

B E Y O N D D I V E R S I T Y

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RESOURCES FROM CHAPTER 9: BEYOND DIVERSITY IN ENTREPRENEURSHIP

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Oftentimes, it is a lack of social capital, role models, and professional networking opportunities that create barriers that hold underrepresented and marginalized communities back from advancing economically and in the workplace. Below the authors have curated links to a non-exhaustive listing of Professional Networks, organized by different diversity dimensions: Women, Black/African American, Asian American Pacific Islander, Hispanic, Native American, LGBTQ+, Disability, and Veterans.

The authors make no warranties, express or implied, regarding the organizations listed below. This non-exhaustive yet extensive list is just a starting place for identifying organizations that are doing important work to advance equity and inclusion in society and the workplace. Remember, Google is your friend: there are numerous organizations established to promote and support networking, professional development and advancement opportunities targeted to diverse and historically underserved individuals and communities.

PROFESSIONAL NETWORKS

Women

[American Association of University Women \(AAUW\)](#)

The American Association of University Women advances equity for women and girls through advocacy, education, philanthropy and research with 500 college and university institution partners.

[American Medical Women's Association \(AMWA\)](#)

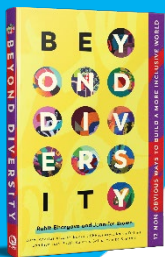
The American Medical Women's Association is an organization which functions at the local, national and international level to advance women in medicine and improve women's health.

[Anita B.org Institute](#)

Supports women in technical fields, the systems that train them, and the organizations that employ their talents. A full roster of programs help women grow, learn, and develop their highest potential, and drive culture change for a more inclusive tech workforce.

[Asian Women In Business](#)

Asian Women In Business (AWIB) is a non-profit, tax-exempt organization with the primary mission of assisting Asian women entrepreneurs and professionals.



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Association for Women in Communications (AWC)

The Association for Women in Communications is a professional organization that champions the advancement of women across all communications disciplines.

Financial Women's Association (FWA)

Financial Women's Association is a nonprofit professional organization created to advance professionalism in finance and in the financial services industry.

Girls Who Code

Girls Who Code is on a mission to close the gender gap in technology and to change the image of what a programmer looks like and does.

National Association of Female Executives

The largest business women's organization in the nation. Offers professional networking opportunities throughout the country.

National Council of Jewish Women (NCJW)

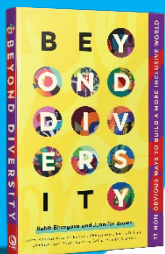
The National Council of Jewish Women is a volunteer organization that has been at the forefront of social change through championing the needs of women, children, and families—while taking a progressive stance on such issues as child welfare, women's rights, and reproductive freedom.

National Council of Negro Women (NCNW)

The National Council of Negro Women is a council of national African-American women's organizations and community-based sections. NCNW's mission is to lead, develop and advocate for women of African descent as they support their families and communities.

National Latina Business Women Association (NLBWA)

The National Latina Business Women Association is a national association created to champion effective programs and services that address the unique context Latinas face in business and professions.



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She Runs It

She Runs It brings together the women and men who want to help build a better marketing and media landscape.

Society of Women Engineers

A not-for-profit organization dedicated to advancing women in the field of engineering. Offers national and regional networking conferences as well as social networking.

Women in Technology International (WITI)

Women in Technology International is a trade association for tech savvy women that has programs and partnerships that provide connections, resources, opportunities, and a supportive environment of women committed to helping each other.

Black/African American

American Association of Blacks in Energy (AABE)

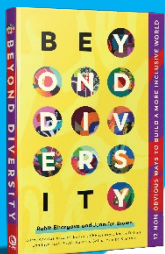
The American Association of Blacks in Energy is a national association of energy professionals founded and dedicated to ensuring the input of African Americans and other minorities into the discussions and developments of energy policies, regulations, R&D technologies and environmental issues.

