



Booleans to Assist with Sourcing URM Candidates on LinkedIn

(Please feel free to share with any organization working to improve their URM hiring)

A Helpful URM definition from UCSF: At UCSF our working definition of an underrepresented minority (URM) is someone whose racial or ethnic makeup is from one of the following:

African American / Black

Asian: Filipino, Hmong*, or Vietnamese only

Hispanic / Latinx

Native American / Alaskan Native

Native Hawaiian / Other Pacific Islander

Two or more races, when one or more are from the preceding racial and ethnic categories in this list

* Hmong is not an explicit option on the UC employment forms at this time.

HBCUs Boolean (broken into 3 groups to avoid locking up searches on LinkedIn). There are roughly 1.2M profiles on LinkedIn featuring the colleges and universities listed below as keywords.

Source: <http://www.thehundred-seven.org/hbculist.html>

Validated at: <https://nces.ed.gov/COLLEGENAVIGATOR/?s=all&sp=4&pg=1>

Note: Must use in Keyword field instead of School field and will return some false positives.

"Alabama Agricultural and Mechanical University" OR "Alabama A&M University Graduate School" OR "Alabama State University" OR "Albany State University" OR "Alcorn State University" OR "Allen University" OR "American Baptist College" OR "University of Arkansas at Pine Bluff" OR "Arkansas Baptist College" OR "Benedict College" OR "Bennett College" OR "Bethune-Cookman University" OR "Bishop State Community College" OR "Bluefield State College" OR "Bowie State University" OR "Central State University" OR "Charles R. Drew University of Medicine and Science" OR "Cheyney University of Pennsylvania" OR "Claflin University" OR "Clark Atlanta University" OR "Clinton Junior College" OR "Coahoma Community College" OR "Concordia College-Selma" OR "Coppin State University" OR "Delaware State University" OR "Denmark Technical College" OR "Dillard University" OR "University of the District of Columbia" OR "Edward Waters College" OR "Elizabeth City State University" OR "Fayetteville State University" OR "Fisk University" OR "Florida A&M University" OR "Fort Valley State University" OR "Barber-Scotia College" OR "Birmingham-Easonian Baptist Bible College" OR "Carver College"

"Gadsden State Community College" OR "Grambling State University" OR "Hampton University" OR "Harris-Stowe State University" OR "Hinds Community College" OR "Hood Theological Seminary" OR "Howard University" OR "Huston-Tillotson University" OR "Interdenominational Theological Center" OR "J F Drake State Technical College" OR "Jackson State University" OR "Jarvis Christian College" OR "Johnson C. Smith University - JCSU" OR "Johnson C Smith Theological Seminary" OR "Kentucky State University" OR "Knoxville College" OR "Lane College" OR "Langston University" OR "Lawson State Community College" OR "LeMoyné-Owen College" OR "Lewis College of Business" OR "The Lincoln University" OR "Lincoln University" OR "Livingstone College" OR "University of Maryland Eastern Shore" OR "Meharry Medical College" OR "Miles College" OR "Miles School of Law" OR "Mississippi Valley State University" OR "Morehouse College" OR "Morehouse School of Medicine" OR "Morgan State University" OR "Morgan State University – Graves School of Business & Management" OR "Morgan State University – School of Architecture + Planning" OR "Morris Brown College" OR "Morris College" OR "Norfolk State University" OR "North Carolina Agricultural and Technical State University" OR "North Carolina Central University" OR "North Carolina Central University School of Law"

