

DIVERSITY OUTREACH / ADVERTISING RESOURCES
Staff Recruitment Services & UNM Temps

The goal of the University's recruitment and hiring process is to achieve an excellent and balanced workforce with representation and participation from diverse sectors of our society. The University of New Mexico has a responsibility to its students and to the citizens of the state to actively recruit and hire the best-qualified individuals that it can, and to do so in the context of its commitment to affirmative action principles and diversity.

In order to meet the University's commitment to maintain and improve workforce diversity, Hiring Officials must show good faith efforts to target recruitment of minority, women, veteran, and disabled job-seekers to ensure their representation in the applicant pool, regardless of whether the position has a placement goal or not due to underutilization, and to treat all applicants fairly.

GENERAL DIVERSITY RESOURCES

<u>RESOURCE</u>	<u>COST</u>	<u>DURATION</u>
<u>NM Department of Workforce Solutions</u> The New Mexico Workforce Connection is a world-class, market-driven workforce delivery system that brings New Mexico-based job opportunities to job seekers.	FREE	60 days
<u>DiversityJobs.com</u> Jobs posted to DiversityJobs.com will run on all relevant JustJobs sites, which include: AfricanAmericanHires.com, AsianHires.com, WeHireWomen.com, AllHispanicJobs.com, VeteranJobs.net, LatinoJobs.org, DisabilityJobs.net, and AllLGBTJobs.com. The DiversityJobs network sees 6.5+ million job seekers annually.	\$281.25	30 days
<u>LocalJobNetwork.com</u> Comprised of multiple diversity employment web sites focusing exclusively on local communities in New Mexico. New Mexico Local Job Network is the premier online network for New Mexico jobs and careers – connecting the most progressive companies with the most qualified diverse work force. Job postings are automatically posted to NewMexicoJobNetwork.com, NewMexicoDiversity.com and e-mailed daily/weekly through Local Job Network's Community and Diversity Outreach program connecting jobs with active and passive job seekers from diverse community partners.	FREE	Duration of Posting
JobTarget Diversity Media Package (DMP) UNM Recruiting Services has partnered with JobTarget to create a diversity media package saving departments 60% to advertise their posting on the leading Diversity job sites! JobTarget's Diversity Media Package (DMP) makes it affordable to reach the best minority candidates. Your job posting will be listed on the following diversity sites and many others:	\$311.25	30 days
- WorkplaceDiversity.com - The National Urban League - AsianLife.com - Diversitree.com - Latin American Association - Veterans Enterprise - WeHireWomen.com - DiversityJobs.com - Women in Business - Black Perspective - Mamiverse.com - AllLGBTJobs.com		
<u>Diversity.com</u> America's most trusted source for recruiting job-seekers from diverse ethnic cultures, life styles, life stages, creative persuasions, abilities, religious affiliations and gender.	\$229.94	30 days
<u>IMDiversity.com</u> IMDiversity is dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans, and Pacific Islanders, Latino/Hispanic Americans, Native Americans, and women.	\$118.75	30 days
<u>INSIGHT Into Diversity</u> INSIGHT Into Diversity is a 35-year-old leading national diversity and inclusion magazine (read by 1 million monthly) and corresponding website. Highly regarded for its in-depth content and extensive career opportunity listings,	\$398.75	60 days

INSIGHT Into Diversity successfully connects employers to the most highly qualified diverse professionals.

Monster.com	\$468.75	31 days
Monster is the original and premier provider of global online recruitment solutions, bringing together employers and job seekers to improve their lives.		

CareerBuilder.com	\$523.75	31 days
CareerBuilder's mission is to be the global leader in online recruitment advertising by being an employee-driven, customer-focused organization that provides the best rate of return to their shareholders.		

DIVERSITY RESOURCES FOR HIGHER EDUCATION

<u>RESOURCE</u>	<u>COST</u>	<u>DURATION</u>
HigherEdJobs.com	(UNM Main Campus & HSC Staff)	30 days
	Main & HSC Faculty	30 days
	Branch Campuses	30 days

HigherEdJobs is one of the leading sources for jobs and career information in academia.

****Please note that HigherEdJobs.com postings are initiated through the UNMJobs posting Action.**

HEJ Affirmative Action Email Blast	\$60.00	Email Blast
The email is sent weekly to over 250,000 job seekers and features job postings from colleges and universities that are actively recruiting candidates in accordance with affirmative action or diversity plans. The recipient list is opt-in and proprietary; each recipient has asked to receive it.		
**Please note that Affirmative Action Emails must be used with a HigherEdJobs.com job posting and are initiated through the UNMJobs posting Action.		

