

# Resource List: Recruiting Diverse Talent

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## Introduction

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The State Human Resources (SHR) Division generated this list of state and national organizations to assist agency managers and human resource (HR) professionals. This resource list is just one tool for identifying and reaching out to diverse applicants in Montana or on a national level.

## Recruiting Diverse Talent

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Agency managers and HR professionals should consider their agency's mission, unique needs, challenges, culture, and recruiting methods to determine the best strategies for attracting and retaining diverse talent. Recruiting diverse talent requires commitment and proactive outreach

Simply posting vacancy announcements on the state job listing is not enough nor is it enough to simply email job announcements to a point of contact. Look for opportunities to collaborate with these organizations and work toward a common goal. By collaborating with these organizations, you can promote diversity in your talent pipeline, break down barriers, and communicate your agency's commitment in promoting opportunities for all.

## DLI's One-Stop Service Centers Can Help

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SHR encourages managers and HR professionals to collaborate with the Montana Department of Labor and Industry's One-Stop Service Centers

to consider applicants who may qualify for services under the [Workforce Investment Act \(WIA\)](#).

The recruitment and selection policy ([ARM 2.21.3708](#)) does not require agency managers to use external recruitment processes if they plan to fill a position with a participant in on-the-job training, work experience, or other programs such as those identified under the federal WIA. Examples include, but are not limited to the following programs:

dislocated worker programs;  
Native American programs;  
veterans' employment and disabled veterans outreach programs;  
programs authorized under Title I, parts A and B, of the federal Rehabilitation Act; and  
school-to-work programs.

We include links to Montana's One-Stop Service Centers in the resource list found below.

## Resources

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### American Indian

- [Consortia of Administrators for Native American Rehabilitation \(CANAR\)](#) serves as an avenue for collaboration and cooperation between administrators of rehabilitation projects serving Native Americans with disabilities. CANAR strives to increase and enhance quality of services, resulting in positive outcomes for Native American's disabilities.
- [Montana State University](#)

- [American Indian Council \(AIC\)](#) hosts an annual powwow and provides support and community to Native American students.
- [American Indian Research Opportunities \(AIRO\)](#) is a consortium of Montana's seven tribal colleges and Montana State University-Bozeman . AIRO promotes opportunities for American Indian students in career fields where they are significantly underrepresented.
- [Department of Native American Studies](#) provides and advances quality education for and about American Indians of Montana, the region, and the nation.
- [Montana Tribal Colleges](#)
  - [Blackfeet Community College](#) (Browning, Blackfeet Tribe)
  - [Chief Dull Knife College](#) (Lame Deer, Northern Cheyenne Tribe)
  - [Aaniiih Nakoda College](#) (Harlem, Fort Belknap Indian Community)
  - [Fort Peck Community College](#) (Poplar, Fort Peck Tribes)
  - [Little Big Horn College](#) (Crow Agency, Crow Tribe)
  - [Salish Kootenai College](#) (Pablo, Confederated Salish & Kootenai Tribes)
  - [Stone Child College](#) (Box Elder, Chippewa Cree Tribe)
- [Montana Tribal Economic Development Commission](#) works with Native Americans to expand economic development opportunities on the seven reservations.
- [Montana Tribal Employment Rights Offices \(TERO\)](#)
- [Montana Tribal Newspapers and Other Media](#)
- [NativeAmericanJobs.Com](#) is a resource for connecting with career-minded individuals seeking employment.
- [Society of American Indian Government Employees \(SAIGE\)](#) promotes recruitment, retention, development, and advancement of American Indian and Alaska Native government employees. SAIGE works to 1) ensure equal treatment of American Indian and Alaska Native government employees; 2) educate federal agencies in the history and obligations of the Federal Indian Trust Responsibility and assist with implementation; 3) assist government agencies in development and delivery of initiatives and programs which honor the unique Federal-Tribal relationship; and 4) provide a national forum for issues and topics affecting American Indian and Alaska Native government employees.
- [University of Montana](#)
  - [American Indian Student Services](#) promotes enrollment, achievement, and success of Native American students.
  - [KYI-YO Native American Student Association](#) unifies and provides communication among Native American students to foster a strong sense of cultural identity and promote extracurricular activities bridging UM with the community of Missoula and its Native American residents.
  - [Native American Law Student Association \(NALSA\)](#) is committed to the success of Native American law students and anyone interested in exposing the legal community and greater public to issues Native Americans and tribal governments face under the law. NALSA promotes the study of federal Indian law, tribal

