



REACHING OUT MBA
PARTNERSHIP
PACKET 2026

VISION, MISSION, INCLUSION + BELONGING



OUR VISION is to have LGBTQ+ leaders in every C-suite.

OUR MISSION is to increase the influence of the LGBTQ+ community, including allies, in business by educating, inspiring, and connecting MBA students and experienced professionals.

Over our 25-year history, Reaching Out MBA has grown to include a range of programming that elevates and empowers an increasingly diverse community of business professionals. We invite you to join us and engage with our talent pool throughout the year.

Reaching Out MBA has been – and always will be – an organization that creates open, inviting, and inclusive spaces for the community. We encourage and value the attendance, engagement, input and perspectives of business professionals from all backgrounds. We believe that a safe and supportive environment is critical to our success.

Reaching Out uses the "+" as part of LGBTQ+ to intentionally embrace all individuals who are working towards building communities of inclusion, respect, and belonging, including allies of the LGBTQ community and those who are not fully represented by the letters LGBTQ. Reaching Out MBA offers equal and inclusive opportunities to engage in our programs, events and organizational activities. We ensure all attendees, applicants and individuals engaging with our organization have access to opportunities without regard to identity or other statuses protected by federal, state, or local law. We work diligently to build and sustain an environment that is free from discrimination and harassment for all.

THE MEANING OF PARTNERSHIP

At Reaching Out MBA, partnership is a strategic commitment to advancing LGBTQ+ inclusion through engagement and investment. We seek partners who provide both resources and leadership to drive education, connection, and visibility for LGBTQ+ MBA and experienced talent. Our goal is an inclusive business landscape reflecting the full diversity of the LGBTQ+ community, strengthening the leadership pipeline and creating meaningful industry impact.

EXAMPLES OF CORPORATE PARTNERSHIP ACTIVITIES:

- Champion ROMBA's mission within your organization
- Present workshops to LGBTQ+ MBA and experienced talent
- Host incoming MBAs through Summer Treks
- Participate in panels at ROMBA or other events
- Leverage internal networks, such as ERGs, for support
- Select ROMBA as a charity of choice
- Serve as a liaison to ensure alignment and collaboration

NATIONAL PARTNERSHIP

A National Partnership demonstrates leadership in LGBTQ+ inclusion, signaling a strong commitment to equity, representation, and opportunity across business. With an annual investment of \$40,000+, partners receive:

- **ELEVATED VISIBILITY:** Year-round recognition as an inclusion champion
- **STRATEGIC ALIGNMENT:** Direct access to top LGBTQ+ talent
- **THOUGHT LEADERSHIP:** Influence conversations on inclusion and leadership
- **COLLABORATIVE PARTNERSHIP:** Structured, year-round engagement with the ROMBA team

YEAR-ROUND ENGAGEMENT

Reaching Out MBA offers year-round events for current and postgraduate talent that educate, inspire, and connect the LGBTQ+ business community. Corporate partners gain access to these talent pools throughout the year. Dates and events may change.

CLUB LEADERSHIP SUMMIT

LOCATION TBD, APRIL 10 - 11

Brings together LGBTQ+ business school club leaders to share insights on growing their influence on campus and beyond.

SUMMER TREKS

LOCATIONS AND DATES TBA

Incoming MBAs visit corporate partners' offices, meet recent ROMBA hires, and learn about company culture, ERGs, and recruiting. Each partner engages with ~30 target candidates.

