RECRUITMENT MUST COME FROM

- Minority Serving Universities
- Minority and Women’s environmental organizations
- Focused internship programs (with FTE opportunities)
- Formal mentoring of diverse employees
- Diverse segmentation for listing open positions
- Existing pool of diverse environmental talent
- Mentoring at Jr. High and High Schools
OTHER WAYS TO REACH A DIVERSE AUDIENCE

- Advertise with media that has a cultural or gender focus
- Send letters or emails to Diverse Professional Organizations
- Women and Diverse Chambers of commerce
- HBCU, HIS, ASI, Major Colleges and Universities
- Net works of friends
- Job Fairs
- Greek Fraternities and Sororities
- Diversity focused Internships and mentoring (Grow your own)
- Create oracles (Go and tell the value)
HBCU* WITH NATURAL SCIENCE MAJORS

- Alabama A&M University
- Bowie State University
- Central State University
- Delaware State University
- Florida A&M University
- Fort Valley State University
- Lincoln University, MO
- North Carolina A&T State University
- Prairie View A&M University
- Savannah State College
- Southern University A&M College
- Texas Southern University
- Tuskegee University
- University of Arkansas at Pine Bluff
- University of the District of Columbia
- University of Maryland-Eastern Shore
- University of the Virgin Islands
- Xavier University of LA