Chronicle of Higher Education	\$400.00	60 days
The Chronicle of Higher Education Magazine career center offers both online and print options for postings.		

Inside Higher Ed	\$373.75	60 days
Inside Higher Ed is the free daily news website for people who work in higher education. Breaking news, lively debate, and thousands of jobs at institutions around the country and around the world bring more than 500,000 monthly readers to the site. Recruit with Inside Higher Ed to reach the world's smartest people.		

RESOURCES REACHING AFRICAN AMERICAN JOB-SEEKERS

<u>RESOURCE</u>	<u>COST</u>	<u>DURATION</u>
BlacksinHigherEd.com	\$156.25	30 days
Blacks in Higher Education, part of The Diversity Trio including AsiansinHigherEd.com and HispanicsinHigherEd.com, is a modern online job board committed to increasing the pool of qualified, minority candidates for staff, faculty, and management employment opportunities at colleges and universities.		

American Association of Blacks in Higher Education - AABHE	\$375.00	30 days
The American Association of Blacks in Higher Education (AABHE) pursues the educational and professional needs of Blacks in higher education with a focus on leadership, access, and vital issues impacting students, faculty, staff, and administrators. AABHE also facilitates and provides opportunities for collaborating and networking among individuals, institutions, groups, and agencies in higher education in the United States and Internationally.		

National Association of Black Social Workers	\$281.25	30 days
The National Association of Black Social Workers, Inc., comprised of people of African ancestry, is committed to enhancing the quality of life and empowering people of African ancestry through advocacy, human services delivery, and research.		

Black Perspective	\$243.75	30 days
The Black Perspective has been a part of the EqualityMagazines.com family of targeted recruitment and compliance enhancing resources for more than 20 years. The Black Perspective is dedicated to promoting diversity and inclusion as well as equal opportunity in the workplace. For this reason we act as a bridge between companies who are actively recruiting African American candidates within that targeted talent pool. The Black Perspective is recognized by the OFCCP as one of the best ways to extend your companies GFE's with an eye toward compliance.		

<u>The HBCU Career Center</u>	\$123.75	30 days
<p>The HBCU Career Center was established in 2007 with one primary goal - to support the professional development and career success of the uniquely diverse students, alumni, and staff of America's Historically Black Colleges and Universities (HBCU). Employers interested in connecting with this audience and the extended communities they serve should share job and internship opportunities through our job board.</p>		
<u>Black Careers</u>	\$531.19	30 days
<p>As a division of CareerBuilder.com, the nation's largest online job site with more than 23 million unique visitors and over 1.6 million jobs, BlackCareers.com offers African-American job seekers the ability to quickly target job and internship opportunities from the nation's top employers.</p>		
<u>National Black MBA Association</u>	\$376.19	60 days
<u>National Association of Black Accountants</u>	\$356.25	30 days
<p>NABA represents the interests of over 100,000 African-American professionals in the fields of accounting and auditing, finance, consulting, and management information systems, as well as a host of other career tracks relating to finance functions. NABA's Career Center confidentially links jobs with job seekers, providing a powerful tool for all levels of staffing and professional development.</p>		
<u>National Black Nurses Association</u>	Quote Required	
<p>NBNA represents approximately 150,000 African American nurses from the USA, Eastern Caribbean, and Africa, with 76 chartered chapters nationwide. The NBNA mission is to provide a forum for collective action by African American nurses to "investigate, define, and determine what the health care needs of African Americans are and to implement change to make available to African Americans and other minorities health care commensurate with that of the larger society."</p>		
<u>Association of Black Health-System Pharmacists</u>	\$375.00	45 days
<p>The mission of the ABHP is to foster collaboration, leadership, education, advocacy, and research ("our mission is C L E A R") that protects and improves the health status and quality of life of minority patients, and to advance the practice of minority and other pharmacists in the health system.</p>		
<u>National Black Association for Speech, Language And Hearing</u>	\$186.25	60 days
<p>National organization for Black speech-language pathologists and audiologists interested in: promoting an increase in the number of certified African American (Black) speech-language and hearing professionals; promoting improvement in the quality of speech, language, and hearing services to communicatively handicapped African Americans; promoting the research and development of a body of knowledge of the identification, diagnosis, and treatment of communicatively handicapped African Americans.</p>		
<u>American Association of Blacks In Energy</u>	\$213.69	45 days
<p>The American Association of Blacks in Energy (AABE) is a national association of energy professionals founded and dedicated to ensure the input of African Americans and other minorities into the discussions and developments of energy policies regulations, R&D technologies, and environmental issues.</p>		
<u>NABJ Journal - National Association of Black Journalists</u>	\$201.19	30 days
<p>NABJobs Online is a tool to match the National Association of Black Journalists' 3000 journalists, media-related professionals, and students with media companies. Our goals are to 1) Increase the number of African Americans employed in the media, and 2) Increase the number of African Americans in management positions in media industries.</p>		

