Supply Sources

I. Colleges, Universities & Graduate Schools
Career Development Centers
Office of Multicultural Affairs
Teacher Education Department
Student Organizations

II. Civic, Social & Professional Organizations
National Urban Leagues /NAACP/Churches /Minority Chambers of Commerce
Minority Fraternities and Sororities [National and Regional Chapters]
Boys and Girls Clubs /Mentoring Programs

III. Minority Recruitment Firms

IV. Career Fairs
Diversity Career Fairs
Education Career Fairs

V. Media: Print/Radio
Minority Educator Magazine
Black/Hispanic Enterprise
Local Radio Station

VI. On & Off-line Community
Direct Email Distribution
Diversity List Serves
School Website Employment Center
Social Networking Platforms [Facebook, Twitter, Linkedin, etc.]
Parent/Alumni Groups
Build Your Own Supply Network

I. Colleges, Universities & Graduate Schools

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II. Civic, Social & Professional Organizations

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III. Minority Recruitment Firms

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IV. Career Fairs

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V. Media: Print/Radio

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VI. On & Off-line Community

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AUGUST - SEPTEMBER
• Review publications, potential listings and announcements for ethnically sensitive language
• Assess potential openings and opportunities [Retirements, Expansion, Retrenchment]
• Identify/Review/Update contacts at local, regional and state Colleges, Universities and Graduate Schools
• Identify local, regional and state Diversity/Education Career Fairs, Workshops and Conferences
• Develop PSA’s
• Assemble and organize personnel and committees to do the "work"

OCTOBER - DECEMBER
• Email Supply Network [Colleges, Universities and Graduate Schools, Civic and Social Orgs, Churches, etc.]
• Register/Attend local, regional and state Diversity/Education Career Fairs, Workshops and Conferences
• Register with Diversity Recruitment Firms, Agencies and Organizations
• Distribute PSA’s

JANUARY - MARCH
• Attend local, regional and state Diversity/Education Career Fairs, Workshops and Conferences
• Post jobs with Diversity Recruitment Resources and Agencies
• Email Supply Sources [Colleges, Universities and Graduate Schools, Civic and Social Orgs, Churches, etc.]
• Schedule candidate visits and Open Houses
• Review/Screen Candidate Resumes

APRIL - JUNE
• Candidate visits and Interviews
• Review/Screen Candidate Resumes
• Email Supply Sources [Colleges, Universities and Graduate Schools, Civic and Social Orgs, Churches, etc.]

JULY - AUGUST
• Review budget, policies, procedures and plan.
• REST... You deserve it!
MINORITY RESOURCES INDEX 1

ALUMNI ASSOCIATIONS
National INROADS Alumni Association (NIAA)
Hispanic Association of Colleges and Universities (HACU)
Prep for Prep
Steppingstone Foundation
A Better Chance (ABC)
Bell Foundation

COMMUNITY / POLITICAL / SPECIAL INTEREST / FOUNDATIONS
100 Black Men of America
Association of Kenyan Professionals in Atlanta (AKPA)
Congressional Black Caucus
Congressional Hispanic Caucus Institute (CHCI)
National Association for the Advancement of Colored People (NAACP)
National Coalition of 100 Black Women
National Urban League
National Association of Negro Business and Professional Women’s Clubs
National Council of Negro Women (NCNW)
Boys and Girls Clubs of America

EDUCATIONAL / ACADEMIA
African Studies Association (ASA)
California Association for Bilingual Education
National Alliance of Black School Educators (NABSE)
National Association of African American Studies & Affiliates
National Association of Colleges and Employers
National Association for Multicultural Education [NAME]
National Black Graduate Student Association

NATIONAL FRATERNITIES & SORORITIES
Alpha Kappa Alpha Sorority
Alpha Phi Alpha Fraternity
Corazones Unidos Siempre/ Chi Upsilon Sigma National Latin Sorority
Delta Sigma Theta Sorority
Iota Phi Theta Fraternity
Kappa Alpha Psi Fraternity
Kappa Phi Gamma Sorority
Latinas Promoviendo Comunidad/Lambda Pi Chi Sorority
Omega Psi Phi Fraternity
Phi Beta Sigma Fraternity
Phi Iota Alpha Fraternity
Sigma Gamma Rho Sorority
Zeta Phi Beta Sorority
MINORITY RESOURCES INDEX II

