

Diversity & Inclusion Works in College and Business

Affirmative action, as it pertains to higher education at least, received a vote of confidence from the U.S. Supreme Court in late June when it voted 7-1 to stand by its 2003 ruling that allowed the use of race in considering college admissions.

The high court also remanded the case, involving the University of Texas, to the U.S. Appeals Court in New Orleans to further examine whether diversity can be achieved without taking race into account.

Filing "friend-of-the-court" briefs in support of retaining the status quo were 57 large corporations, including General Electric, Xerox, PricewaterhouseCoopers, and General Mills, that argued affirmative action programs should be retained because the resulting diverse workforces have benefited their companies and society in general.

There's little doubt that career ascendancy is inherently linked to the academic degrees attained, and that symbiotic relationship represents the pillars of equal opportunity, as well as diversity and inclusion.

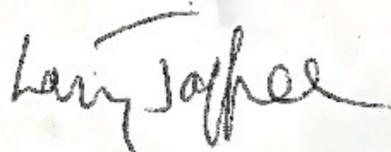
Throughout this issue of *Equal Opportunity* magazine, we learn various tales on how their rigorous university studies, while adhering to a student's strict budget, better prepared these professionals in the computer science, pharmaceutical and environmental fields.

Anil Rao's master's degree in computer science was in jeopardy when his savings and scholarships all the sudden weren't enough to make tuition. He scrimped, borrowed and worked full-time on campus and managed to finish his thesis and graduate on time, after which a job at Dell was waiting for him. He's now the company's global lead for embedded and systems management software solutions development in Dell's Enterprise Solutions Group.

If you're still in school, don't underestimate the importance of landing an internship as getting a foot in the door. "Each summer, about 75% of our intern hires are at the undergraduate level and about 25% are at the graduate level," says Amy Burtgart, director, talent acquisition, for AbbVie, which, until the beginning of this year was part of Abbott Laboratories.

The HR representatives from the other companies in the article, Covance, West Pharmaceutical, Genentech, and EMD Millipore, all speak of how interns have excellent chances of staying on after graduation, and also moving through the various organizations.

Picking a growing field, such as "green jobs" (i.e., those involved with protecting the environment) for one's career is always a prudent move, as Jasmine Powers has learned. She's a sustainability and health, safety and environment specialist for Vestas, a provider of wind turbines. Her graduating class had 13 students enrolled in the degree program; now it's upward of 150.



ljaffee@eop.com

Volume 46, No. 4 • Summer 2013

EQUAL OPPORTUNITY

445 Broad Hollow Road, Suite 425

Melville, NY 11747

PHONE: 631/421-9421

FAX: 631-421-0359

www.eop.com • E-mail: Info@EOP.com

Chairman & Chief Executive Officer
John R. Miller III Ext.20

President
Tamara Flaum-Dreyfuss Ext. 21

Chief Financial Officer
Christine Desmond Ext. 11

Publisher
Tamara Flaum-Dreyfuss Ext. 21

Director, Editorial, Production
James Schneider Ext. 14

Editor
Larry Jaffee

Art Director
Laura Lang Ext. 19

Account Executives
Maureen Gladstone Ext. 16
Denise Mas Ext. 25

Account Executive Career Expo Division:
Dan Castellano Ext. 17

Circulation Manager
Barbara O'Connor Ext. 18

Business Assistant
Flo Lane Ext. 24

Administrative Assistant
Annette Maldonado-Cora Ext.10

Equal Opportunity magazine (ISSN 0071-1039) is published four times a year: Fall, Winter, Spring, and Summer Editions by Equal Opportunity Publications, Inc., John R. Miller III, Chairman&CEO; Kay Zollar Miller, executive vice president and treasurer.

Copyright © September 2013 by Equal Opportunity Publications, Inc. The design and contents of Equal Opportunity magazine are fully protected by copyright and must not be reproduced in any manner without written permission from the editor and publisher.

Subscription rates: \$13.00 per year; \$25.00, two years; \$36.00, three years. For change of address, please send the mailing label from the most recent edition of this magazine along with your new address to: Circulation Dept., Equal Opportunity Publications, Inc., 445 Broad Hollow Road, Suite 425, Melville, NY 11747

Title "Equal Opportunity" plus design is registered trademark by US Patent Office Serial Number 104647. Printed in USA.

Equal Opportunity Publications, Inc. also publishes *Minority Engineer*, *Woman Engineer*, *CAREERS & the DISABLED*, *Workforce Diversity For Engineering And IT Professionals*, *Hispanic Career World*, and *African-American Career World* magazines.

Equal Opportunity Publications, Inc. is a member of the National Association of Colleges and Employers, Association on Higher Education and Disability, and Society of Human Resource Management.