("Oakwood University" OR "Paine College" OR "Paul Quinn College" OR "Payne Theological Seminary" OR "Philander Smith College" OR "Prairie View A&M University" OR "Rust College" OR "Saint Paul's College" OR "Savannah State University" OR "Selma University" OR "Shaw University" OR "Shelton State Community College" OR "Shorter University" OR "Shorter College" OR "Simmons College of Kentucky" OR "South Carolina State University" OR "Southern University at New Orleans" OR "Southern University at Shreveport" OR "Southern University and A&M College- Baton Rouge" OR "Southwestern Christian College" OR "Spelman College" OR "Saint Augustine's University" OR "St. Philip's College" OR "Stillman College" OR "Talladega College" OR "Tennessee State University" OR "Texas College" OR "Texas Southern University" OR "Southern University Law Center" OR "Tougaloo College" OR "H. Councill Trenholm State Technical College" OR "Tuskegee University" OR "University of the Virgin Islands" OR "Virginia State University" OR "Virginia Union University" OR "Virginia University of Lynchburg" OR "Voorhees College" OR "West Virginia State University" OR "Wilberforce University" OR "Wilberforce College" OR "Wiley College" OR "Winston-Salem State University" OR "Xavier University of Louisiana") NOT ("Middle Tennessee State University" OR "East Tennessee State University" OR "South Texas College" OR "North Central Texas College" OR "Western Texas College")

Footnotes:

Barber-Scotia College, Knoxville College and Morris Brown College are not accredited.

Birmingham-Easonian Baptist Bible College, Carver College, Hood Theological Seminary, Johnson C Smith Theological Seminary, Miles School of Law, Payne Theological Seminary not recognized by US Department of Education as HBCUs.

Lewis College of Business and Saint Paul's College closed in 2013

African American Fraternities: Source [Wikipedia](#) ~110K profiles on LinkedIn

Keywords: "Prince Hall Freemasonry" OR "Improved Benevolent and Protective Order of Elks of the World" OR IBPOEW OR "Sigma Pi Phi" OR "Alpha Phi Alpha" OR "Kappa Alpha Psi" OR "Omega Psi Phi" OR "Phi Beta Sigma" OR "Wine Psi Phi" OR "Nu Gamma Alpha" OR "Iota Phi Theta" OR "MALIK Fraternity" OR "Malik Sigma Psi" OR "Phi Delta Psi" OR "Sigma Phi Rho" OR "Beta Phi Pi" OR "Megisté Areté" OR "Phi Rho Eta" OR "groove phi groove"

African American Sororities: Source [Wikipedia](#) ~140K profiles on LinkedIn

Keywords: "Alpha Kappa Alpha" OR "Delta Sigma Theta" OR "Zeta Phi Beta" OR "Sigma Gamma Rho" OR "Iota Phi Lambda" OR "Eta Phi Beta" OR "Tau Gamma Delta" OR "Gamma Phi Delta" OR "Zeta Delta Phi" OR "Kappa Theta Epsilon" OR "Swing Phi Swing" OR "Malika Kambe Umfazi"

Tribal Colleges and Universities: There are roughly 17,000 profiles on LinkedIn featuring the colleges and universities listed below as keywords. There are 32 fully accredited Tribal Colleges and Universities (TCUs) in the United States, with one formal candidate for accreditation. Three are in Associate Status.

Source: <https://sites.ed.gov/whiaiane/tribes-tcus/tribal-colleges-and-universities/>

Note: Must use in Keyword field instead of School field and will return some false positives.

"Iilisagvik College" OR "Diné College" OR "Tohono O'odham Community College" OR "Haskell Indian Nations University" OR "Bay Mills Community College" OR "Keweenaw Bay Ojibwa Community College" OR "Saginaw Chippewa Tribal College" OR "Fond du Lac Tribal and Community College" OR "Leech Lake Tribal College" OR "White Earth Tribal and Community College" OR "Blackfeet Community College" OR "Chief Dull Knife College" OR "Aaniiih Nakoda College" OR "Fort Belknap College" OR "Fort Peck Community College" OR "Little Big Horn College" OR "Salish Kootenai College" OR "Stone Child College" OR "Nebraska Indian Community College" OR "Little Priest Tribal College" OR "Navajo Technical College" OR "Institute of American Indian Arts" OR "Southwestern Indian Polytechnic Institute" OR "Cankdeska Cikana Community College" OR "Fort Berthold Community College" OR "Sitting Bull College" OR "Turtle Mountain Community College" OR "United Tribes Technical College" OR "Oglala Lakota College" OR "Sinte Gleska University" OR "Sinte Gleska College" OR "Sisseton Wahpeton College" OR "Northwest Indian College" OR "College of Menominee Nation" OR "Lac Courte Oreilles Ojibwa College" OR "Lac Courte Oreilles Ojibwa School" OR "College of the Muscogee Nation" OR "Comanche Nation College" OR "Wind River Tribal College"

Footnotes:

Aaniiih Nakoda College (Formerly Fort Belknap College). Only listed on LinkedIn as Fort Belknap College.