ColorComm

ColorComm is an organization for women of color in all areas of communications including Public Relations, Corporate Communications, Advertising Print Media, Broadcast, Digital and more.

Executive Leadership Council

The Executive Leadership Council's mission is to increase the number of successful Black executives—both domestically and internationally—by adding value to their development, leadership, and philanthropic endeavors throughout the life-cycle of their careers.



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Information Technology Senior Management Forum

ITSMF's mission is to increase the representation of Black professionals at senior levels in technology, to impact organizational innovation and growth. By 2020, ITSMP will graduate 500 professionals through a series of robust development and career-advancing programs.

National Action Council for Minorities in Engineering (NACME)

The mission of NACME is to increase the number of successful African American, American Indian, and Latino young women and men in science, technology, engineering and mathematics (STEM) education and careers.

The National Association of African Americans in Human Resources (NAAHR)

NAAHR's mission is to be an inspirational and unique career development and networking powerhouse for Black and African American human resources practitioners and those who are aligned with their goals to provide: Networking, Career Opportunities, Educational and Professional Development, Mentorship and Coaching and Tools, Tips and Resources.

National Association of Black Accountants

The National Association of Black Accountants is a nonprofit membership association dedicated to bridging the opportunity gap for people of color in the Accounting, Finance, Consulting, Information Technology, and other related business professions.

National Association of Black Journalists

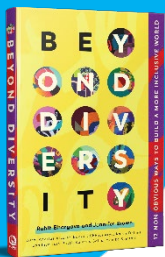
The National Association of Black Journalists was founded in 1975 and is an organization of journalists, students and media-related professionals that provides quality programs and services to and advocates on behalf of African American journalists worldwide.

National Black MBA Association

The National Black MBA Association, which has more than 9,000 members and represents more than 300 corporate partners, operates around three cornerstones: education, employment and leadership.

National Black Nurses Association (NBNA)

The National Black Nurses Association's mission is to "represent and provide a forum for Black



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nurses to advocate for and implement strategies to ensure access to the highest quality of healthcare for persons of color.”

[National Society of Black Engineers \(NSBE\)](#)

The National Society of Black Engineers’ mission is to increase the number of culturally responsible African American engineers who excel academically, succeed professionally and positively impact the community.

[Organization of Black Designers](#)

The Organization of Black Designers is a non-profit national professional association dedicated to promoting the visibility, education, empowerment and interaction of its membership and the understanding and value that diverse design perspectives contribute to world culture and commerce.

American Pacific Islander

[Ascend](#)

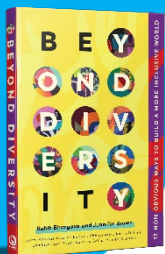
Ascend is the largest, non-profit Pan-Asian organization for business professionals in North America and offers professional development and career enhancement programs designed to cultivate Pan-Asian talent.

[Asian American Advertising Federation](#)

The 3AF’s mission is to advance the Asian American marketing and advertising industry for Asian American consumers through education, advocacy, promotion, and increased collaboration of all industry stakeholders including but not limited to marketers, agencies, research partners and media.

[Asian American Architects/Engineers Association \(AAa/e\)](#)

The Asian American Architects/Engineers Association provides a platform for empowering professionals working in the “built environment” in personal and professional growth, business development, networking, and leadership in the Asian American community.



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Asian American Government Executives Network (AAGEN)

The Asian American Government Executives Network (AAGEN) is a nonprofit, non-partisan organization of the highest ranking Asian American and Pacific Islander career and appointed executives, foreign service officers, legislative and judiciary members, and military officers in Government.

Center for Asian Pacific American Women

The Center for Asian Pacific American Women (formerly The Asian Pacific American Women's Leadership Institute) is the only national, nonprofit organization dedicated to enhancing and enriching leadership skills for Asian American and Pacific Islander women leaders.

Federal Asian Pacific American Council

FAPAC is a nonprofit, nonpartisan organization representing the civilian and military Asian Pacific American employees in the Federal and District of Columbia governments.