FELLOWSHIP RETREAT

PHILADELPHIA, JULY 24-25

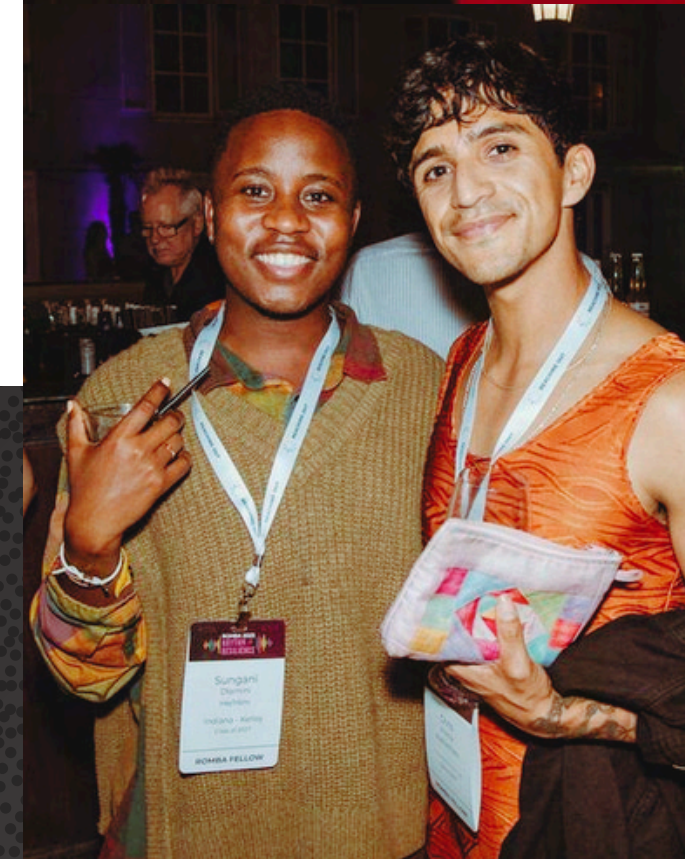
Incoming Fellows build networks, develop leadership skills, connect with corporate partners and post-MBAs, and learn how Reaching Out supports career growth during and after MBA programs.

ROMBA CONFERENCE + PRIZM EXPERIENCE

DALLAS, OCTOBER 1-3

The world's largest gathering of LGBTQ+ MBA talent, integrated with PRIZM for seasoned professionals.

Includes plenaries, workshops, events, and a Career Expo for corporate recruiting. 2026 will be at Hilton Anatole, Dallas, TX.



2026 REGIONAL EVENTS

Regional Events for 2026 have not been scheduled. Please contact us if you are interested in hosting an event in your area or in connection to one of our other events (e.g., Summer Treks).

WHAT IS ROMBA?

The ROMBA Conference, launched in 1999, is the largest annual gathering of LGBTQ+ MBA students, professionals, and corporate partners. This three-day event blends professional development and networking with rigorous recruitment, providing career opportunities while fostering a strong sense of community.

CAREER EXPO

The half-day Career Expo connects MBA students and job seekers directly with top corporate partners, providing inclusive opportunities for internships and full-time roles.

INDUSTRY TRACKS AND SESSIONS

Educational sessions span nearly a dozen industry tracks, led by representatives from our corporate partners and other experts. Panels, workshops and personal storytelling offer real world insights into various career paths.

LOCAL CONNECTION + SUPPORT

ROMBA partners with local businesses for case competitions and encourages attendees to support LGBTQ+ businesses, artists, and community initiatives.

PLENARY SESSIONS

High-energy sessions feature prominent leaders discussing pressing business issues, offering both inspiration and practical career insights.

NETWORKING + COMMUNITY EVENTS

Networking is central to ROMBA, with affinity gatherings, a Networking Lounge, corporate mixers, and conversation spaces that foster connections and belonging.



WHAT IS PRIZM?

The PRIZM Experience is a curated opportunity that connects leading employers with LGBTQ+ professionals exploring the next stage of their careers. Held concurrently with the ROMBA Conference, PRIZM combines access to ROMBA's flagship programming—plenary sessions, special events, and networking—with targeted engagement designed for experienced talent. Corporate partners gain direct exposure to professionals through structured recruiting touchpoints, including networking events, coffee chats, and the Career Expo Hall, alongside exclusive learning and development sessions. PRIZM equips companies to strengthen their pipelines, showcase inclusive leadership, and build lasting connections with seasoned LGBTQ+ talent.

All ROMBA corporate partners are eligible to participate in PRIZM, an experience designed for LGBTQ+ professionals and a key opportunity for companies to connect with and recruit experienced talent. For a flat fee of \$5,000, in addition to your ROMBA partnership, your company can access this distinct pool of seasoned LGBTQ+ professionals. Participation is included at no additional cost for Diamond and Underwriter partners.



WHY SHOULD MY COMPANY PARTNER WITH ROMBA + PRIZM?



RECRUITING TOP TALENT

All partnership levels include a variety of useful tools to enhance your recruitment efforts. These include access to the ROMBA resume database, lists of students and experienced talent who have specifically indicated interest in working for your company, and an exhibition space at the ROMBA Career Expo. These events draw top talent from the best MBA, graduate programs and professionals in various fields across the country and the globe.

