

# *Organizations attending the All Majors Career Fair with Diversity, Equity, and Inclusion Practices*

All Majors Career Fair: Thursday, September 22, 11:00 a.m.– 4:00 p.m., Main Lounge, IMU  
<https://careers.uiowa.edu/all-majors-career-fair>

<b>ORGANIZATION</b>	<b>DEI WEBSITE AND/OR STATEMENT PROVIDED BY ORGANIZATION IN CAREER FAIR REGISTRATION (NOT ALL FAIR ORGS ARE REPRESENTED AS NOT EVERYONE FILLED THIS QUESTION OUT)</b>
AbbeHealth	AbbeHealth believes that valuing differences is the best way to achieve optimum performance from a diversified work force. Acknowledging diversity means empowering employees to perform at their highest potential. AbbeHealth does not and will not discriminate based on age, race, creed, color, sex, religion, national origin, disability, sexual orientation, gender identity or veteran status. <a href="https://www.unitypoint.org/cedarrapids/diversity-at-st-lukes.aspx">https://www.unitypoint.org/cedarrapids/diversity-at-st-lukes.aspx</a>
Altorfer Inc.	It is both the official policy and the commitment of Altorfer to promote equal employment opportunities through a positive continuing program. This means that Altorfer will not discriminate against any employee or applicant for employment because of actual or perceived race, creed, color, sex, pregnancy or related conditions, national origin, gender, sexual orientation, gender identity, disability, veteran status or any other status protected by law.
American Bank & Trust	<a href="https://www.goambank.com/About-Us/Work-Here/Diversity-Equity-and-Inclusion">https://www.goambank.com/About-Us/Work-Here/Diversity-Equity-and-Inclusion</a>
Arrive Logistics	To support diversity, equity and inclusion, Arrive has implemented Employee Resource Groups (ERGs), which are employee identity or experience-based associations that build a community for the identity group and enrich our entire organization. These groups exist to support members with networking, career development and providing a safe space to talk about work-related challenges and issues among others who have a similar background or life experience. This program creates an open forum for employees who share a common identity to meet and support one another in building their community and sense of belonging, and also empowers employees by offering them organizational support, professional development support and access to decision makers. Additionally, this program helps facilitate a clear line of communication from ERGs to leadership in order to voice concerns and solve problems, and provides a resource for leadership regarding employee/community issues, needs and policies. As one of the fastest-growing freight brokerages in the nation, our recruiting team strives to create the most diverse candidate pipeline possible for every role across all departments. Diversity, equity and inclusion are top of mind when recruiting talent at Arrive, as we know it is the key to success for any organization. Our organization’s commitment to supporting a diverse culture does not stop at the recruitment phase. We are laser-focused on ensuring our entire organization is doing its part to create an inclusive and diverse workplace culture.
Bankers Trust	<a href="https://www.bankerstrust.com/about/careers/diversity-and-inclusion/">https://www.bankerstrust.com/about/careers/diversity-and-inclusion/</a>
Beacon Hill Staffing Group	<a href="https://beaconhillstaffing.com/diversity-equity-inclusion">https://beaconhillstaffing.com/diversity-equity-inclusion</a>
Brown Commercial Group Inc	It is BROWN COMMERCIAL GROUP, INC. policy to provide equal employment opportunities without regard to race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, or unfavorable discharge from military service, to all qualified employees and applicants for employment. This policy applies to all areas of employment, job assignment, training, promotion, transfer, compensation, discipline and discharge. The company abides by all

	federal, state and local laws regarding employment practices, including, but not limited to the Americans with Disabilities Act.
Buckle	At Buckle we are committed to creating the most enjoyable work environment possible by embracing diversity and providing an inclusive culture where both our Guests and Teammates feel welcomed, valued, supported and respected.