Korean American Coalition (KAC)

The Korean American Coalition is a nonprofit service, education and advocacy organization that facilitates Korean-American participation in civic, legislative and community affairs.

National Asian Pacific American Women's Forum

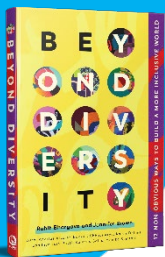
The mission of the National Asian Pacific American Women's Forum is to forge a grassroots progressive movement for social and economic justice and the political empowerment of Asian and Pacific American women and girls.

National Association of Asian American Professionals

The National Association of Asian American Professionals is a nonprofit, all-volunteer organization whose mission is to promote the personal and professional development of the Asian-American community.

NetIP North America (Network of Indian Professionals)

NetIP North America's mission is to serve as a voice for the South Asian Diaspora and to provide a vehicle for South Asian professionals to enhance the communities in which they work and live.



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Society of Asian Scientists and Engineers (SASE)

The Society of Asian Scientists and Engineers was founded to help Asian-heritage scientific and engineering professionals achieve their full potential.

Hispanic

Association of Hispanic Advertising Agencies (AHAA)/Culture Marketing Council (CMC)

The Association of Hispanic Advertising Agencies (rebranding to the Culture Marketing Council) aims to grow, strengthen and protect the Hispanic marketing and advertising industry by providing leadership in raising awareness of the value of the Hispanic market opportunities and enhancing the professionalism of the industry.

Association of Latino Professionals for America (ALPFA)

The Association of Latino Professionals for America's mission is to empower and develop Latino men and women as leaders of character for the nation, in every sector of the global economy.

Hispanic Alliance for Career Enhancement (HACE)

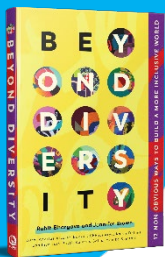
The Hispanic Alliance for Career Enhancement is a national nonprofit dedicated to the employment, development, and advancement of current and aspiring Latino professionals.

Hispanic Association on Corporate Responsibility (HACR)

The Hispanic Association on Corporate Responsibility strives to ensure that participation of the Hispanic community in corporate America is commensurate with Hispanic purchasing power.

Hispanic National Bar Association (HNBA)

The Hispanic National Bar Association is the incorporated, nonprofit, national association of Hispanic attorneys, judges, law professors and law students committed to promoting the goals and objectives of the association.



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National Association of Hispanic Journalists (NAHJ)

The National Association of Hispanic Journalists is dedicated to the recognition and professional advancement of Hispanics in the news industry.

National Hispanic Corporate Council (NHCC)

The mission of the NHCC is to provide its member corporations with the resources, market intelligence, collective expertise, education, and counsel to implement proven strategies for reaching the Hispanic community externally and leveraging Hispanic talent internally.

National Hispanic Medical Association (NHMA)

The mission of the National Hispanic Medical Association is to improve the health of Hispanics and other underserved populations. This organization represents 36,000 licensed Hispanic physicians in the United States.

Prospanica

Prospanica has hosted annual career and professional development conferences, connecting thousands of Hispanics to graduate programs, subject matter experts, corporations, and each other.

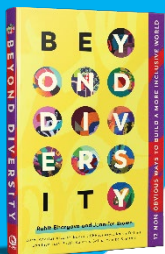
Society of Hispanic Engineers (SHPE)

The Society of Hispanic Professional Engineers (SHPE) is a national organization of professional engineers to serve as role models in the Hispanic community.

Indigenous & Native American

American Indian Business Leaders (AIBL)

American Indian Business Leaders is a nonprofit organization designed to support and promote the education and development of future Native American leaders, while maintaining and incorporating cultural values.



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American Indian Higher Education Consortium

The American Indian Higher Education Consortium is the collective spirit and unifying voice of our nation's 37 Tribal Colleges and Universities—a unique community of tribally and federally chartered institutions working to strengthen tribal nations and make a lasting difference in the lives of American Indians and Alaska Natives.