SHOWCASING YOUR COMPANY AS A LEADER

Securing speaking opportunities as a partner provides a platform to discuss how your company is supporting inclusion and belonging and addressing critical business issues.

BRANDING AS AN EMPLOYER OF CHOICE FOR THE LGBTQ+ MBA COMMUNITY

From LGBTQ+ pre-MBA talent all the way through experienced talent, ROMBA and PRIZM are some of the best ways to engage with these talent pools and recruit for internships and all levels of full-time positions.

SUPPORTING CURRENT EMPLOYEES WHO ARE LGBTQ+

This partnership will allow your company to highlight its commitment to LGBTQ+ inclusion and belonging to attendees – both professionals and students – in order to help drive the strongest recruitment outcomes possible.

INCORPORATING EXPERIENCED TALENT INTO YOUR RECRUITMENT STRATEGY

This partnership will allow your company to highlight its commitment to the LGBTQ+ business community – both professionals and students – in order to help drive the strongest recruitment outcomes possible.

2025 ROMBA TALENT DEMOGRAPHICS

The data shown on pages 7 + 8 are based on 680 student attendees at ROMBA 2025 who completed our post-conference survey.

RACE/ETHNICITY

IDENTITY	#	%
White	268	39.4%
Asian/Pacific Islander	210	30.9%
Hispanic/Latinx	87	12.8%
Black/African American	55	8%
Multiracial	31	4.6%
Prefer not to say	20	2.9%
Prefer to self-describe	8	1.2%
Indigenous/AK Native	1	0.2%

SEXUAL ORIENTATION

IDENTITY	#	%
Gay	323	47.5%
Bisexual	136	20%
Queer	75	11%
Straight	63	9.3%
Lesbian	51	7.5%
Prefer not to say	29	4.3%
Prefer to self-describe	3	0.4%

GENDER IDENTITY

IDENTITY	#	%
Male	416	61.2%
Female	221	32.5%
Nonbinary or Non-conforming	30	4.4%
Prefer to self-describe	8	1.2%
Prefer not to say	5	0.7%
Transgender* <small>*This identity overlaps with the gender identities above</small>	23	3.4%

TOP BUSINESS SCHOOLS IN ATTENDANCE

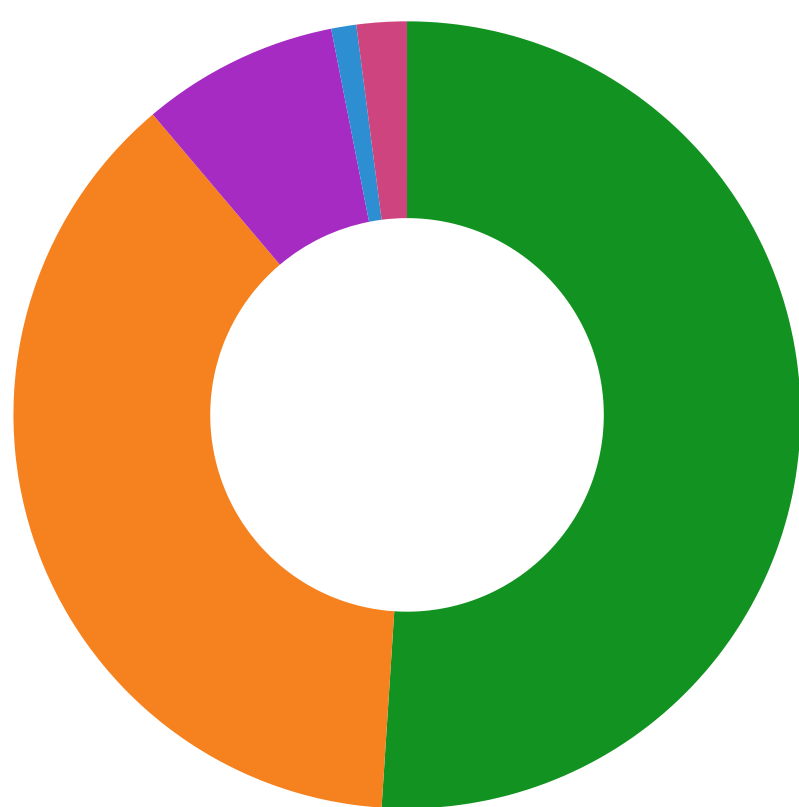
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|------------------------------|-----------------------------|
| 1. COLUMBIA BUSINESS SCHOOL | 6. CARNEGIE MELLON - TEPPER |
| 2. UC, BERKELEY - HAAS | 7. GEORGETOWN - MCDONOUGH |
| 3. DUKE - FUQUA | 8. UPENN - WHARTON |
| 4. YALE SCHOOL OF MANAGEMENT | 9. UT AUSTIN - MCCOMBS |
| 5. NYU - STERN | 10. CORNELL - JOHNSON |



