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!

**DIVERSITY PROGRAMS & ASSOCIATIONS**

**FRESHMAN PROGRAMS**
- Wellington Management: [Undergraduate diversity internship](#)
- Visa: [Various programs](#)
- Goldman Sachs: [Various programs](#)
- Bank of America: [Elevate Diversity Forum](#)
- Goldman Sachs: [Goldman Sachs Undergraduate Camp](#)
- GE: [GE Finance Discovery Program](#)
- PwC: [Start Program](#)
- Verizon: [Rotational Leadership Development Program](#)

**SOPHOMORE PROGRAMS**
- Wellington Management: [Undergraduate diversity internship](#)
- Visa: [Various programs](#)
- Goldman Sachs: [Various programs](#)
- McKinsey & Company: [Sophomore Diversity Leadership Program](#)
- Credit Suisse—Global Markets: [Summer Diversity Program—Global Markets](#)
- Credit Suisse—Investment Banking: [Summer Diversity Program—Investment Banking](#)
- EY: [Launch Internship Program](#)
- Microsoft: [Finance Rotation Program](#)
- PwC: [Start Program](#)
- Wells Fargo: [Summer Leadership Pipeline Program](#)
- JPMorgan: [Sophomore Development Program](#)
- JPMorgan: [Chase Leadership Development Program](#)

**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](#)

**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 (NAAAHR)](#)
- [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)](#)