Minority Magazines, Journals, and Publications:
Black Enterprise Magazine
Black EOE Journal
Black Issues In Higher Education
DiversityInc
Diversophy.com
Ebony
Essence
Estylo
Hispanic
Hispanic Enterprise Magazine
Human Resource Planning
India Currents
Latina
Little India
Masala
Mira!
Native Peoples
Onyx Woman
Saludos Hispanos
Today's Black Woman
Tribal Employment Newsletter
Urban Latino
Vista

Equal Opportunity
Woman Engineer
Minority Engineer
CAREERS & the disABLED
Workforce Diversity For Engineering And IT Professionals
Hispanic Career World
African-American Career World
MINORITY RESOURCES INDEX III: General Resources

**Diversity Link**
[http://www.diversitylink.com](http://www.diversitylink.com)
Job listings and resume postings targeted for diversity candidates (women, persons from varied ethnic backgrounds, disabled candidates, etc.)

**HireDiversity**
[http://www.hirediversity.com](http://www.hirediversity.com)
National diversity recruitment service linking qualified entry-level to senior-level candidates with Fortune 500 companies and the government. It has separate news channels of interest to each different population, but the jobs listed are all in one job bank.

**IMDiversity.com**
[http://www.imdiversity.com](http://www.imdiversity.com)
Sponsored by The Black Collegian, this is an excellent resource for all minority and diversity candidates, including women and the disabled. The many villages include resources and information specific for each group, and those without a separate village will find information in the global village.

**Minority Professional Network**
[http://www.minorityprofessionalnetwork.com](http://www.minorityprofessionalnetwork.com)
Focused on the minority professional this is a wonderful site with career, business, and lifestyle information. This organization also sponsors several "offline" events throughout the US and abroad providing excellent networking opportunities with real face-time!

**The Multicultural Advantage**
[http://www.multiculturaladvantage.com](http://www.multiculturaladvantage.com)
"The Empowerment Community for People of Color." Career advice, employment resources, and much more, all targeted to persons of color.

**BestDiversityEmployers.com**
[http://www.bestdiversityemployers.com](http://www.bestdiversityemployers.com)
Career resources, resume postings, company profiles, job listings, and much more to a diverse population. You can also check the schedule for career and job fairs in your area.

**American Institute for Managing Diversity**
[http://www.aimd.org](http://www.aimd.org)

**Diversity Web, Association of American Colleges and Universities**
[http://www.diversityweb.org](http://www.diversityweb.org)

**Society for Human Resources Management**
[http://www.shrm.org/diversity]
MINORITY RESOURCES INDEX IV: Resources by Ethnic Groups

African American

Black Collegian Online [http://www.black-collegian.com]
The print publication for college students and professionals of color has extensive information, articles and other resource online.

Black Voices [http://www.blackvoices.com]
An online community for African Americans.

Blackworld [http://www.blackworld.com]
An enormous international Internet directory designed primarily, but not exclusively, for black communities around the world.

National Black MBA Association [http://www.blackmbaa.org]
A business organization which leads in the creation of economic and intellectual wealth for the African-American community.

Asian American

AsianAvenue.com [http://www.asianavenue.com]
The portal for the Asian American community.

Asian American Economic Development Enterprises, Inc. (AAEDE) [http://www.aaede.org]
A full-service nonprofit organization dedicated to economic self-help for Asian-Americans and others.
The organization lists job opportunities on its site by company name and links to additional resources for your search.

All-volunteer organization whose mission is to promote the personal and professional development of the Asian American community.

Indigenous / Native Populations

Dedicated to the “building of community by bridging science and technology with traditional Native values.”
It helps American Indian and Native Alaskan students prepare for careers in science, technology, engineering, and business.

NativeWeb [http://www.nativeweb.org]
An international nonprofit organization dedicated to educating the public about indigenous cultures and issues.
Contains great links to Native American Resources professional and community organizations.

The Tribal Employment Newsletter [http://www.nativejobs.org]
A recruitment tool for employers who want to increase their efforts to hire diverse populations.
MINORITY RESOURCES INDEX IV: Resources by Ethnic Groups [continued]

Hispanic / Latino

Society of Hispanic Professional Engineers [http://www.shpe.com]
A social-technical organization whose primary function is to promotes the development of Hispanics in engineering, science and other technical professions to achieve educational excellence, economic opportunity and social equity.