2025 ROMBA TALENT DEMOGRAPHICS

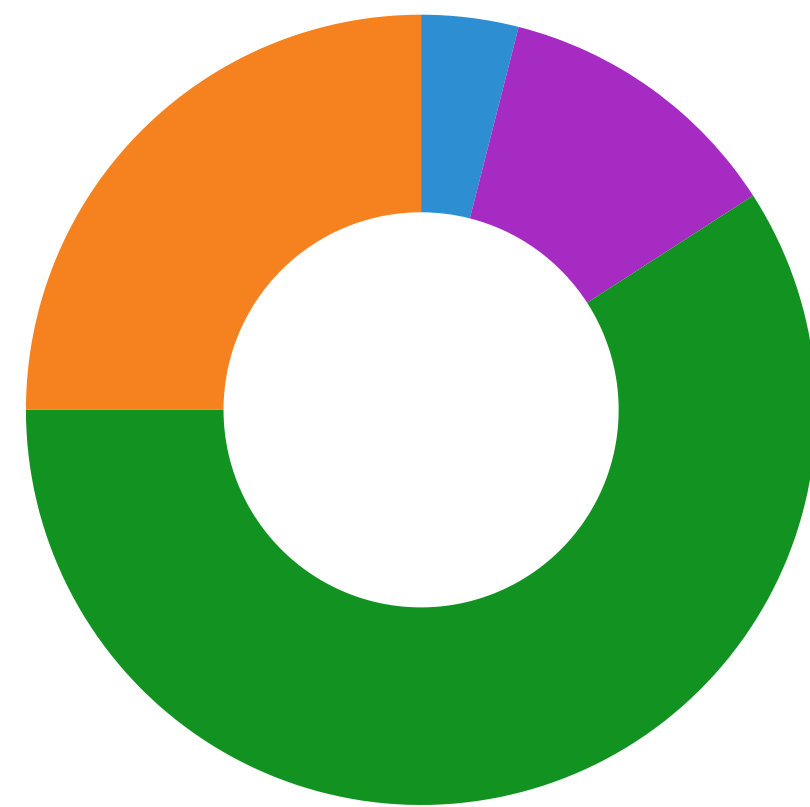
PROGRAM TYPE

- Full-time (MBA1) - 51%
- Full-time (MBA2) - 37.8%
- Part-time - 8.1%
- Executive MBA - 1%
- Other - 2%