law, and traditional forms of governance.

## Disabilities

- [Ability Jobs](#) offers a resume bank with tens of thousands of job seekers with disabilities, ranging from entry level candidates to PhD's.
- [AbilityLinks.org](#) is a national, web-based resource where job seekers with disabilities and inclusive employers meet and access valuable networking opportunities.
- [Disaboom Jobs](#) is an online resource to connect employers and job seekers with disabilities.
- [EARN Works](#) supports employers in recruiting, hiring, retaining, and advancing qualified individuals with disabilities through confidential, no-cost consultation, technical assistance; customized training; comprehensive online resources; and links to state and local community-based organizations serving job seekers with disabilities.
- [GettingHired](#) is a social networking resource and job portal for the 23 million American job seekers with disabilities.
- [Montana Disability Resource Coordinators](#) assist Montanans with disabilities through job listings, referrals, resume assistance, job search assistance, career exploration, and information on occupational training.
- [Helena Industries Montana Career Development Service \(MCDS\) and Job Placement Advisory Council \(JPAC\)](#) help people with disabilities find jobs with community employers.
- [Montana Independent Living Services](#) promotes consumer control, peer support, self-help, self-determination, equal access, and individual and systems advocacy to

maximize the leadership, empowerment, independence, and productivity of individuals with disabilities.

- [Montana Association of Community Disability Services](#) is a professional organization of 33 community-based groups in Montana. They provide residential services, employment, and day activities primarily to people with developmental disabilities.
- [Montana Association of Rehabilitation \(MAR\)](#) is comprised of vocational rehabilitation counselors, orientation and mobility specialists, independent living specialists, vocational evaluators, job placement specialists, job coaches, social workers, teachers, students of rehabilitation, and rehabilitation program support staff and administrators. MAR strives to reduce social barriers through increased disability awareness and promotes the employment and independence of Montanans with disabilities.
- [Montana Center on Disabilities-MSU Billings](#) collaborates with campus, regional, state, and national programs to increase the number of leaders with disabilities.
- [Montana School for the Deaf and Blind](#) provides educational opportunities for Montana's deaf, hard of hearing, blind, and visually impaired children, giving them their best chance for independence and success.
- [Montana State University](#)
  - [MSU Disabled Student Services \(DSS\)](#) facilitates MSU's goal of making its programs, services, and activities accessible to students with disabilities. DSS strives to enhance the awareness of and sensitivity to needs of persons with disabilities at MSU and ensure full access to

educational opportunities for persons with disabilities as required under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA).

- [Montana Youth Leadership Forum \(MYLF\)](#) is a career and leadership training program for high school students with disabilities. MYLF provides delegates an opportunity to attend an intensive five-day training program to cultivate leadership, citizenship, and social skills.
- [Montana Vocational Rehabilitation](#) provides services to assist, find, and maintain employment for eligible individuals with disabilities.
- [Montana One-Stop Service Centers](#)
- [National Business Disability Council](#) is a resource for employers seeking to integrate people with disabilities into the workplace and companies seeking to reach them in the consumer marketplace.
- [One More Way](#) is an employment initiative making information about job seekers with disabilities and programs supporting them available to hiring managers across multiple industries. One More Way brings people together to overcome employment obstacles, share opportunities, and create connections where they haven't existed.
- [Think Beyond the Label](#) is a public-private partnership delivering information, outreach, and resources to businesses, job seekers, and public workforce systems. They promote the recruitment and hiring of job candidates with disabilities and offer a network and digital hub to provide access to qualified candidates, as well as resources to help employers find and recruit the best talent.
- [University of Montana](#)
  - [Alliance for Disability and Students at UM \(ADSUM\)](#) improves the social and

academic atmosphere for individuals with disabilities, regardless of disability, race, creed, color, sex, or religion.

