

# Douglas Davis

Professor of Design, BFA in Communication Design  
New York City College of Technology | School of Technology and Design

## PHILOSOPHY

Working, teaching and learning are inseparable in a profession that keeps changing.

## EDUCATION

- 2010 Master of Science in Integrated Marketing  
New York University
- 2000 Master of Science in Communications Design  
Pratt Institute
- 1998 Bachelor of Science in Graphic Design  
Hampton University

## ACADEMIC EXPERIENCE

City University of New York: New York City College of Technology,  
2007-present

- Professor of Design 2019
  - Elected Chair, Communication Design Department 2018 - 2021
  - 650+ Advertising, Design, Illustration, Web and Motion Media students
  - Guided department's reorganization and digital transformation
  - Advised Interim Dean on Forecasting, Operations, and New Systems needed for successful short-term digital launch and long-term competitive positioning as part of our Covid response
  - Redesigned and implemented integrated course scheduling, advisement and registration systems due to online migration
  - Developed and managed Internal Covid crisis communications strategy
  - Developed new device loaning system by repurposing existing equipment
  - Evolved tech support systems to support 124 remote sections
  - Secured airtime for recruitment on WNET/THIRTEEN, BRIC TV & CUNY TV before and during pandemic for our documentary, [Imported From Brooklyn](#)
  - Launched accredited BFA and AAS with Imported From Brooklyn [theme](#) 2018
  - P.R. strategy for BFA launch included events showcasing our most famous alumnus, Tony DiSpigna's donation of his [50-year archive to create our permanent collection](#)
  - Positioned program offering from my research on closer alignment of business, education and the creative industry
  - Institutionalized methodology from my book for program differentiation: Give design students a business problem as context to teach them strategy
  - Brokered student access through partnerships with Google Recruiting Events, Developed CUNY/Google UX/UI Pilot program, [Interdepartmental 2-Day Microsoft Coding Research](#) Lunch discussions, Workshops, Focus Groups and series of 45 min sessions where [Microsoft conducted usability interviews with students of color](#) aimed at understanding if their tool made coding less inclusive
  - Invited Industry, Clients and local schools to City Tech for one day [Direct Effect Innovation Challenge hackathon](#), Clients: Microsoft, HP, USPS, Outer Spaces, and The Village of Ocean City, Schools: Parsons/The New School, SVA, Farmingdale State University, and University of Kentucky
  - Managed transition to a smaller program footprint for operational efficiencies
  - Created internal vision aligned with learning outcomes for the new Pearl facility and recruitment narrative based on our heritage of developing diverse talent
  - Wrote new mission statement to change department culture
  - Developed a strategic plan with internal and external communications
  - Developed and launched pilot #COMD365 giving campaign 2018 - 2021 and raised \$44K in department gifts of increments and multiples of \$365
  - Developed the advertising track outcomes and assessment plan
  - Developed our BFA program's first articulation agreement with an MPS graduate program in Branding and Integrated Communications (BIC)
- 2002-2007 Adjunct Professor of Design

## City University of New York: City College

- 2014-2017 Adjunct Associate Professor, Non-Profit Capstone Facilitator, M.P.S. Branding & Integrated Communications (BIC) program
- Founding faculty member
  - Developed course from previous NYU experience
  - Managed three to four teams of P.R., Creative and Management majors
  - Developed “you paid for the questions, not the answers” philosophy to teach students how to work through ambiguity when serving clients
  - Emphasis on client service, multi-channel campaign development and integrated communications planning
  - Clients include: Columbia University Children’s Health, The Colin Powell School, UJA-Federation of New York, The Grove School of Engineering

## New York University

- 2010-2012 Adjunct Professor, M.S. in Integrated Marketing program
- Campaign I: Strategy and Execution expert
- Invited to join faculty while still in cap and gown in Yankee Stadium
  - Taught Brand Management, Analytics and Digital Marketing majors to see from the creative’s perspective
  - Differentiated my section through a collection of essays, articles, cases and book chapters on advertising design and creativity
  - Worked with Campaign II: Planning and Analysis faculty to coordinate multi-channel creative and strategy
  - Clients include: Tiffany & Co., DirecTV, Puma and Cisco