National Alaska Native American Indian Nurses Association (NANAINA)

The National Alaska Native American Indian Nurses Association's mission is to promote a continuum of health among Native Americans; to serve the professional needs of Native American nurses; to cooperate with other professional associations, health care organizations and governmental entities in matters affecting the purposes of NANAINA; and to recommend culturally appropriate health-service delivery solutions where barriers to Native American consumers exist.

National Indian Council on Aging

The mission of NICOA is to advocate for improved comprehensive health, social services and economic well-being for American Indian and Alaska Native Elders.

Native American Business Association (NABA)

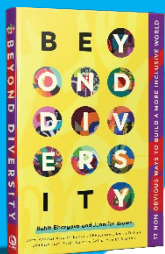
The Native American Business Alliance's mission is to facilitate mutually beneficial relationships between private and public businesses and Native American-owned companies, and to educate the communities on Native American culture.

Native American Capital (NAC)

Native American Capital fosters and promotes business and economic development in Indian Country through investment of private equity capital in promising new and developing high growth businesses in Native American and Alaskan Native communities. NAC also provides the technical assistance necessary to ensure the growth, development and profitability of these enterprises.

Native American Disability Law Center

The Law Center's mission is to advocate for the rights of Native Americans with disabilities in the Four Corners area and ensure they are enforced, strengthened and brought in harmony with their communities.



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Native American Financial Official Association (NAFOA)

The Native American Financial Official Association's mission is to improve the quality of financial and business management of tribal governments, their entities and their businesses.

Native American Journalists Association

The Native American Journalists Association serves and empowers Native American journalists through programs and actions designed to enrich journalism and promote Native cultures.

National Native American Bar Association (NNABA)

The National Native American Bar Association serves as the national association for Native American attorneys, judges, law professors and law students. Founded in 1973 as the American Indian Lawyers Association, NNABA works to promote issues important to the Native American community and works to improve professional opportunities for Native American lawyers.

National Native American Law Enforcement Association (NNALEA)

The mission of the National Native American Law Enforcement Association is to promote and foster mutual cooperation between Native American law enforcement officers, agents and personnel, their agencies, tribes, private industry and public.

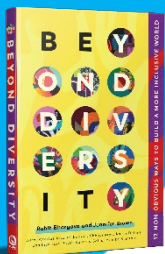
Women Empowering Women for Indian Nations (WEWIN)

Women Empowering Women for Indian Nations exists to provide Native women with the knowledge, support, and resources necessary to achieve success in their personal and professional lives. The WEWIN Annual Conference is an opportunity for Native women to engage in professional renewal, inspire others and network.

LGBTQ+

National LGBTQ+ Law Association

The National LGBTQ+ Bar Association is a national association of lawyers, judges and other legal professionals, law students, activists and affiliated lesbian, gay, bisexual and transgender legal organizations.



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Gay and Lesbian Medical Association (GLMA)

The Gay and Lesbian Medical Association works to ensure equality in healthcare for lesbian, gay, bisexual and transgender individuals and healthcare professionals.

National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc.

The National Organization of Gay and Lesbian Scientists and Technical Professionals is comprised of gay, lesbian, bisexual, transgender people and their allies employed or interested in scientific or high technology fields.

National Gay Pilots Association (NGPA)

The National Gay Pilots Association is a national organization of gay and lesbian pilots and other aviation enthusiasts from across the country.

National Lesbian & Gay Journalists Association (NLGJA)

Founded in 1990, NLGJA is an organization of journalists, media professionals, educators and students working from within the news industry to foster fair and accurate coverage of LGBT issues.

American Veterans for Equal Rights (AVER)

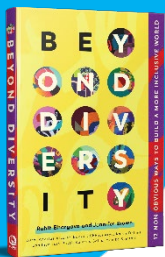
American Veterans for Equal Rights is the oldest and largest chapter-based, all-volunteer national Lesbian, Gay, Bisexual, and Transgender (LGBT) Veterans Service Organization in the United States, and the nation's only LGBT VSO recognized by the Veterans Administration.