- [Disability Services for Students](#) assures program access to students with disabilities, coordinates and provides reasonable accommodations, advocates for accessible and hospitable learning, and promotes the self-determination of students they serve.
- [ADA/504 Committee](#) implements, coordinates, and enforces the ADA and 504, facilitates alternative dispute resolution services, and takes civil rights complaints.
- [Rural Institute](#) enhances the quality of life for people with disabilities, especially individuals living in Montana and other rural areas across the U.S. They promote independence, productivity, community integration, and inclusion of people with disabilities through education, research, and demonstration services.

#### Hispanic

- [Montana State University](#)
  - [Latin American and Latino Studies](#) prepares students for close cultural, political, and economic relationships developing between Latin America and the U. S.

#### International

- [Montana State University](#)
  - [Indian Student Association](#) builds and strengthens the Indian network and organizes events to share Indian traditions and culture in Bozeman.
- [University of Montana](#)

- [International Students Association](#) promotes diversity across campus and among the people of Missoula.
- [Model Arab League \(Northern Rockies\)](#) prepares students to be knowledgeable, well-trained, and effective citizens, as well as civic and public affairs leaders.
- [Russian Club](#) explores and promotes Russian culture at UM.

#### Lesbian, Gay, Bisexual, Transgender (LGBT)

- [Montana State University](#)
  - [Queer Straight Alliance \(QSA\)](#) is a student-run organization devoted to developing community, fostering education, and empowering action.

#### Older Workers

- [AARP Montana](#) helps people age 50 and over have independence, choice, and control in ways that are beneficial and affordable to them, and society as a whole, and to improve their lives.
- [Experience Works - Montana](#) helps low-income seniors with barriers to employment get the training they need to find good jobs in their communities. Experience Works matches mature workers with local businesses seeking reliable, experienced employees.
- [Seniors4Hire](#) is a nationwide, online career center for businesses that value diversity and want to recruit employees age 50 and older, including retirees and senior citizens looking for jobs and other ways of earning income.
- [Workforce50.com](#) helps mature job seekers find meaningful employment.

#### Veterans

- [CareerOneStop](#) connects veterans and transitioning service members with high

quality career planning, training, and job search resources available at local One-Stop Career Centers.

- [Fort Harrison Regional Veterans Affairs Office](#) administers veterans' benefits across Montana, including compensation, vocational rehabilitation, and employment.
- [HireMilitary.com](#) assists hiring managers and HR professionals recruit, onboard, and retain military talent.
- [Malmstrom Air Force Base Airman and Family Readiness Center](#) assists military family members and transitioning military members get a head start with a new career. Contact: [Ashley Smith](#)
- [Montana Department of Labor, Veterans Services](#) provides veterans and transitioning service members the resources and services to succeed and helps meet labor-market demands by providing qualified veterans.
- [Montana State University](#)
  - [Veteran Services](#) serves over 400 veterans, eligible dependents, and Reserve members who receive veteran education benefits.
- [RecruitMilitary.com](#) offers services to connect employers, franchisors, and educational institutions with men and women transitioning from active duty to civilian life, veterans with civilian work experience, members of the Guard and Reserve, and military spouses.
- [Veterans Job Bank](#) provides veterans with a central resource for identifying employers committed to providing employment opportunities to veterans and assists employers in identifying qualified veterans. The Veterans Job Bank facilitates access to hundreds of thousands of private-sector job openings targeted at veterans.

