

# MANAGING THE NEXT SPARTAN GENERATION:

*Building a Diverse Talent Pipeline*

intros:



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CAREER SERVICES



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# LEARNING OBJECTIVES

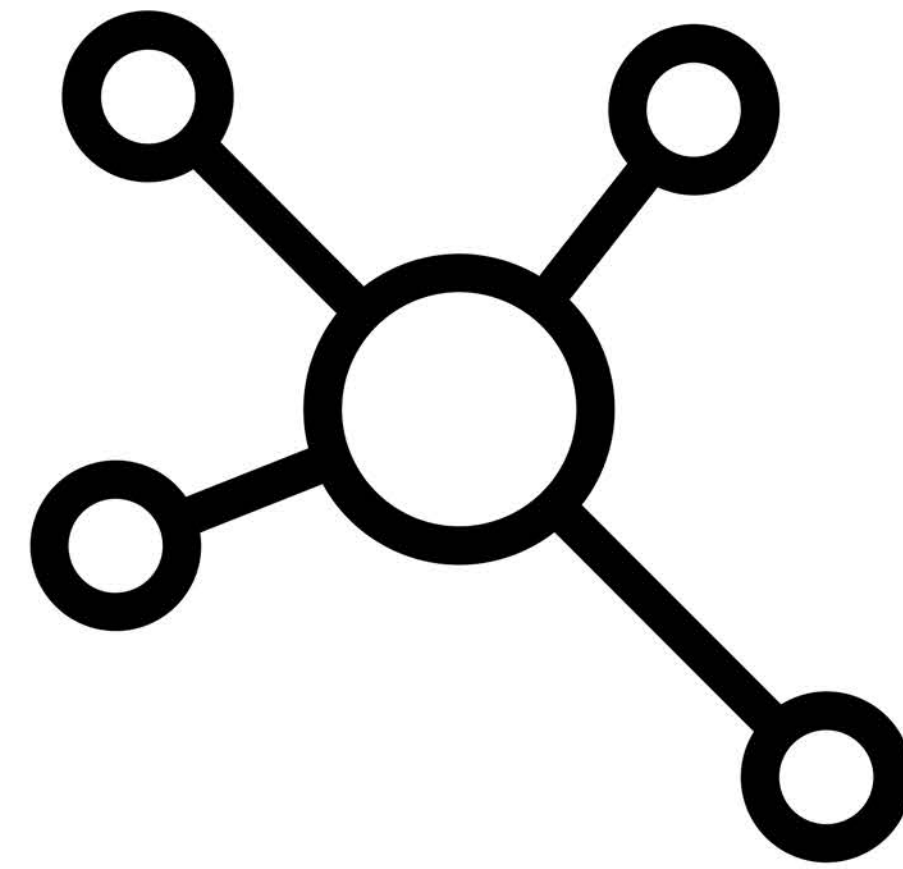
so much fun, so little time

- 01** WHY ARE WE HERE?
- 02** DIVERSE STUDENT SUPPORT
- 03** WHAT HAVE WE LEARNED?
- 04** STUDENT FEEDBACK
- 05** DEI CONSIDERATIONS & LEARNINGS
- 06** OPEN DIALOGUE
- 07** Q&A | TAKEAWAYS

# WHY ARE WE HERE?

This session will focus on:

- Raising awareness on diverse student support services and programs where employers can connect with diverse UT Talent
- Provide an opportunity to discuss trending topics in DEI recruiting specifically at UT
- Share lessons learned from last year from both employer and student feedback.



EXPLORE

EXPERIENCE

ACHIEVE

# Diverse STUDENT SUPPORT SERVICES

## Gateways Pre-Orientation Program



## History and Heritage Month Committee



# Diverse

# STUDENT SUPPORT SERVICES

**Sister to Sister**



**Brother to Brother**



# Diverse STUDENT SUPPORT SERVICES



## Cultural Spring Break Trip



## Unity Organizations



# STUDENT TESTIMONIALS



"The Unity monthly meetings always taught me something new. They prepared me for life after UT by providing resources and opportunities. We were able to network and collaborate with each other to create powerful events for the UT community"