RESOURCES REACHING ASIAN/PACIFIC ISLANDER JOB-SEEKERS

RESOURCE	COST	DURATION
<u>Asians in Higher Ed</u> Asians in Higher Education, part of The Diversity Trio including Blacks in Higher Ed.com and Hispanics in Higher Ed.com, is a modern online job board committed to increasing the pool of qualified, minority candidates for staff, faculty, and management employment opportunities at colleges & universities.	\$156.25	30 days
<u>National Association of Asian American Professionals</u> NAAAP: The National Association of Asian American Professionals is the largest and fastest growing Asian American professional organization in the U.S. and Canada. Vision: "NAAAP is the proving ground for North-American Asian Professionals, forging leaders of tomorrow through professional development, cultural awareness, and community service.	\$187.50	60 days
<u>Asian-jobs.com</u> Asian-jobs.com is the most affordable job board to find bilingual/Asian-speaking professionals ranging from entry level to executive level nationwide. Asian-jobs.com cross-posts jobs to other job boards and has alliances with many high-traffic websites.	\$194.94	60 days
<u>Asian Life</u> The first and largest network of its kind, AsianLife.com is a truly worldwide, Pan-Asian online community with Asian America at its core. At AsianLife.com, Asian professionals can cultivate their careers, connect with people, and be a part of the exploding global Asian community.	\$243.75	60 days
<u>Asian Health Care Leaders Association</u> The Association of Asian Pacific Community Health Organizations (AAPCHO) is a national association representing community health organizations dedicated to promoting advocacy, collaboration and leadership that improves the health status and access of Asian Americans & Native Hawaiians and other Pacific Islanders (primarily through our member community health centers.	\$444.94	30 days

RESOURCES REACHING HISPANIC/LATIN AMERICAN JOB-SEEKERS		
RESOURCE	COST	DURATION
<u>Hispanics in Higher Ed</u> Hispanics in Higher Education, part of The Diversity Trio including Asians in Higher Ed.com and Blacks in Higher Ed.com, is a modern online job board committed to increasing the pool of qualified, minority candidates for staff, faculty, and management employment opportunities at colleges & universities.	\$156.25	30 days
<u>2Trabajo.com</u> 2Trabajo.com is a free job posting site for companies who want to increase their employee diversity, seek qualified professionals with experience in the Latino market or community, and/or are bilingual in Spanish.	FREE	30 days
<u>Hispanic/Latino Professionals Association (HLPAs)</u> America's largest Diversity & Inclusion job board reaching the Latino community and bilingual professionals. Each year, the HLPAs program matches the Nation's top Hispanic/Latino talent with America's best organizations, and identifies stable and secure organizations who are currently hiring with a commitment to Diversity and the Hispanic/Latino community.	\$69.93	30 days
<u>Hispanic-Jobs.com</u> Bilingual jobs for English/Spanish-speaking professionals. Opportunities ranging from entry level to executive level nationwide! Employers can recruit bilingual job seekers at an affordable rate.	\$218.75	60 days

National Hispanic Medical Association Newsletter

Quote Required

The National Hispanic Medical Association is a non-profit association representing the interests of 45,000 licensed Hispanic physicians in the United States

\$4.38

60 days

NGMA is the forum for grants and program management professionals to collaborate, network, and share insight on the practice of full lifecycle grants management.

Society of Hispanic Professional Engineers

\$343.75

60 days

The Society of Hispanic Professional Engineers (SHPE) was founded in Los Angeles, California, in 1974 by a group of engineers employed by the city of Los Angeles. Their objective was to form a national organization of professional engineers to serve as role models in the Hispanic community. The concept of networking was the key basis for the organization. SHPE quickly established two student chapters to begin the network that would grow to encompass the nation as well as reach countries outside the United States. Today, SHPE enjoys a strong but independent network of professional and student chapters throughout the nation.