Sinte Gleska University on LinkedIn as Sinte Gleska College

Lac Courte Oreilles Ojibwa Community College on LinkedIn as Lac Courte Oreilles Ojibwa College and Lac Courte Oreilles Ojibwa School

Associate Status Schools: College of the Muscogee Nation, Comanche Nation College, and Wind River Tribal College not listed on LinkedIn but included in the Boolean string.

20 Colleges with the Most Hispanic Students (note may get many false positives)

Source: <https://www.usnews.com/education/best-colleges/slideshows/colleges-with-the-most-hispanic-students>

University of Puerto Rico—Arecibo 100% (Note: if location agnostic, could search in Puerto Rico)

Texas A&M International University 96%

University of Texas—Rio Grande Valley 92%

Florida National University—Main Campus 87%

University of Texas—El Paso 85%

Our Lady of the Lake University (TX) 78%

Texas A&M University—Kingsville 73%

California State University—Los Angeles 70%

St. Mary's University of San Antonio 68%

Sul Ross State University (TX) 67%

Florida International University 67%

California State University—San Bernardino 66%

California State University—Dominguez Hills 66%

New Mexico State University 63%

California State University—Bakersfield 60%

University of the Incarnate Word (TX) 59%

Mount Saint Mary's University (CA) 59%

University of Texas at San Antonio 58%

New Mexico Highlands University 58%



Dominican University (IL) 58%

Note: Must use in Keyword field instead of School field and will return some false positives.

“University of Puerto Rico—Arecibo” OR “Texas A&M International University” OR “The University of Texas Rio Grande Valley” OR “Florida National University” OR “The University of Texas at El Paso” OR “Our Lady of the Lake University” OR “Texas A&M University—Kingsville” OR “California State University, Los Angeles” OR “St. Mary's University” OR “Sul Ross State University” OR “Florida International University” OR “California State University—San Bernardino” OR “California State University—Dominguez Hills” OR “New Mexico State University” OR “California State University, Bakersfield” OR “University of the Incarnate Word” OR “Mount Saint Mary's University” OR “The University of Texas at San Antonio” OR “New Mexico Highlands University” OR “Dominican University”

Latino Fraternities & Sororities: Source: <https://nalfo.org/member-organizations/>

Fraternities ~15,000 profiles

Keywords: “Alpha Psi Lambda” OR “Gamma Zeta Alpha” OR “Latino America Unida Lambda Alpha Upsilon” OR “Lambda Sigma Upsilon” OR “Phi Iota Alpha” OR “Lambda Upsilon Lambda” OR “Lambda Theta Phi” OR “Sigma Lambda Beta” OR “Omega Delta Phi” OR “Nu Alpha Kappa”

Sororities ~27,000 profiles

Keywords: “Alpha Psi Lambda” OR “Alpha Pi Sigma” OR “Chi Upsilon Sigma” OR “Gamma Phi Omega” OR “Kappa Delta Chi” OR “Lambda Pi Chi” OR “Lambda Pi Upsilon” OR “Lambda Theta Nu” OR “Omega Phi Beta” OR “Sigma Iota Alpha” OR “Sigma Lambda Upsilon” OR “Gamma Alpha Omega” OR “Sigma Lambda Alpha” OR “Lambda Theta Alpha” OR “Sigma Lambda Gamma”

Note: Alpha Psi Lambda is co-ed. Some organization names abbreviated to capture maximum number of relevant profiles in LinkedIn.

Former NALFO members: Gamma Alpha Omega, Sigma Lambda Alpha, Lambda Theta Alpha, Sigma Lambda Gamma, Lambda Theta Phi, Sigma Lambda Beta, Omega Delta Phi and Nu Alpha Kappa

Last Updated: February 16, 2022