- Brianna Alston'23

"Unity meetings are always very informative with getting connected to helpful resources on campus that can enhance your organization's events. Also, we love giveaways and prizes"

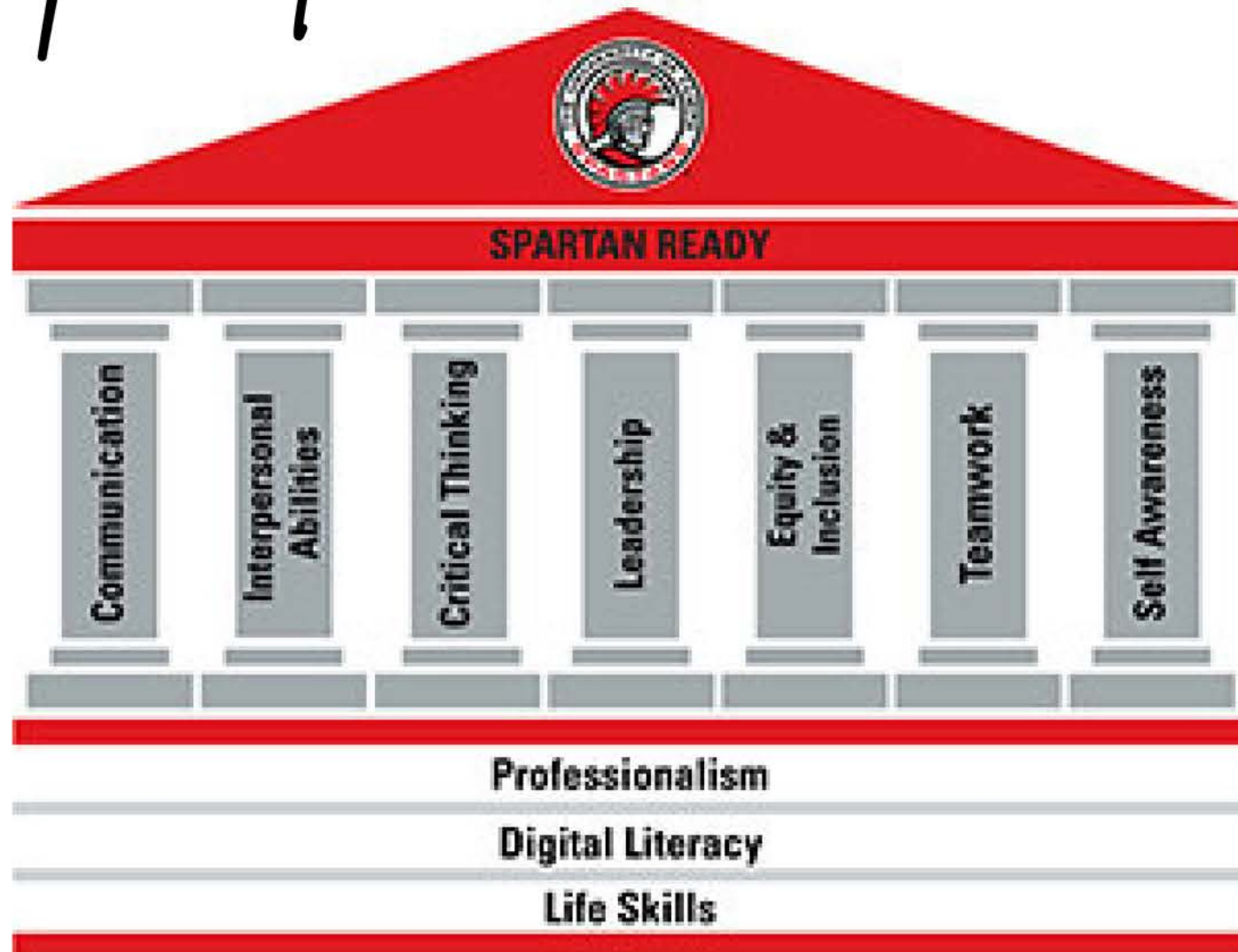
- Jazlyn Hagins'24

"This was a great way to network with other student organizations that you may not typically think to collaborate with"

- Jovanna Patino-Murillo'25



# Spartan **READY**



- **Teamwork:**

- Build & maintain collaborative relationships to work effectively toward common goals

- **Digital Literacy:**

- Understand & leverage digital technologies ethically & efficiently to solve problems, complete tasks & accomplish goals.