## Pratt Institute

- Spring 2017 Visiting Professor, A.O.S. 2-Year Career Track program
- Comprised of New York’s top industry professionals
  - Wrote publication design course for behavior shift toward screens
  - Organized onsite studio visit and invited professional guest

**PRESENTATIONS, RESIDENCIES & CAPSTONE WORKSHOPS**

- 2024 Sesame Workshop, New York, NY  
My presentation to the Brand Design and Marketing teams focused on improving the communication in the briefing process
- 2024 School of Visual Arts, New York, NY  
Guest presenter M.F.A. Design  
Invited expert in Steven Heller’s Designer as entrepreneur program  
Lead 40 student cohort on [aligning strategic context and creative content.](#)
- 2023 Scholastic, New York, NY  
My presentation to Black Employee Network and the Women of Color in Leadership groups focused on decentralized decision-making
- 2022 RGD:Webinar  
My presentation focused on 11 Questions a Creative Brief should answer
- 2022 RGD:Design Thinkers Vancouver Conference  
My presentation focused on systems thinking and creativity
- 2022 Maryland Institute College of Art, MPS Residency  
Masters of Professional Studies in Business of Art and Design (Virtual) Invited 3-day Residency Facilitator  
Masters Business of Design cohort focused on entrepreneurship, creative strategy and business  
My presentation focused on systems thinking and creativity
- 2021 The American University in Kuwait  
Bachelor of Arts in Design (Virtual) Invited Expert  
50 design students and faculty  
My presentation focused on systems thinking and creativity
- 2021 Maryland Institute College of Art, MPS Residency  
Masters of Professional Studies in Business of Art and Design

- Invited 3-day Residency Facilitator  
40 Masters Business of Design cohort focused on entrepreneurship, creative strategy and business  
My role as facilitator focused on systems thinking and creativity
- 2021 New York City College of Technology, Brooklyn, NY  
(Virtual) [How to Build Brands using Strategy – A case study for Designers](#)  
Lead conversation on the meaning of Strategy, Strategist and Strategic in the context of career transitions within the timeline of a creative career.
- 2021 School of Visual Arts, New York, NY  
(Virtual) Guest presenter M.F.A. Design  
Invited expert in Steven Heller's Designer as entrepreneur program  
Lead 40 student cohort on [aligning strategic context and creative content.](#)
- 2020 York University, Design at York  
(Virtual) [Systems Thinking & Creative Strategy](#)
- 2020 RGD:Design Thinkers Conference  
(Virtual) **Brand Strategy for Designers**
- 2020 Maryland Institute College of Art, MPS Residency  
Masters of Professional Studies in Business of Art and Design  
(Virtual) Invited Keynote Speaker presenting to Ellen Lupton's 40 Masters Business of Design cohort focused on entrepreneurship, creative strategy and business  
My presentation will focus on systems thinking and creativity
- 2020 Pinnacle+, A virtual Marketing Conference  
(Virtual) Invited Strategist: Systems Thinking and Creative Strategy
- 2020 One Club for Creativity Educator's Summit  
(Virtual) Invited panelist: Teaching for our Changing Industry  
My presentation addressed the layer above what we all do in the classroom and how the pandemic has placed an emphasis on decentralized decision making, operations, forecasting, and new systems design to provide the same value.
- 2020 Maryland Institute College of Art, MPS Residency  
Masters of Professional Studies in Business of Art and Design  
(Virtual) Invited Keynote Speaker presenting to Ellen Lupton's 15 Masters Business of Design cohort focused on entrepreneurship, creative strategy and business  
My presentation will focus on operations, forecasting, and the new systems design needed to provide value in a pandemic
- 2019 Verizon AdFellows, New York, NY  
Invited to McCann New York to share my origin story, and inspire 60 fellows entering the industry in various agencies or client side roles
- 2019 School of Visual Arts, New York, NY  
Guest presenter M.F.A. Design  
Invited expert in Steven Heller's Designer as entrepreneur program  
Lead 20 student cohort on [recognizing opportunity and innovation](#)
- 2019 University of Oregon, Eugene, OR  
School of Journalism and Communications,  
Ward Executive in Residence  
Invited to lecture in the Advertising Undergrad and Masters in Advertising and Brand Responsibility programs  
Participated in workshops, faculty discussions and one on one student mentoring  
Designed a series of exercises to apply Creative Strategy Framework culminating in a Google lead rapid prototyping exercise
- 2019 Beijing Normal University, Beijing, China  
Visiting Professor and Author  
Invited to teach 30 graduate students the Business Model Course from my Creative Strategy Framework methodology culminating in a pitch to our client partner Lenovo  
Partnered with UX faculty to translate my book into Mandarin
- 2019 School of Visual Arts, New York, NY  
Guest presenter M.F.A. Design