Hispanic Online [http://www.hispaniconline.com]
A leading Web and America Online forum for Latinos living in the United States. The site offers job listings, chat rooms, message boards, and news, events, and issues of interest to the Latino community based on Hispanic magazine, a monthly for and about Latinos, with a national circulation of 250,000 and a readership of more than one million.

iHispano.com [http://www.ihispano.com]
The source for Latino careers online. Not strictly a US source, iHispano.com is operated by David Gomez & Associates, the largest Latino-owned search firm and a member of the Inc 500.

LatPro [http://www.latpro.com]
Dedicated to Hispanic and bilingual (Spanish/English and Portuguese/English) professionals since 1997. Several Fortune 100 companies use this site along with thousands of others.

Saludos [http://www.saludos.com]
A web site dedicated exclusively to promoting Hispanic careers and education, supported by Saludos Hispanos magazine. Information here includes a Career Center with job listings and an Education Center with announcements of internships, mentoring programs, and scholarship opportunities including articles from Saludos Hispanos Magazine.

National Society of Hispanic MBAs (NSHMBA) [http://www.nshmba.org]
The National Society of Hispanic MBAs is a non-profit organization which serves 28 chapters and 6,000 members in the U.S. and Puerto Rico. It exists to foster Hispanic leadership through graduate management education and professional development. NSHMBA works to prepare Hispanics for leadership positions throughout the U.S., so that they can provide the cultural awareness and sensitivity vital in the management of the nation's diverse workforce.
This tool is designed to assist schools in assessing the strengths and weaknesses of their minority recruitment program and to help identify priority issues for action. The Nemnet MRAT is aimed at determining what is and is not working while identifying resource gaps in the key areas that are required for success. The results can be utilized to develop a comprehensive approach to address the obstacles of successful minority recruitment.

**Directions for completing the tool:**
- Rate the statement/issue as it relates to your schools' ability to attract and maintain a diverse staff
- **RATING SCALE:** 1: Strongly Agree  2: Agree  3: Neutral  4: Disagree  5: Strongly Disagree

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<thead>
<tr>
<th>STATEMENT/ISSUE</th>
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<tr>
<td>1. The administration recognizes and believes in the need for focused and sustained minority recruitment efforts:</td>
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<td>2. Clear minority recruitment goals have been established and key administration are accountable for the results:</td>
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<td>3. The organizational structure and work process has been established for minority recruitment:</td>
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<td>4. Roles and responsibilities are assigned to individuals with the power to deliver work and make decisions:</td>
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<td>5. Key personnel have been trained in the area of diversity recruitment:</td>
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<td>6. There is an established budget for minority recruitment:</td>
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<td>7. The Recruitment Plan is complete for the year and aligned with key administration:</td>
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<td>8. There is a developed list of resources to assist in the identification and recruitment of minority candidates:</td>
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<td>9. The Recruitment Calendar is complete for the year and aligned with key administration:</td>
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<td>10. Feedback instruments have been implemented to continually improve recruitment efforts:</td>
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<td>[i.e., Exit Interviews, Year End Evaluations, etc.]</td>
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Thank you for completing the Nemnet MRAT.

*If you scored over 20,*
please call 888.919.1112 to see how Nemnet can assist you in achieving your diversity recruitment goals.
Evaluation Form

nemnet Minority Recruitment strives to provide schools and organizations with information and resources that assist them in maximizing their recruitment efforts. We are very interested in receiving feedback about your experience with us. Your comments and suggestions allow us to continually improve our programs and services. All evaluations are confidential.

Optional: Name ________________________________  Email: ______________________________________
School / Organization:__________________________________________________________________________

Dissatisfied  Extremely Satisfied

Workshop Registration:  1--------2--------3--------4--------5
Quality of Presentation:  1--------2--------3--------4--------5
Quality of Information and Resources:  1--------2--------3--------4--------5
Knowledge of Presenter:  1--------2--------3--------4--------5
Overall Experience:  1--------2--------3--------4--------5

General
Would you recommend this workshop to a colleague?       Y / N
Is your school currently registered with nemnet.com Minority Recruitment? Y / N
Have you participated in any nemnet Diversity Career Fairs? Y / N
Would you like to receive information on nemnet.com Minority Recruitment programs and services? Y / N

If yes, please provide us with your email address: _______________________________________________

List the other Diversity Faculty Recruitment Workshops that you have attended in the last 3 years:

___________________________________________________________________________________________________
___________________________________________________________________________________________________

Best part of the nemnet.com Minority Faculty Recruitment Workshop was:

___________________________________________________________________________________________________
___________________________________________________________________________________________________

Testimonial | Comments:

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