- **Communication:**

- Clearly & effectively exchange information, ideas, facts, & opinions with people inside and out an organization.

- **Critical Thinking:**

- Identify & respond to needs based upon understanding of the situational context & logical analysis of relevant information.

- **Equity & Inclusion:**

- Understand, respect, & advocate for diverse perspectives & engagement with cross-cultural viewpoints individually, as a community & organizationally.

- **Interpersonal Abilities:**

- Develop personal insight in order to engage with others and create meaningful relationships, which will lead to effective collaboration.

- **Life Skills:**

- Effectively meet the challenges & expectations of leading a fulfilling life.

- **Professionalism:**

- Understand & demonstrate effective work habits, engage in continuous learning and act in the interest of the larger community.

- **Self- Awareness:**

- Identify, articulate, & promote one's skills, strengths, knowledge and experiences.

# What have we learned?

## DEIB DEBRIEFS & THINK TANKS



### Introducing: DEIB ThinkTanks

#### Brief Description

ThinkTanks serve as an immersive discussion space internally for staff at UT Career Services. The set up is in 2 concentric circles where there are 4 chairs in the inner circle with a permanent time-keeper/moderator and rotating participants; the outer circle consists of members listening and moving into the inner circle for a maximum of 2-3 minutes each round to engage in conversation.

#### Objectives

- Spark immersive conversation around a specific topic (within diversity, equity, inclusion, and belonging) and synthesize key takeaways for the practice
- Engage colleagues at all levels of conversation and ensure full participation
- Share innovative ideas pertaining career development and equity within the higher education practice

### Refresher : DEIB Debriefs

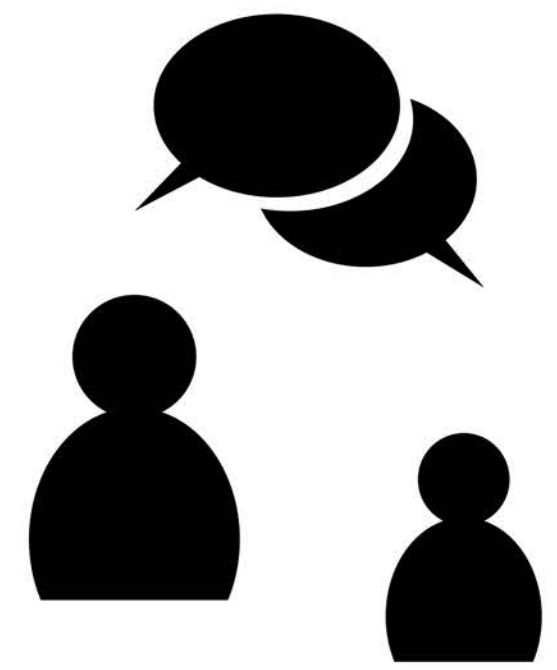
#### Brief Description

DEIB Debriefs are moderated conversations with external guests, including employers, campus colleagues, and community members around specific trending issues/topics around equity in recruiting, retaining, and workforce development.

- **Recruiting & Retaining Trends (Oct 2022):** Featured Fisher Investments & Grant Thornton LLP for a virtual discussion on recruiting and retaining early career candidates of underrepresented identities (**mentorship, early on-boarding, and cohorts**)
- **Jan-May 2023:** Updated visual marketing materials to include diversity in identities represented (**adding variety of ethnicities gender, race to visuals**)
- **January 2023:** Collaborated with I Rise LLC, non-profit organization for trauma-informed workshop on job searching, evaluating organizations' commitment to diversity and inclusion (**candidates are looking for a place to belong**)
- **Internal DEIB ThinkTanks:** Internal discussions on trending topics impacting college campuses (**Navigating Political & Religious Conversations**)

# Impact of Supreme Court Decision on Affirmative Action:

- *How do your organizations allocate resources to ensure a diverse, equitable, and inclusive cultures and workforces?*
- *How are your teams sustaining talent pipelines with your recruitment strategies?*



# QUESTIONS & TAKEAWAYS



# THANK YOU!



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