

# DIVERSITY PROGRAMS & ASSOCIATIONS

Companies truly value diversity in their companies as it creates an environment that fosters diverse perspectives, rich ideas and a broader base of skill sets that help businesses thrive. For this reason, many companies have invested resources into creating leadership, rotational and internship programs specifically for underrepresented minorities (deadlines vary—most are in fall).

This resource shares a sample of these programs across various companies, locations and business functions. It also lists conferences and professional associations that also have a focus in connecting diverse professionals for networking, skill building and more!

## FRESHMAN PROGRAMS

- **Wellington Management:** [Undergraduate Diversity Internship](#)
- **GE:** [GE Finance Discovery Program](#)
- **Visa:** [Various Programs](#)
- **PwC:** [Start Program](#)
- **Goldman Sachs:** [Various Programs](#)
- **Verizon:** [Rotational Leadership Development Program](#)
- **Bank of America:** [Elevate Diversity Forum](#)
- **Deloitte:** [Deloitte Pioneer Internship Program](#)
- **Goldman Sachs:** [Goldman Sachs Undergraduate Camp](#)

## SOPHOMORE PROGRAMS

- **Wellington Management:** [Undergraduate Diversity Internship](#)
- **PwC:** [Start Program](#)
- **Visa:** [Various programs](#)
- **Wells Fargo:** [Summer Leadership Pipeline Program](#)
- **Goldman Sachs:** [Various programs](#)
- **JPMorgan:** [Sophomore Development Program](#)
- **McKinsey & Company:** [Sophomore Diversity Leadership Program](#)
- **JPMorgan:** [Chase Leadership Development Program](#)
- **Credit Suisse-Global Markets:** [Summer Diversity Program-Global Markets](#)
- **Boston Consulting Group:** [Future Leaders Internship Program](#)
- **Credit Suisse-Investment Banking:** [Summer Diversity Program-Investment Banking](#)
- **Deloitte:** [Discovery Internship](#)
- **EY:** [Launch Internship Program](#)
- **Blackstone:** [Future Women Leaders Program](#)
- **Microsoft:** [Finance Rotation Program](#)
- **Blackstone:** [Diverse Leaders Program](#)

## ANY CLASS PROGRAMS

- **BRAG:** [Retail and Related Fields Program](#)

## ALUMNI PROGRAMS

- **MLB:** [Diversity Fellowship](#)

## CONFERENCES

- [Diversity Woman Business Leadership](#)
- [National Student Leadership Diversity Convention](#)
- [Society of Human Resource Management \(SHRM\) Diversity and Inclusion Conference](#)
- [Human Capital Institute-Inclusive Diversity Conference](#)
- [Mass. Black Expo](#)

## PROFESSIONAL ASSOCIATIONS

### REGIONAL Chapters in Boston only

- [Boston Chinese Investment Club](#)
- [NSBE Boston Professionals](#)
- [Boston Women Connect](#)

### NATIONAL Regional chapters in cities like Boston and New York

- [Association of Latino Professionals For America \(ALPFA\)](#)
- [Muslim Urban Professionals \(MUPPIES\)](#)
- [National Association of Asian American Professionals \(NAAAP\)](#)
- [National Association of African Americans in Human Resources \(NAAHR\)](#)
- [National Association of Black Accountants \(NABA\)](#)
- [National Association of Negro Business and Professional Women's Club \(NANBPWC\)](#)
- [Asian Women In Business \(AWIB\)](#)
- [American Indian Business Leaders \(AIBL\)](#)
- [National Hispanic Business Group \(NHBG\)](#)
- [National Latina Business Women Association \(NLBWA\)](#)
- [Latinos in Information Sciences and Technology Association \(LISTA\)](#)
- [National Society for Hispanic Professionals \(NSHP\)](#)
- [Black Career Women's Network](#)
- [The Society of Hispanic HR Professionals](#)
- [The Memo: Preparing Women of Color for a Seat at the Table](#)
- [Next Wave in Business](#)

## JOB BOARDS

- [Diversity](#)
- [Hispanic Latino Professional Association](#)
- [Black Career Women's Network](#)
- [Professional Diversity Network](#)
- [BlackJobs](#)