- Invited expert in Steven Heller's Designer as entrepreneur program  
Lead 20 student cohort on [questioning the answers to find opportunity](#)
- 2019 Adobe Creative Jam Live Boston, MA  
(Virtual) Creative Teams Kickoff Speaker  
Invited to speak on Diversity and Inclusion in creative problem solving
- 2018 Design for Inclusivity Summit St. Louis, MO  
Speaker for invitation only conversation on equity, inclusion and partnership
- 2018 Refresh Conference, Charleston, SC  
Invited talk on, The Strategy Behind the Execution
- 2018 California State University at Northridge, Los Angeles, CA  
Invited Creative Bootcamp Keynote Speaker & workshop facilitator
- 2018 AIGA: The Professional Association for Design, Leadership Retreat, Baltimore, MD  
Lead 300-chapter presidents and D&I reps in understanding what members are seeking from the lens of asking: Do I belong?
- 2018 University of Missouri St. Louis, MO  
Midwestern Digital Marketing Conference  
Invited talk on What They Say vs What We Hear: Translating Client Requests
- 2018 College of Charleston School of Business Admissions, Charleston, SC  
Invited presenter, Planning for a Successful Future
- 2017 D&AD New Blood Shift program, New York, NY  
Invited presenter: Overcoming Obstacles in Pursuing your Career in Advertising
- 2017 RGD: Webinar  
(Virtual) [Strategic Thinking for Designers](#)
- 2017 RGD:Design Thinkers Conference, Toronto, Canada  
From Insights to Executions: Creative Strategy and the Business of Design
- 2017 One Club Educator's Summit Panel Moderator, New York, NY  
Learning the Wrong lessons: Design Education in the Age of Disruption
- 2017 University of Missouri Midwestern Digital Marketing Conference, St. Louis, MO  
Invited talk on Think How They Think to Do What We Do focused on harnessing the chaos of the creative process
- 2016 The City College, New York, NY  
Presented Think How They Think at the City College Lecture Series
- 2016 Revolve Conference, Charleston, SC  
Presented From Insights to Executions turning business objectives, marketing strategy and creativity into creative business solutions
- 2016 HOW Design Live Conference, Atlanta, GA  
Invited expert, presented From Insights to Executions
- 2016 The Creative Circus/AIGA Atlanta, Atlanta, GA  
Invited expert, presented Creative Strategy and the Business of Design
- 2015 HOW Design Live Conference, Atlanta, GA  
Invited expert, presented Providing Value Through Creative Business Solutions
- 2015 Art and Branding Conference, St. Petersburg, Russia  
Invited panelist and presenter Providing Value Through Creative Business Solutions
- 2014 HOW Design Live, Boston, MA  
Invited Presenter in the Creative Business program,  
Creative Strategy and the Business of Design
- 2013 ONE Club Advertising Bootcamp, New York, NY  
Invited kickoff presenter
- 2011 IRTS Multicultural Career Workshop, New York, NY  
Invited Moderator: Working in Digital Media
- 2010 IRTS Multicultural Career Workshop, New York, NY  
Invited Panelist
- 2009 IRTS Multicultural Career Workshop, New York, NY  
Invited Panelist
- 2009, 2010 New York University's New Marketer's Bootcamp, New York, NY  
Invited Presenter The Advertising Overview

