



M I D D
D I B

Middlebury Diversity in Business

What is MiddDIB?

*Middlebury Diversity in Business
MiddDIB for short is career club focused
on increasing minority and LGBTQ+
representation in business.*



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*A resource to get connected to diverse
alumni, listen to established guest
speakers, and flesh out your interests.*

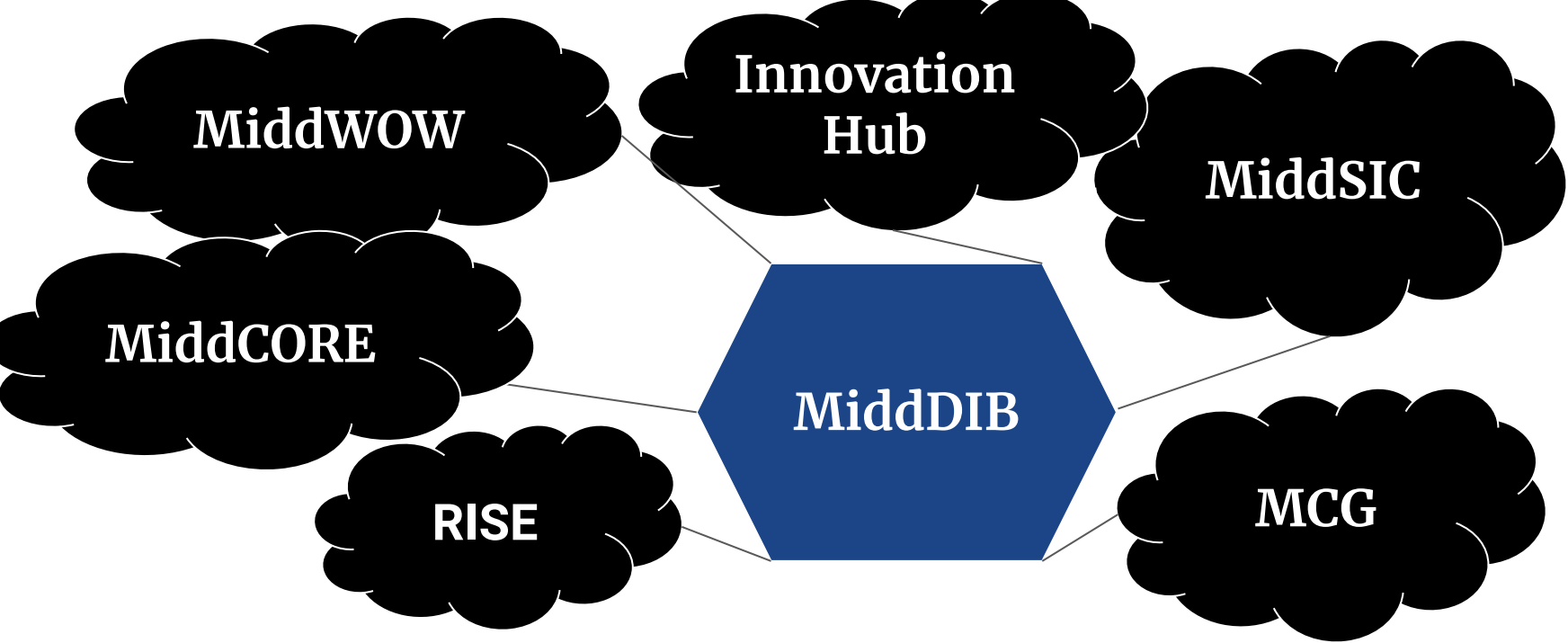
Mentorship and Network



**Senior
Students**



**Alumni &
Professionals**



While there are a ton of great finance clubs on campus, MiddDIB is different because of our focus on minority networking and General business as opposed to just finance or wall street. We will still be very involved in these areas

What are Diversity Organizations?

- Serve to connect students from marginalized communities to internships and companies
- Offer free technical training to help students succeed during their internships
- Offer free behavioral interview prep along with resume checks
- Expose students to a variety of careers within consulting, finance, & tech

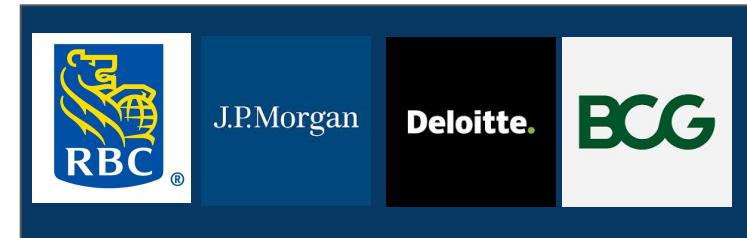


What are Diversity Programs?

Company specific programs, usually ran by their HR department, to recruit diverse candidates for their summer internship

Three types of diversity programs:

- Exploratory Programs
 - Normally 1-2 day programs
 - Made to introduce diverse candidates to the company and the work they do BEFORE opening their applications
 - Deadlines: Usually late fall/winter
- Diversity Internship Programs
 - Recruit for sophomore summer and extend invitations for junior internship
 - Deadlines: Typically freshman summer/Early Sophomore year (August-December)
- Diversity Interview Pipeline Program
 - Normally 1-2 day in person or virtual programs (some are month long programs) that led to superday
 - Some are month long programs where they have a curriculum. These programs tend to be more selective in handing superdays. So it is important to stay engaged and network before, during, and after the programs



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Programs

SEO Seizing
Every
Opportunity



J.P.Morgan

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Programs



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Programs

SEO

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BROWN
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Programs



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Incoming Markets Summer Analyst
J.P. Morgan

Programs



J.P.Morgan



 **OUT FOR
UNDERGRAD**

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Summer Intern
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Programs



Questions?

1. Tell us about yourself.
2. What did the program consist of?
3. Favorite part about the program? Least favorite part?
4. How to best position yourself for this program?
5. Interview required? How many rounds?
 - a. Technical portion? If yes, what should students expect?
 - b. Behavioral portion? If yes, what should students expect?
6. How should students use this program or organization to its full advantage?

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