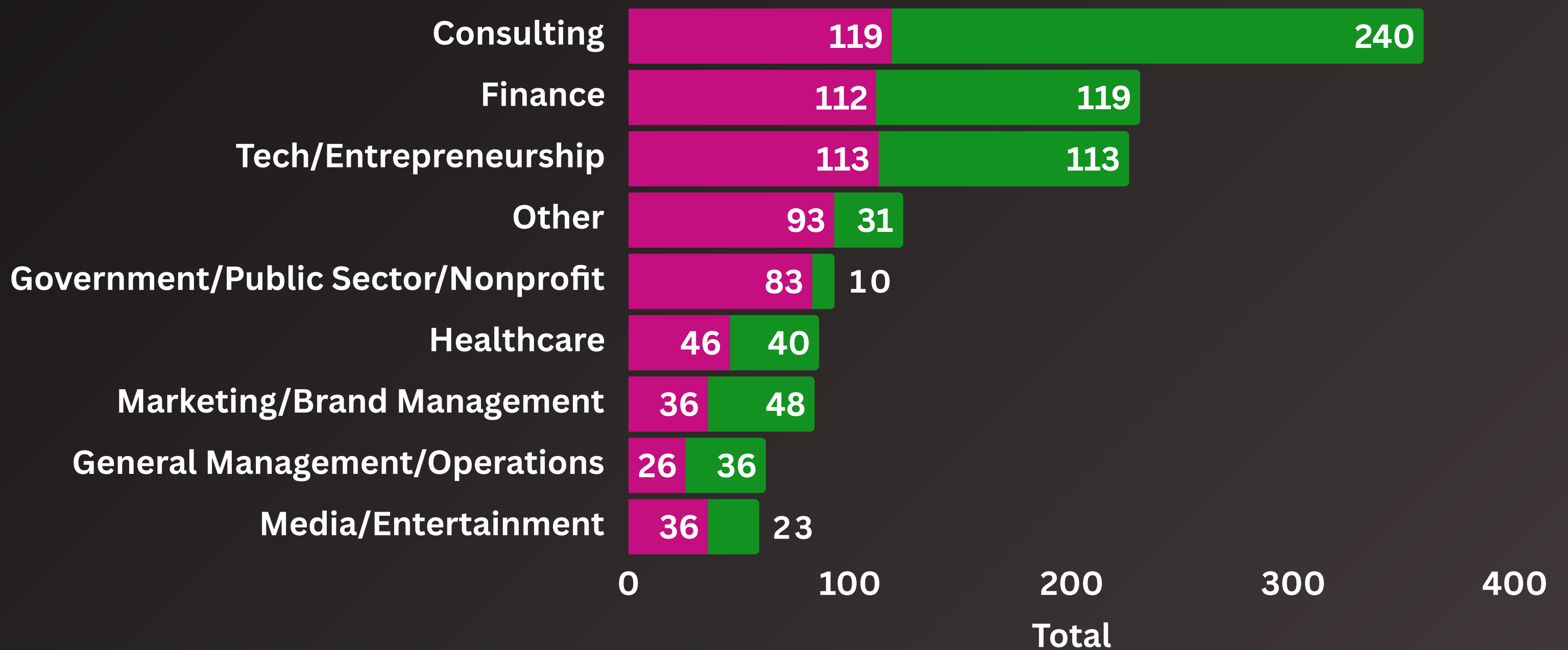
TALENT YEARS OF EXPERIENCE

- 15+ - 4%
- 10-14 - 12%
- 5-9 - 59%
- 0-4 - 25%



INDUSTRY EXPERIENCE

- Prior Work Experience
- Post-School Preference



2025 PRIZM TALENT DEMOGRAPHICS

The data shown are based on 108 attendees at PRIZM 2025 who completed our post-conference survey.

GENDER IDENTITY

IDENTITY	#	%
Male	71	65.7%
Female	31	28.7%
Nonbinary or Non-conforming	4	3.7%
Prefer to self-describe	1	0.9%
Prefer not to say	1	0.9%
Transgender* <i>*This identity overlaps with the gender identities above</i>	8	7.4%