Hispanic Today

\$243.75

30 days

Hispanic -Today has been a part of the EqualityMagazines.com family of targeted recruitment and compliance-enhancing resources for more than 20 years. Hispanic-Today is your best choice for diversity careers, job hunting, and educational advice within the Hispanic community. All the companies seen throughout our website are actively recruiting Hispanic-Americans.

National Society of Hispanic Physicists

\$7.44

30 days

The purpose of this society is to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific community of the United States and within society at large. The Society seeks to develop and support efforts to increase opportunities for Hispanics in physics, and to increase the number of practicing Hispanic physicists, particularly by encouraging Hispanic students to enter a career in physics.

Hispanic Dental Association

\$311.25

30 days

The Hispanic Dental Association is a national, nonprofit 501(c)3 organization comprised of oral health professionals and students dedicated to promoting and improving the oral health of the Hispanic community, and providing advocacy for Hispanic oral health professionals across the US.

National Hispanic Media Coalition (NHMC)

\$7.44

30 days

The National Hispanic Media Coalition (NHMC) is a non-partisan, nonprofit, media advocacy and civil rights organization created to advance American Latino employment and programming equity throughout the entertainment industry, and to advocate for telecommunications policies that benefit Latinos and other people of color.

RESOURCES REACHING NATIVE AMERICAN/ALASKAN NATIVE JOB-SEEKERS

RESOURCE	COST	DURATION
Native Americans in Higher Ed	\$125.00	30 days
Tribal College Journal The Tribal College Journal is a quarterly magazine sharing the voice and vision of grassroots American Indian higher education.	\$178.13	30 days
National Congress of American Indians The National Congress of American Indians (NCAI) was founded in 1944 in response to termination and assimilation policies that the United States forced upon the tribal governments, in contradiction of their treaty rights and status as sovereigns. NCAI stressed the need for unity and cooperation among tribal governments for the protection of their treaty and sovereign rights. Since 1944, the National Congress of American Indians has been working to inform the public and Congress on the governmental rights of American Indians and Alaska Natives.	\$4.38	30 days
NativeAmericanJobs.com NativeAmericanJobs.com is a site dedicated to being your link to diversity and indigenous employment, career-minded individuals looking for employment and careers in all communities, locally and nationwide, including Tribal and Non-Tribal companies across the nation.	\$168.75	30 days
IndianCountry.com Since 1981, Indian Country Today has been a persuasive voice in American Indian journalism, leading the way with accurate and timely reporting, incisive analysis, and commentary. Indian Country Today publishes more original journalistic content on American Indian issues than any other news source.	\$312.50	7 days
American Indian Science & Engineering Society (AISES) The mission of the American Indian Science and Engineering Society (AISES) is to substantially increase the representation of American Indian and Alaskan Natives in engineering, science, and other related technology disciplines.	\$319.94	90 days
American Association of Physicians of Indian Origin (AAPi) The American Association of Physicians of Indian Origin (AAPi) is the largest ethnic medical organization in the United States, and represents the interests of more than 60,000 physicians and about 15,000 medical students/residents of Indian heritage in the country. AAPi is an umbrella organization for over 150 local chapters , specialty societies, and alumni organizations. For over 30 years, Indian physicians have made significant contributions to health care in this country, not only practicing in inner cities, rural areas, and peripheral communities, but also at top medical schools and other academic centers. Almost 10%-12% of medical students entering US schools are of Indian origin.	\$941.88	90 days
American Indian Library Association An affiliate of the American Library Association (ALA) , the American Indian Library Association is a membership action group that addresses the library-related needs of American Indians and Alaska Natives. Members are individuals and institutions interested in the development of programs to improve Indian library, cultural, and informational services in school, public, and research libraries on reservations. AILA is also committed to disseminating information about Indian cultures, languages, values, and information needs to the library community. AILA cosponsors an annual conference and holds a yearly business meeting in conjunction with the American Library Association annual meeting. It publishes the American Indian Libraries Newsletter twice a year.	\$66.88	90 days