Cambridge	<a href="https://www.joincambridge.com/about-cambridge/news/cambridge-expands-commitment-to-diversity-equality-and-inclusion-focus/">https://www.joincambridge.com/about-cambridge/news/cambridge-expands-commitment-to-diversity-equality-and-inclusion-focus/</a>
Caterpillar Inc.	<a href="https://www.caterpillar.com/en/careers/why-caterpillar/diversity-inclusion.html">https://www.caterpillar.com/en/careers/why-caterpillar/diversity-inclusion.html</a>
City Year	<a href="https://www.cityyear.org/about/equity-work/">https://www.cityyear.org/about/equity-work/</a>
Conservation Corps Minnesota & Iowa	<a href="https://conservationcorps.org/about/jedi/">https://conservationcorps.org/about/jedi/</a>
Crew	<a href="https://turnberrysolutions.com/why-turnberry-solutions/">https://turnberrysolutions.com/why-turnberry-solutions/</a> Why DE&I? At Turnberry, we strive to live our core values - Selflessness, Adaptability, Positivity, Extreme Ownership, and Inclusion - and be an employer-of-choice for each member of our team. We support employees in being their whole selves and are committed to creating positive and connected environments for all. This is ingrained in the fabric of our culture centered around inclusion and belonging. We believe diversity provides uniqueness in ideas, experiences, and backgrounds making us a better Turnberry; our Employee Resource Groups help to promote Inclusion across our organization. Employee Resource Groups Employee Resource Groups (ERGs) are communities of employees who focus on a common experience, identity, or interest. At Turnberry, ERG members meet regularly to plan events and activities, and connect with each other and the larger organization around their focus area. Membership is for those who identify with a group focus areas as well as allies who are passionate about the groups mission.
Direct Supply	<a href="https://www.directsupply.com/about/values/">https://www.directsupply.com/about/values/</a>
Echo Global Logistics	<a href="https://www.echo.com/careers/diversity-inclusion">https://www.echo.com/careers/diversity-inclusion</a> Our journey includes YOU. Collectively, WE drive our business forward by creating an environment where ALL can thrive. Echo's R.I.D.E. framework will achieve Results through Inclusion + Diversity + Equity. A We are focusing on providing transparency and holding ourselves accountable to advancing DEI (Results) by creating a culture of inclusion and belonging where everyone can thrive (Inclusion), ensuring that our workplace represents the communities around us (Diversity), and allowing everyone equitable access to the resources, tools, and opportunities they need to succeed (Equity). Together, we will R.I.D.E. faster, smarter, farther!
Enterprise Holdings	<a href="https://careers.enterprise.com/diversity-and-inclusion">https://careers.enterprise.com/diversity-and-inclusion</a>
Epic	We are an equal opportunity employer and practice affirmative action to promote the hiring, retention, promotion, and success of all applicants and employees, and we strive to create a respectful workplace. Our software cares for everyone. The quality of our product relies on a diverse workforce contributing their perspectives.