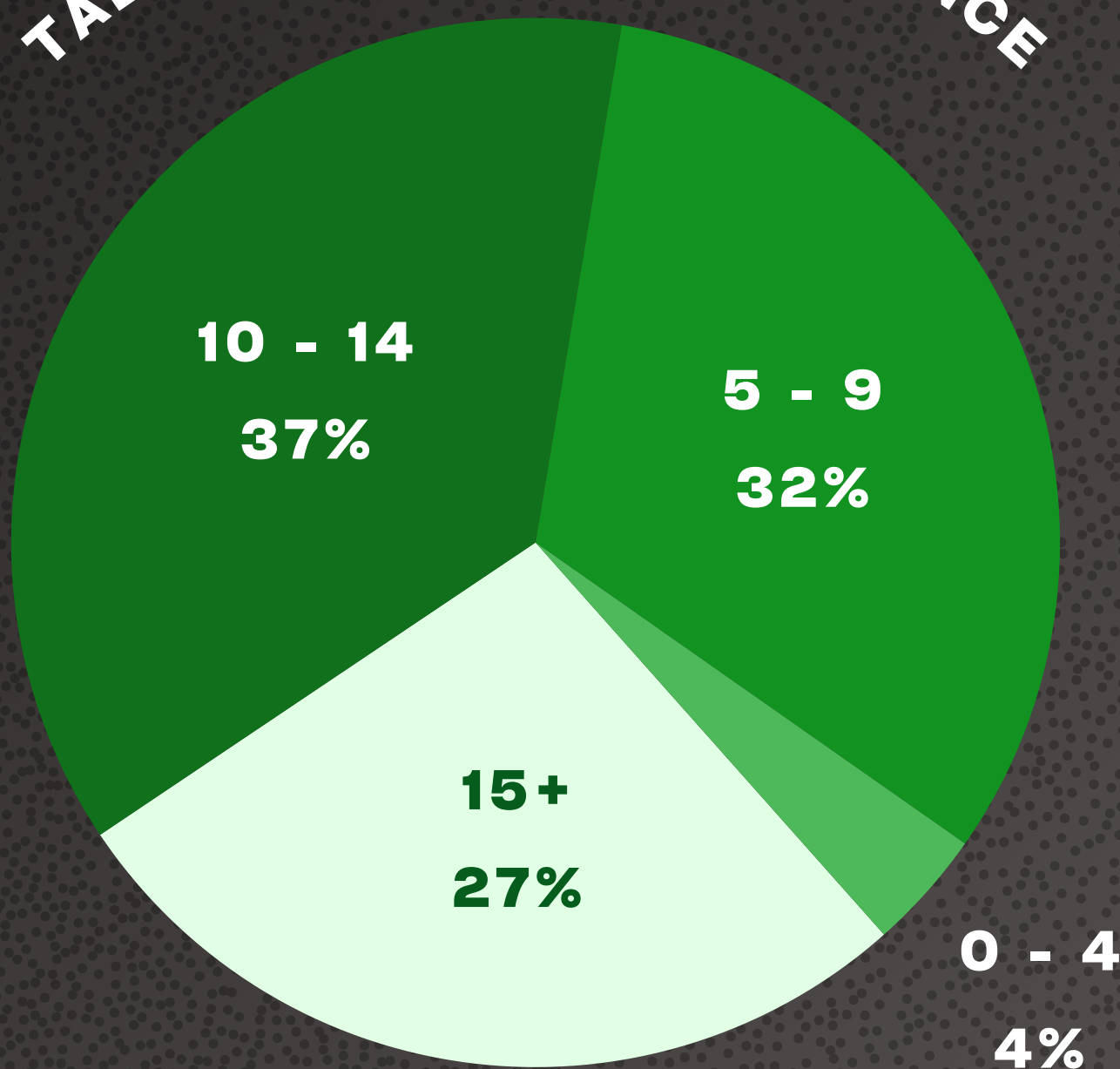
SEXUAL ORIENTATION

IDENTITY	#	%
Gay	64	59.3%
Lesbian	14	13%
Queer	10	9.3%
Bisexual	9	8.3%
Straight	8	7.4%
Prefer not to say	3	2.8%
Prefer to self-describe	0	0.0%

RACE/ETHNICITY

IDENTITY	#	%
White	61	56.5%
Asian/Pacific Islander	16	14.8%
Black/African American	16	14.8%
Hispanic/Latinx	8	7.4%
Multiracial	4	3.7%
Prefer not to say	3	2.8%
Prefer to self-describe	0	0.0%
Indigenous/AK Native	0	0.0%

TALENT YEARS OF EXPERIENCE

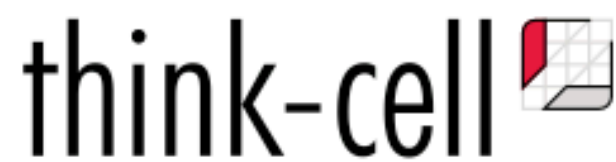


2025 PARTNERS

CONFERENCE UNDERWRITER



DIAMOND PARTNERS



EMERALD PARTNERS



SAPPHIRE PARTNERS



RUBY PARTNERS



GARNET PARTNERS



JADE PARTNERS



UNIVERSITY AND SUPPORTER PARTNERS



ORGANIZATIONAL ALLIES



IMPACT STATEMENTS FROM PARTNERS

“We’ve been an enthusiastic ROMBA conference supporter for 10+ years because we’re consistently able to meet the highest caliber of LGBTQ MBAs from across the country.”

“The experience was amazing. I felt like I had all of the information and support needed to successfully recruit at the [ROMBA] conference. Communication was always timely and helpful.”

“(Our company's) partnership with Reaching Out MBA has expanded our talent pool and cultivated a more inclusive environment, enabling us to attract exceptional LGBTQ+ MBA candidates. We look forward to continuing our collaboration, further strengthening our commitment to supporting the LGBTQ+ community.”