- [VetJobs](#) is an online resource for reaching out to transitioning military, Guard, and Reserve members, veterans, and family members seeking employment.
- [Vet Success](#) is a comprehensive, integrated intra or internet-based data network to the enhance effectiveness and efficiency of virtual one-stop employment centers.

## Women

- [Bozeman Business and Professional Women](#) is committed to achieving equity for women in the workplace through advocacy, education, and information.
- [Interagency Committee for Change by Women](#) moves toward proactive and positive change by improving educational opportunities; monitoring, measuring, and reporting pay scale equalities; observing legislative effects on state employees, and promoting state employees through public relations.
- [Missoula Business Women's Network](#)
- [Montana State University](#)
  - [Association of Women in Computing](#) promotes advancement of women in computing through community outreach and opportunities for professional growth through networking and career-oriented programs.
  - [Collegiate Cattlewomen](#) promotes the business of agriculture and assists the Montana Cattlewomen and Montana Beef Council in efforts to promote the welfare of the beef industry.
  - [Society of Women Engineers](#) motivates women to achieve their full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving quality of

life, and demonstrates the value of diversity.

- [Women in Science and Engineering \(WISE\)](#) aims to provide a sense of community among graduate women in Science, Technology, Engineering, and Mechanic disciplines and provides opportunities for professional growth.
- [Women's Business Center](#) provides necessary tools and support to help women establish, grow, and sustain businesses throughout Montana. They provide counseling, training, mentoring, and networking services to women entrepreneurs and women in business. They are also a resource to individuals who are economically or socially disadvantaged.
- [Women's Foundation of Montana](#) works to improve access to education, jobs, and asset growth for women and girls, in turn, reducing teen pregnancy, increasing the number of women and girls who complete their education, supporting positive early job experiences and strengthening sustainable economic self-sufficiency.
- [Women's Leadership Network - Helena](#) is the leading organization in Helena for women in business to network, educate themselves, and help other women realize their full potential.
- [Women's Opportunity & Resource Development \(WORD\), Inc.](#) creates opportunities, programs, and policies to inspire and support the development, leadership, and choices of women in Montana for the benefit of the entire community.
- YWCA is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.
  - [Billings](#)
  - [Great Falls](#)

- [Helena](#)
- [Missoula](#)

### Additional Resources

**Montana State University:** The following MSU student organizations do not have dedicated websites. Please visit [Student Organizations](#) for an alphabetical listing of all student organizations including contact information.

- **450th Cadet Wing** provides leadership preparation for life and becoming an Air Force officer.
- **American Indian Science and Engineering Society's** aspires to substantially increase the representation of American Indians and Alaska Natives in engineering, science, and related disciplines.
- **Bangladesh Student Association (BSA)** promotes cultural enhancement within the Bangladeshi and MSU communities.
- **Chinese Culture Club** integrates Chinese culture into the Bozeman and MSU campus communities.
- **Japan Club** holds meetings, activities, and events to teach others about the history, culture, and language of Japan.
- **Saudi Student Club** celebrates Saudi Arabian events, helps new Saudi students, and organizes Saudi student participation in the MSU and Bozeman communities.
- **Society of American Indian Graduates** supports graduate research and professional development while encouraging community involvement and promoting tribal cultural awareness.

- **Student Veteran Club** brings campus veterans together for support and networking opportunities.
- **Turkish Student Association** provides opportunities for Turkish, American, and other MSU international students to share their culture, heritage, ideas, and experiences to promote mutual understanding and respect.

**University of Montana:** The following UM student organizations do not have dedicated websites. Please visit [UM Student Groups](#) for an alphabetical listing of all student organizations including contact information.

