



# Diversity Statement

Recruiting Expectations



Dyson  
Nolan  
Johnson

**Cornell**  
**SC Johnson College of Business**

OFFICES OF CAREER MANAGEMENT AND DIVERSITY & INCLUSION

### **Recruiting Expectations Regarding Diversity**

We at the Cornell SC Johnson College of Business Career Management Center are committed to partnering with companies and organizations to recruit a diverse pool of candidates. This includes diversity in race, ethnicity, gender, sexual orientation, age, veteran status, individuals with disabilities, culture, nationality, and experiences. We expect our recruiting companies and organizations to recognize the power that diversity, inclusion, equity, and belonging bring to the environment and to understand that there is a high correlation between utilizing diverse teams and yielding strong financial performance.

Related to this, we expect our recruiting companies and organizations to incorporate diverse representation throughout the recruiting process, to commit to hiring and retaining a diverse workforce, and to ensure that there is no discrimination during the recruiting and hiring process.

In addition, we expect our recruiting companies to commit to the following principles:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, progression opportunities, and support resources available to all staff.
- To encourage anyone who feels they have been subjected to discrimination to safely raise their concerns so that corrective measures can be applied.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all employment practices and procedures so that fairness is maintained at all times.

As we have in the past, we will investigate any incidents that violate these principles and will re-evaluate our partnership with any company and/or individual to protect our students and promote positive societal change.

We welcome and encourage dialog with our recruiting partners on matters related to diversity, equity, belonging, and inclusion throughout the recruiting process and beyond.

### **Diversity Recruiting Partner Organizations**

We continue to demonstrate our commitment to promoting diversity in the business community by partnering with the following organizations. We encourage firms that recruit Cornell SC Johnson College of Business students to consider partnering with these or other organizations as a visible commitment to diversity, equity, belonging, and inclusion.

- List of national organizations that the Cornell SC Johnson College of Business is affiliated with
  - MBA
    - [Consortium](#)

- [Reaching Out MBA](#)
  - [Veteran MBA](#)
  - [Jumpstart](#)
  - [Toigo](#)
  - [Prospanica](#)
  - [Lime Connect](#)
- Both MBA and Undergraduate
  - [Forte Foundation](#)
  - [Management Leaders for Tomorrow](#) (MLT)
- Undergraduate
  - [Out 4 Undergrad](#) (O4U)
  - [Seizing Every Opportunity](#) (SEO)
  - [Inroads](#)
  - [National Society of Minorities in Hospitality](#) (NSMH)
- [Offices of Diversity and Inclusion](#)
  - [Johnson MBA](#)
  - [Dyson](#)
  - [Nolan](#)
- List of our student multicultural organizations within Cornell University and the SC Johnson College of Business
  - MBA
    - Contact [Derron Borders](#), Johnson Office of Diversity and Inclusion for more information
    - All Part of the [Diversity Council](#)
    - [Black Graduate Business Students \(BGBA\)](#)
    - [Women's Management Council \(WMC\)](#)
    - [Hispanic American Business Leaders Association \(HABLA\)](#)
    - [Out 4 Business \(O4B\)](#)
    - [Association of Veterans](#)
    - [Access Johnson \(Disability and Neurodiversity\)](#)
    - [Student Allies for Gender Equity \(SAGE\)](#)
    - [Asia Business Association](#)
  - Graduate
    - Contact [Jennifer Majka](#), Dyson Office of Diversity and Inclusion for more information

- [Diversity in Cornell Economics](#)
- Undergraduate
  - Contact [Jennifer Majka](#), Dyson Office of Diversity and Inclusion for more information
    - [Queer Professional Community \(QPC\)](#)
    - [D&I Business Advisory Council \(DBAC\)](#)
    - [Dyson Inclusion \(DysINC\)](#)
    - [Association of Latinx Professionals for America \(ALPFA\)](#)
    - [Cornell Undergraduate Veterans Association](#)
    - [Society for Women in Business \(SWiB\)](#)
    - [Forte Campus at Cornell](#)
    - [Dyson Diversity Council](#)
    - [A Seat at the Table](#)
    - [Diversity and Inclusion in Real Estate](#)
    - [Non-Traditional Student Organization at Cornell](#)
    - [Women Leaders of Color](#)
  - Contact [Victor Younger](#), Nolan Office of Diversity and Inclusion for more information
    - [National Society of Minorities in Hospitality \(NSMH\)](#)
    - [Cornell Real Estate Women \(CREW\)](#)
    - [Women Leadership in Hospitality \(WLiH\)](#)
    - [Philip Payton Society for Minorities in Real Estate \(PPS\)](#)

### **Engagement Opportunities**

We are happy to work with our recruiting companies to tailor the engagement that aligns best with corporate and student needs. See below for types of engagement opportunities.

- Coffee chats and lunch & learns
- Club activities
- Case competitions and hackathons
- Programming on current topics regarding diversity
- Career prep workshops: resume reviews, mock interviews, networking tips, etc.

- Personal development workshops: cultural intelligence, unconscious bias, the business case for diversity, critical thinking, etc.
- And many more

### **Recruiting Guides**

Click below for more information on recruiting.

- [MBA Recruiting Information](#)
- [Undergraduate and Master's Recruiting Information](#)

Please contact [Cynthia Saunders-Cheatham](#), Associate Dean, Student Services and Career Management for the Cornell SC Johnson College of Business, with any questions.