F&G Annuities & Life	<a href="http://intouch.fglife.com/people/culture">http://intouch.fglife.com/people/culture</a>
Federal Deposit Insurance Corporation	<a href="https://www.fdic.gov/about/diversity/">https://www.fdic.gov/about/diversity/</a>
Federal Home Loan Bank of Des Moines	<a href="https://www.fhlbdm.com/about/diversity-inclusion/">https://www.fhlbdm.com/about/diversity-inclusion/</a>
Four Oaks Family & Children Services	<a href="https://fouroaks.org/careers/diversity">https://fouroaks.org/careers/diversity</a>
GE Healthcare	<a href="https://jobs.gecareers.com/healthcare/global/en/inclusion-diversity-at-ge-healthcare">https://jobs.gecareers.com/healthcare/global/en/inclusion-diversity-at-ge-healthcare</a>
GEICO	<a href="https://www.geico.com/about/diversity-and-inclusion/">https://www.geico.com/about/diversity-and-inclusion/</a>
General Mills	<a href="https://www.generalmills.com/about-us/our-commitments/inclusion">https://www.generalmills.com/about-us/our-commitments/inclusion</a>
GreenState Credit Union	<a href="https://www.greenstate.org/connect/creating-lasting-value/careers-with-green-state-cu/diversity-equity-inclusion.html">https://www.greenstate.org/connect/creating-lasting-value/careers-with-green-state-cu/diversity-equity-inclusion.html</a>

Hills Bank	<a href="https://www.hillsbank.com/diversity-inclusion-policy">https://www.hillsbank.com/diversity-inclusion-policy</a>
HNI Corporation	<a href="https://www.hnicorp.com/diversity-equity-and-inclusion">https://www.hnicorp.com/diversity-equity-and-inclusion</a>
Insight Global	<a href="https://insightglobal.com/services/diversity-equity-inclusion/">https://insightglobal.com/services/diversity-equity-inclusion/</a>
Integrated DNA Technologies	<a href="https://www.danaher.com/who-we-are/diversity-inclusion">https://www.danaher.com/who-we-are/diversity-inclusion</a>
Iowa Department of Revenue	<a href="https://das.iowa.gov/human-resources/diversity-aa-eeo">https://das.iowa.gov/human-resources/diversity-aa-eeo</a>
KellyMitchell Group, Inc	As an employee-owned, women-led organization, we have a long-standing commitment to fostering a diverse and inclusive workforce while helping our clients achieve the same. We have been WBENC certified for over 15 years, have a 76% women-led internal workforce, and a 44% diverse workforce overall. We have a 100% commitment to diverse staffing - KM LAUNCH is KellyMitchell's strategic initiative designed to provide our clients access to "up-skilled" and "re-skilled" talent, while proactively sourcing women in tech, veterans, and other minority groups. We are also 100% committed to the community. As a proud partner of the United Way, we are actively involved in establishing meaningful connections within local communities - from STEM education organizations to partnerships like Women in Technology & Black Professional Meetups.
Leepfrog Technologies, Inc.	Leepfrog values and celebrates individuality. From flexible work options and casual dress codes to gender-neutral bathrooms and active employee resource groups, Leepfrog offers an inclusive environment where every Frogger can share their authentic self. Employee Resource Groups (ERGs) at Leepfrog include: 1) WELL - Women educating, leading, and learning; 2) FRED Froggers for racial and ethnic diversity; and 3) PRIDE+ Celebrating all gender and sexual orientations.
Linn County Sheriff's Office	<a href="https://linncounty-hr.policystat.com/">https://linncounty-hr.policystat.com/</a>
Lutheran Lakeside Camp	We are a safe and inclusive space for all people. Our staff all go through inclusivity training each year.
Medix	<a href="https://www.medixteam.com/company/diversity-equity-and-inclusion/">https://www.medixteam.com/company/diversity-equity-and-inclusion/</a>
MoLo Solutions	At MoLo, everyone's voices are heard. We are leading the change we envision for our company and the global community. Our Diversity, Equity, and Inclusion Committee has identified four pillars of focus. Volunteering in our community. Recruiting candidates from all backgrounds. Fundraising for the organizations committed to the same ideals. Furthering our Education on the history of inequality and social injustice. At MoLo, we recognize that better exists, and through these actions, we choose to be a catalyst for change within MoLo, and our local and global communities. We are Driven For Better.
Northwestern Mutual Chicagoland	Northwestern Mutual Chicagoland has 3 affinity groups, we call them Business Resource Groups. We have the Black BRG, Women's BRG, and the Pride BRG.
Penske Truck Leasing	<a href="https://www.gopenske.com/our-company/diversity-and-inclusion">https://www.gopenske.com/our-company/diversity-and-inclusion</a> - Penske is a global company with diverse customers, businesses and associates. We will improve and grow our businesses by supporting a work environment that is diverse, inclusive and respectful, so we can draw from the talents, backgrounds and varied perspectives of all our associates. This inclusive culture will enhance our ability to attract and retain the most talented leadership and workforce, thereby enabling us to better serve and broaden our customer base and will solidify our status as the best provider of transportation support and supply chain management services.