## COURSES & CURRICULUM

- Created Design Strategy for Creative Professionals, ([Domestika](#))
- Lead initiative to focus on our five accredited core areas of Advertising, Graphic Design, Illustration, Web Design and Motion Media by pruning 27 legacy courses and deregistering

- two-degree programs focused on traditional printing in alignment with industry trends
- Increased Communication Design B.F.A. Strategy course offering
- Worked between departments to remove overlap by moving courses to clarify the lanes for resource allocation and student recruitment messaging
- Integrated, my Creative Strategy Framework, approach within Communication Design courses in the Foundation A.A.S. and B.F.A. programs
- Course leader, author or collaborated on the following courses since 2007: Communication Design I, Communication Design II, Campaign Development I, Advertising Portfolio Development, Interactive Art Direction, Copywriting for Creatives, The Design Team, The Portfolio, The Senior Project, Brand Strategy for Creatives
- Created Non-Profit Graduate Capstone Course, BIC Founding Faculty, (CUNY)
- Differentiated my Campaign I section, Integrated Marketing Graduate Course, (NYU)

## PUBLICATIONS & PRESS

- AUDIOBOOK
- 2022 Creative Strategy and the Business of Design  
HOW Books/Simon and Schuster
- BOOKS
- 2020 Creative Strategy and the Business of Design ([Simplified Chinese Edition](#))  
Beijing Normal University/Simon and Schuster
- 2016 Creative Strategy and the Business of Design  
HOW Books/Simon and Schuster
- BOOK SECTIONS
- 2021 “Hike the Wall in Their Shoes” & “I don’t know the “right” answer but I know design can fix it.”  
By Douglas Davis included in Brave Work in the Age of Climate Change, a creative’s guide to advertising + brand messages in complicated times Morrison, Deborah.
- 2018 “Leading the Client: Providing value through Creative Business Solutions” by Douglas Davis included in Leadership in the Creative Industries: Principles and Practice Mallia, Karen.
- TRADE ARTICLES, PUBLICATIONS & QUOTES
- 2022 Why businesses need creatives who know strategy and how you can help  
By [ReadyMag](#), November 29th
- 2022 Way Forward in Design Education: Fostering Friction, Frustration & Failure  
By [Diana Varma](#), November 23rd
- 2022 Passing down knowledge and increasing relevance: Douglas Davis on Ed Benguiat’s impact on creative field  
By [ReadyMag](#), September 28th
- 2021 [QUOTE](#): Post-Pandemic Design Education (Part 1) Where do we go from Here?  
By Steven Heller, February 15th
- 2020 [QUOTE](#): What is the Role of Diversity & Inclusion In a Post COVID-19 World?  
By Angela K. Chitkara & Michael V. Marinello, April 17th
- 2019 [QUOTES](#): Agencies and Designers Aren’t Thrilled With New York’s Redesigned License Plate Options By AdWeek, Minda Smiley, August 23rd
- 2019 [QUOTES](#): These Recently Unearthed Designs from 1973 Show What McDonald’s Almost Looked Like By AdWeek, Doug Zanger, April 11th
- 2019 [QUOTES](#): Design Experts Weigh In on DDB’s and Joan’s New Visual Identities  
By AdWeek, Lindsay Rittenhouse, March 29<sup>th</sup>
- 2019 [QUOTES](#): Bridging the Diversity Disconnect: Charting a more inclusive path to growth by The Advertising Educational Foundation, February
- 2017 Learning the Wrong Lessons: Design Education in the Age of Disruption  
[Print Magazine](#), May 8th
- 2017 Think Like They Think To Do What We Do: The Creative Strategy Framework,  
The European Business Review, January/February issue
- 2016 Creative Strategy and the Business of Design The European Business Review,  
September/October issue
- 2016 [Look inside the Target’s Head: Seeking Inspiration Within Brands & Products](#), (Print Magazine)
- 2016 Spice Up Your Pitch Life: Taking Your Scenario Analysis to the Next Level, (HOW Magazine)
- 2016 4 Key Professional Development Concepts for Designers, (HOW Magazine)