- **African Student Association (A.S.A)** represents and advances the interests of African students, promotes social and cultural awareness, and projects the image of Africa into the community.
- **American Indian Association of Scholars in Science** is a forum for American Indian undergraduate and graduate students to promote and advocate for a high quality educational experience that is collaborative, supportive, and build community.
- **American Indian Business Leaders** strives to increase the representation of American Natives in business through education and leadership development.
- **American Indian Graduate Student Association** establishes and maintains a proactive network of American Indian graduate students and provides a forum for promoting and advocating for high-quality education and a positive educational environment.
- **American Indian Science and Engineering Society** provides an

- organization for American Indian engineers and scientists to promote unity, professionalism, communication, and mentorship.
- **Black Student Union** provides support to the Black community of Missoula.
  - **Chinese Student and Scholarship Association** supports Chinese students and scholars from the Peoples Republic of and organizes students to share Chinese culture and promote mutual understanding and support.
  - **Japanese Student Association** provides positive cultural exchanges between the Japanese, UM, and surrounding communities; assist Japanese exchange students attending UM; and assists all students interested in developing a deep understanding of Japanese culture.
  - **Latin American Student Association (LDSSA)** shares Latin American culture by exposing students to new foods, life styles, and countries.
  - **Montana Equality Now** provides students with opportunities to get involved in their communities and LGBTQQI equality in Montana.
  - **Mount of Olives** explores and shares Arabic culture and language.
  - **Outlaws** promote an environment for LGBTQI, family, and supporters that are members of or affiliated with the UM law school to meet and discuss relevant current and legal issues.
  - **Persian Students Association** shares Persian culture with students and community.
  - **Saudi Students Club** shares the Saudi culture with the students and faculty of UM and Missoula communities.
  - **Taiwanese Student Association** promotes and shares Taiwanese culture and community.
  - **Veteran Association** provides a support network to UM military veterans and their families, educates the UM community about experiences of veterans, and works with administration.
  - **Women's Law Caucus** provides students with opportunities to interact with members of the bar; research and promote women's issues in the law; gain information on the practice of law; and help women in the community.
- State and National:** The following recruiting sources provide resources and contact information for reaching out to diverse populations at the state and national level.
- [Diversity Employment & Recruiting Sources Guide](#)
  - [Diversity Recruiting Sources](#) is a publication produced by [Workplace Dynamics LLC](#) and includes a comprehensive listing of diverse recruiting sources throughout the U.S.
  - [HireDiversity.com](#) offers services and networking opportunities that link underrepresented candidates with Fortune 1000 Corporations, government agencies, nonprofits, and educational institutions. They support career development and success of candidates from all levels of experience, including seasoned multicultural professionals, college graduates, and interns.
  - [Jobs for Montana Graduates](#) helps students stay in school, graduate, and successfully transition from school to employment, post-secondary



education, other forms of training, or military service.

- [Job Corps Centers in Montana](#) provide no-cost education and career technical training programs to help young people, ages 16 through 24, improve their quality of life through career technical and academic training.
- [Montana Associated Technology Roundtables \(MATR\)](#) is an informal networking organization across Montana whose participants include entrepreneurs, business professionals, educators, government officials, retirees, and students interested in an improved economy. MATR also includes graduates, expats, and others who want to stay connected to the Montana economy and participate in its success.
- [Montana Human Resource Development Councils](#) help connect low-income, elderly, minority, and Montanans with disabilities with programs aimed at alleviating poverty and providing educational and training opportunities.
- [Rural Employment Opportunities](#) helps Montana workers and their families get the education and training they need to obtain better quality jobs to benefit them and their families.
- [Working Innovations, Inc.](#) provides case management and support services to Montanans with multiple barriers to employment and receiving Temporary Assistance for Needy Families (TANF).

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### Closing:

Contact John Pavao, State Diversity Coordinator, at (406) 444-3984, or [jpavao@mt.gov](mailto:jpavao@mt.gov), if you have difficulty accessing a link, encounter an inactive resource, or have any questions.

*Alternative accessible formats of this Fact Sheet will be provided on request. Persons who need an alternative format should contact the State Human Resources Division, Department of Administration, 125 N. Roberts St., PO Box 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call through the Montana Relay Service at 711.*