Phaidon International	<a href="https://www.phaidoninternational.com/blog">https://www.phaidoninternational.com/blog</a>
Quad	<a href="https://www.quad.com/company/esg/social/">https://www.quad.com/company/esg/social/</a> Our lasting values serve as the foundation for our Diversity, Equity and Inclusion (DEI) work. Quad commits to working diligently to create equity and inclusion within our own operations, our industry and our society overall. To achieve this, we are listening, learning and acting together through a new DEI education and communication platform we call I am. We are. The platform, accessible via our

	employee intranet, engages employees in our company's DEI efforts by having them look inward at their own biases and outward at different worldviews.
RSM US LLP	<a href="https://rsmus.com/about/dei.html">https://rsmus.com/about/dei.html</a>
Schneider	Diversity, Equality and Inclusion Our history has taught us that treating everyone with dignity and respect is vital to our ongoing success. We embrace and seek out diversity that is inclusive of thought, race, ethnicity, gender, age, religion, sexual orientation, experience and background. We find that this diversity and openness ensures that all our associates have equal access to opportunities and resources to contribute fully to the organization's success, and it fuels innovation, improves strategic thinking and cultivates leadership.
State Farm Insurance Companies	<a href="https://www.statefarm.com/about-us/diversity-inclusion">https://www.statefarm.com/about-us/diversity-inclusion</a>
Swoon	<a href="https://swoonstaffing.com/diversity-equity-and-inclusion/">https://swoonstaffing.com/diversity-equity-and-inclusion/</a>
Target	<a href="https://corporate.target.com/sustainability-esg/diversity-equity-inclusion">https://corporate.target.com/sustainability-esg/diversity-equity-inclusion</a>
Transamerica	<a href="https://www.transamerica.com/why-transamerica/inclusion-diversity">https://www.transamerica.com/why-transamerica/inclusion-diversity</a>
Tyson Foods, Inc.	<a href="https://www.tysonfoods.com/who-we-are/our-people/inclusion-diversity">https://www.tysonfoods.com/who-we-are/our-people/inclusion-diversity</a>
U.S. Army Corps of Engineers - Omaha District	<a href="https://www.usace.army.mil/Careers/EEO/">https://www.usace.army.mil/Careers/EEO/</a>
UCHealth	At UCHealth, we improve lives by cultivating an inclusive culture that respects and celebrates differences and commonalities. We welcome and encourage diversity of thought, enabling us to better serve our communities and empowering our patients and families to live extraordinary. As we advance on this journey, we will focus on three pillars: our people, our patients and our community.
UI Pharmaceuticals	<a href="https://studentlife.uiowa.edu/initiatives/diversity%252c-equity%252c-and-inclusion/#:~:text=Inclusion%3A%20Inclusion%20refers%20to%20a,essential%2C%20it%20is%20not%20sufficient.">https://studentlife.uiowa.edu/initiatives/diversity%252c-equity%252c-and-inclusion/#:~:text=Inclusion%3A%20Inclusion%20refers%20to%20a,essential%2C%20it%20is%20not%20sufficient.</a>
University of Iowa - Division of Sponsored Programs	<a href="https://diversity.uiowa.edu/">https://diversity.uiowa.edu/</a> The Division of Sponsored Programs supports diversity, equity and inclusion with more details specified in the UI policy.
University of Iowa - School of Social Work	<a href="https://diversity.uiowa.edu/">https://diversity.uiowa.edu/</a>
Verkada	We have internal employee resource groups - Women at Verkada, Pride at Verkada, Parents at Verkada, a multi-cultural community group along with several other clubs and resources available. Each respective group has their own quarterly events in and out of the office along with round table discussions regarding current events across each group.
Von Maur	We value the diversity of our employees and ensure equity in the workplace understanding that each associate contributes in a unique way to our customers experience.