**PODCAST, INTERVIEWS & PANELS**

- 2023 [The Marketing Meeting](#)  
With Itir Erasian, January 3<sup>rd</sup>  
Featured Practitioner, May 26<sup>th</sup>
- 2021 Brand Master Podcast  
[The Creative Strategy Framework](#)  
Invited Expert, November 26<sup>th</sup>
- 2021 AIGA Connecticut Panel  
[Design as an Elastic Career](#)  
Invited Educator, May 26<sup>th</sup>
- 2021 Revision Path Podcast  
[Creative Life in the Pandemic](#)  
Invited Educator, May 3<sup>rd</sup>
- 2021 Wildstory  
[Decide to Learn Something New](#)  
Featured Practitioner, July, 26<sup>th</sup>
- 2021 Type Director's Club  
[Member of the Month Interview](#)  
Featured Practitioner, February 2<sup>nd</sup>
- 2020 RGD Design Educator Webinar:  
[What have we learned from COVID-19 about online learning?](#)  
Invited Educator, May 22<sup>nd</sup>
- 2020 On Branding  
[The Creative Strategy Framework](#)  
Invited Educator, September 30<sup>th</sup>
- 2020 Just Branding  
[The Future of Design Education & The Business of Design](#)  
Invited Strategist, September 7<sup>th</sup>
- 2020 Real Creative Leadership  
[How to Find a Common Language for Creative Feedback](#)  
Invited Educator, July 24<sup>th</sup>
- 2020 Design Observer  
[The Future of Design Ed](#)  
Invited Strategist, April 22<sup>nd</sup>
- 2020 The Disruptor Series Podcast  
[Disrupting Design](#)  
Invited Author/Filmmaker, March 17<sup>th</sup>
- 2019 Hola Brief Community  
[The Creative Brief](#)  
Invited Author, June 24<sup>th</sup>
- 2019 AIGA Emerging Leaders, September 21  
[Featured Leader in Education](#)  
Invited Educator
- 2019 AIGA Eye on Design  
Let's Cut The Bullshit—Here's What it Really Means to Diversify your Workplace, August 13<sup>th</sup>  
[Interview](#)
- 2019 Re:Vision NYC Podcast  
The Future of Design  
Invited Strategist, August 12<sup>th</sup>
- 2019 Let's Talk Branding Podcast  
[Creative Strategy and the Business of Design](#)  
Invited Strategist, March 31<sup>st</sup>
- 2018 Creative South Podcast  
Invited Author, August 9<sup>th</sup>  
[Creative Strategy and the Business of Design](#)
- 2018 Logo Geek Podcast  
[Creative Strategy and the Business of Design](#)  
Invited Author, July 6<sup>th</sup>
- 2018 Q&A Strategy Session with Douglas Davis  
[in appliedartsmag.com](http://in.appliedartsmag.com)  
Invited Author, March 19<sup>th</sup>

- 2018 The Futur with Chris Do  
[My Origin Story](#)  
Invited Author, March 8th
- 2018 Logo Geek Podcast  
[Designer Interview The Logo Creative](#)  
Invited Author, February 24th
- 2018 [Minorities in Design live stream:](#)  
The Futur with Chris Do  
Co-host, February 19th
- 2018 Revision Path Podcast  
[Featured Designer](#)  
Invited Author, January 30th
- 2018 Obsessed With Design Podcast  
[Featured Designer](#)  
Invited Author, January 24th
- 2018 Design Insight: Your Questions About Graphic Design,  
[Answered by Real Designers](#)  
Invited Author, January 22nd
- 2017 WoW Factor Business Podcast  
[Featured Designer](#)  
Invited Author, December 26th
- 2017 Appliedartsmag.com, Creative + Strategy = Success @ Design Thinkers  
Press from my Design Thinkers Presentation, November 7th
- 2017 LaRoche FM Podcast  
[Creative Strategy and the Business of Design](#)  
Invited Author, October 16th
- 2017 Format Magazine, The Best New Graphic Design Books of 2017  
[Featured Author\(#39\)](#), October 16th
- 2017 Aaron Pierson Podcast  
Invited Author, The Reason Behind the purchase (taken down) January 12th
- 2016 The Huffington Post, Podcast Interview (Part 1)  
[The Future of The Creative Industry](#), December 27th
- 2016 The Language of Business and Design Decisions  
Invited Presenter Interview, October 15th
- 2016 The Busy Creator Podcast  
Creative Strategy and the Business of Design  
Invited Author, October 3rd
- 2016 Revision Path Podcast  
[Featured Designer Interview](#)  
Invited Author, September 5th
- 2016 Obsessed With Design Podcast  
[Creative Strategy and the Business of Design](#)  
Invited Author, September 3rd
- 2016 School For Startups Radio  
**Entrepreneur Interview**  
Invited Author, June 30th
- 2016 HOW Design Live, Creative Business Podcast  
Invited Author, May 6th
- 2014 Printmag.com Interview  
[Successfully Balancing Creative and Business](#)  
Featured Designer, April 23rd
- 2014 Creative Freelancer Business Conference Podcast  
Invited Speaker, March 4th