RESOURCES REACHING WOMEN JOB-SEEKERS

RESOURCE	COST	DURATION
Women for Hire Founded in 1999 as the first and only company devoted to a comprehensive array of recruitment services for women, Women For Hire offers signature career fairs, an exceptional professional online network, inspiring speeches and seminars, a smart, popular career-focused magazine, customized marketing programs, and an online job board -- all of which connect leading employers and talented professional women in all fields.	\$93.75	30 days

[Advancing Women](#) **\$231.25** **30 days**
 Advancing Women has been a top Women's Career site offering diversity recruiting since 1996, providing resources and job boards for women, diversity, and tech candidates, for organizations deploying diversity recruitment initiatives through our diversity job board at [Careers](#), or sourcing highly specialized tech talent, database and network administrators at our tech board, [All Top Tech Talent](#).

[National Association of Women Law Enforcement Executives](#) **\$4.38** **30 days**
 The National Association of Women Law Enforcement Executives (NAWLEE) is the first organization established to address the unique needs of women holding senior management positions in law enforcement. NAWLEE is a nonprofit organization sponsored and administered directly by law enforcement practitioners. Our mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement.

[Association for Women in Science](#) **\$382.44** **30 days**
 The Association for Women in Science is dedicated to achieving equality and full participation for women in science, technology, engineering, and mathematics.

[CareerWomen.com](#) **\$248.75** **30 days**
 CareerWomen.com is the leading national online career center by and for women. Tailored to the needs of today's working women, CareerWomen.com provides job seekers easy, targeted access to top employers and recruiters who are actively looking to recruit and hire women.

[National Professional Women of Color Network Career Board](#) **\$200.00** **60 days**
 The Professional Women of Color Network (PWOCN) empowers women of color through networking. Our mission is to serve as a resource for your professional and personal advancement, and whether you are a career woman or woman owned business, the goal is the same – advancing your business or career through the use of the network! PWOCN is the premiere multicultural networking organization for women of color! We are comprised of professional women from many industry sectors and are growing larger each day. PWOCN connects tremendous women with one another and members are translating those connections into phenomenal business success.

RESOURCES REACHING VETERAN JOB-SEEKERS		
RESOURCE	COST	DURATION
Hero 2 Hired	FREE	60 days
Veteran's Job Bank	FREE	30 days
We Hire Heroes WeHireHeroes.com serves U.S. active duty, retired military, transitioning veterans, the National Guard, and Reservists of all branches.	\$131.19	30 days
Be A Hero Hire A Hero	\$248.75	30 days

[Job Opportunities for Disabled American Veterans](#) **\$62.50** **30 days**
 Job Opportunities for Disabled American Veterans or JOFDAV.com is a national job board that is specific for veterans with disabilities. JOFDAV is a nonprofit alliance with the DOD's "America Supports You" initiative. JOFDAV.com is listed as a resource on the National Resource Directory, VetSuccess.gov, Disability.gov, and the Army's Transition Command to name a few. JOFDAV.com offers a nonprofit alternative to the online recruitment of veterans with disabilities as we work with employers who are proactive in their hiring.

RESOURCES REACHING JOB-SEEKERS WITH DISABILITIES

RESOURCE	COST	DURATION
<p>ABILITYJobs.com ABILITYJobs is the leading website dedicated to employment of people with disabilities. ABILITYJobs is the largest resume bank with tens of thousands of job seekers with disabilities, from entry level candidates to PhD's. The goal of ABILITYJobs and JobAccess is to enable people with disabilities to enhance their professional lives by providing a dedicated system for finding employment.</p>	\$156.25	30 days
<p>disABLED Person disABLEDperson Inc. is a public charity with a mission to reduce the unemployment rate amongst individuals and veterans with disabilities. We accomplish this in a number of ways, such as scholarships, job fairs, and through our Microsoft IT Academy Program. Our national job boards are disABLEDperson.com and Job Opportunities For Disabled American Veterans or JOFDAV.com. disABLEDperson, Inc. is a branded name in the disabled and military communities, respectively. In the U.S. both of our boards are state-of-the-art in functionality, providing Automatic Batch Job Postings through our API, Activity Reports, Geocentric Job Displays, Email Job Alerts to Job Seekers, and SMS Texting Job Alerts to Job Seekers.</p>	\$62.50	30 days
<p>American Foundation for the Blind – AFB Career Connect The American Foundation for the Blind (AFB) is a national nonprofit that expands possibilities for people with vision loss.</p>	\$7.44	30 days