Gay & Lesbian Association of Retiring Persons (GLARP)

The purpose Gay & Lesbian Association of Retiring Persons is to develop and operate retirement communities that are openly LGB-friendly and to promote, provide and support education on aging.

Gay, Lesbian and Straight Education Network (GLSEN)

The Gay, Lesbian and Straight Education Network is a national organization working to advance equity for students in K-12 and foster a safe and inclusive environment where all students can thrive academically, socially, and emotionally.



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Disability

American Council of the Blind

The American Council of the Blind is composed of approximately 70 state chapters and special-interest affiliates representing a diverse range of groups within the blind community, including students, families, teachers, attorneys, governmental employees, entrepreneurs, vending stand operators and the LGBT community.

American Deafness and Rehabilitation Association (ADARA)

ADARA is a partnership of national organizations, local affiliates, professional sections, and individual members working together to support social services and rehabilitation delivery for people who are deaf and hard of hearing.

American Association of People with Disabilities (AAPD)

The American Association of People with Disabilities is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities.

Council of State Administrators of Vocational Rehabilitation (CSAVR)

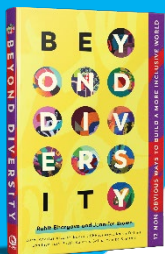
The Council of State Administrators of Vocational Rehabilitation is composed of the chief administrators of the public rehabilitation agencies serving individuals with physical and mental disabilities in the States, District of Columbia, and the territories.

Different & Able

Supports people and their families affected with all different types of resources. Different & Able is an online platform where people can learn from other people through storytelling, providing resources and a community for people to interact with one another.

Disability:IN

Disability:IN (formerly USBLN) empowers business to achieve disability inclusion and equality. Disability: IN administers the annual Disability Equality Index (DEI), a free benchmarking tool that provides a confidential opportunity to receive an objective score on disability inclusion policies and practices.



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[Job Accommodation Network \(JAN\)](#)

JAN offers free consulting on the Americans with Disabilities Act, job accommodations, and the employability of people with disabilities.

Veterans

[AMVets \(American Veterans\)](#)

American Veterans is a Congressionally-chartered veterans service organization that provides various services such as scholarships for veterans to pursue higher education, advocating for veterans' rights, and helping veterans reintegrate back into civilian life through career services and workshops.

[Army Women's Foundation](#)

Army Women's Foundation is an organization made to support army women and veterans in their continued success. They also provide scholarships and grants to help these women attain their educational goals.

[Blinded Veterans Association](#)

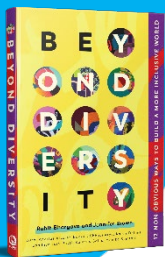
Blinded Veterans Association is a nonprofit organization established to help veterans and their families meet and overcome the challenges of blindness through various resources such as job opportunities, advocacy, networks, scholarships and awards.

[Hire Heroes USA](#)

Hire Heroes USA is an organization dedicated to empower US military members, veterans, and military spouses to succeed in the civilian workforce. Their services are free, and most are offered virtually, such as their virtual workshops, career fairs, webinars, job boards and more. They also offer coaching, mentorships, mock interviews, and scholarships for veterans and military spouses.

[Jewish War Veterans of the USA Foundation](#)

The Jewish War Veterans Foundation (JWVF) was created in 2010 as a way to directly give back to the veteran community and to support American active duty military personnel, as well as all



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honorably discharged veterans, and those who were physically and mentally wounded as a result of their service.

Student Veterans

Student Veterans is dedicated to providing military veterans with the resources, support, and advocacy needed to succeed in higher education, achieve their academic goals, and obtain meaningful employment.

Veteran Business Owners Association

The VBOA is dedicated to assisting veterans in developing and managing their own successful business. They provide the tools and support necessary to help veterans become business owners in their communities.