2026 PARTNER LEVELS PRICING

BENEFIT	JADE \$10,000	GARNET \$15,000	RUBY \$20,000	SAPPHIRE \$25,000	EMERALD \$30,000	DIAMOND \$40,000	UNDER- WRITER \$50,000
Company Logo	X	X	X	X	X	X	X
Conference Registrations	3	5	6	8	10	12	15
Expo Booth	10' x 10'	10' x 10'	10' x 10'	10' x 10'	10'x20'	10'x30'	10'x40' or 20'x20'
Resumes	X	X	X	X	X	X	X
Interest Report	X	X	X	X	X	X	X
Registration Discounts	10%	20%	20%	30%	30%	40%	50%
PRIZM Inclusion	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	X	X
Speaking Opportunities		X	X	X	X	X	X
Job Listings		3	4	5	6	7	8
Convo Space or Meal Table		X	X	X	X	X	X
Company Reception		\$1,000	X	X	X	X	X
Banner Ad in App			X	X	X	X	X
Ad in Program				Half Page	Half Page	Full Page	Full Page
Additional Benefit					X	X	X
Company Webinar					X	X	X
National Partner						X	X
Promo Video							X
Branded or Presented Workshop							X
Summer Treks							X

2026 PARTNER LEVELS + BENEFITS

JADE + ABOVE

- Company logo listed on collateral materials
- Complimentary full conference registrations
- Career Expo Booth (10'x10')
- Access to Reaching Out talent resumes
- Student Interest Report
- Discount on additional conference registrations

GARNET + ABOVE

- Eligible speaking opportunities for company representatives
- Job listing(s) in year-round digital distributions
- Choice of semi-private conversation space or company table at selected meal
- Option to hold private, on-site company reception

RUBY + ABOVE

- Banner ad in conference mobile app

SAPPHIRE + ABOVE

- Ad in program (Sapphire & Emerald = 1/2 page; Diamond & Underwriter = Full page)

EMERALD + ABOVE

- Additional benefit: Choice of semi-private conversation space or company table at selected meal
- Company webinar pitch in advance of the ROMBA conference

DIAMOND + ABOVE

- Benefits of National Partnership

UNDERWRITER ONLY

- Complimentary placement in promotional video presentation
- One (1) company branded or presented workshop
- Guaranteed placement in two (2) summer treks - one (1) included and a second available for \$2,500

EXPLANATION OF BASIC BENEFITS

STANDARD BENEFITS FOR ALL LEVELS

COMPANY LOGO

Submit your logo to be featured at your partnership level across the ROMBA website, printed program, app, on-site signage, and more. Placements are subject to change.

FULL CONFERENCE REGISTRATIONS

Full registrations provide access to all plenary meals, educational sessions, public receptions, the Career Expo, and local programming. Select ticketed events may require separate registration.

RESUMES

Gain direct access to hundreds of resumes from top LGBTQ+ MBA talent, building a strong pipeline of qualified candidates and advancing your company's recruitment goals.

STUDENT INTEREST REPORT

Receive a dynamic report of registrants who express interest in your company, including contact and background information. Updates are provided as new participants register.

CAREER EXPO BOOTH

Includes a 10'x10' booth with a table, two chairs, wastebasket, basic sign, and Wi-Fi. Customization is available through ROMBA's affiliated drayage company.

DISCOUNTS ON ADDITIONAL REGISTRATIONS

Depending on level, receive discounted rates on additional full registrations: 10% (Jade), 20% (Garnet, Ruby), 30% (Sapphire, Emerald), 40% (Diamond), 50% (Underwriter).

PRIZM BENEFITS

Engage with PRIZM's experienced talent pool year-round for just-in-time hiring needs. Benefits include virtual year round and on-site networking, access to professionals seeking new opportunities, resume books and interest lists generated for your experienced talent needs, logo placement, and job listings in our newsletter. Included for Diamond and Underwriter partners; \$5,000 for all others.

ADD-ONS AND ENHANCEMENTS

Want to make a bigger impact at ROMBA? Stand out by sponsoring a plenary meal, hosting a reception, or securing special branding opportunities. See our Corporate Partner Supplement for eligibility, pricing, and availability.

CONTACT

REACHING OUT MBA, INC.

PO BOX 515381 #65462

LOS ANGELES, CA 90051-6681

EMAIL

SPONSORSHIP@REACHINGOUTMBA.ORG

WEBSITE

WWW.REACHINGOUTMBA.ORG

SOCIAL MEDIA

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