## SERVICE

- New York City College of Technology
- 2023 College Chief Librarian search committee
- 2022 College Communications Manager search committee
- 2020 Invited to mentor department chairs at the College level
- 2020 College Reopening Committee
- 2020 School of Technology and Dean search committee

2019-20	6 <sup>th</sup> Year Reappointment Committee
2018-21	Department Chair: Communication Design
2018	Grace Gallery Committee
2017	Presenter City Tech Annual Research Conference
2016-18	Department Appointments Committee Communication Design
2015	Invited Guest Speaker "Black New York"
2015-18	Course Coordinator: Design Team
2012-15	College Council Curriculum Committee
2014	Department Curriculum Committee
2014	Emerging Scholars Program Advisor
2014	Honors Scholars Program Advisor
2014-17	Art Director's Club Advisor
2014-15	Industry Relations Committee
2014-15	NASAD Accreditation Self Study Committee
2014	Department Strategic Planning
2012-13	College Lecture Series Committee
2011-12	Gen Ed Assessment Committee
2011-12	Building & Grounds Committee
2009	College Assessment Committee
2007	Department Curriculum Committee
2007	Course Coordinator: Advertising

### INDUSTRY AWARDS & HONORS

2022	Association of Marketing and Communication Professionals Gold Hermes Creative Award Winner Strategic Marketing Campaign 5-minute Creative Mentor Video Series Adobe Creative Cloud for teams / The Stoke Group
2022	Type Director's Club, Board Member
2021	Poster House Museum, CMYK Advisory Board Member: Programming Committee
2021	Association of Marketing and Communication Professionals Platinum Hermes Creative Award Winner Strategic Programs Communication/Marketing: Imported from Brooklyn
2021	Association of Marketing and Communication Professionals Platinum Hermes Creative Award Winner Pro Bono Strategic Communications: Imported from Brooklyn
2021	Association of Marketing and Communication Professionals Gold Hermes Creative Award Winner Educational Video: Imported from Brooklyn
2021	Association of Marketing and Communication Professionals Gold Hermes Creative Award Winner Documentary: Imported from Brooklyn
2020	The National Academy of Television Arts & Sciences, New York Chapter Emmy Award Winner: Imported from Brooklyn
2020	The National Academy of Television Arts & Sciences, New York Chapter Official Nominee Craft Category Art Direction: Imported From Brooklyn
2020	Official selection Fine Arts Film Festival
2019	JUDGE The SHOW, AIGA Nebraska's statewide annual design competition
2019	University of Oregon, Masters in Advertising and Brand Responsibility, Board Member
2019	University of Oregon, School of Journalism and Communications Ward Executive in Residence
2019	Winner Aurora Award for Documentary
2019	Winner of two Telly Awards for Documentary & Education
2019	Official selection Helsinki Education Film Festival
2019	Official selection International Fine Arts Film Festival
2019	Official selection City University of New York Film Festival
2019	Winner of three Communicator Awards for Excellence & Distinction
2018	4A's Philosopher Award Winner: Excellence in Advertising Educators (first)
2018	JUDGE The Big One, AIGA Alaska's only annual design competition
2018	Named AIGA's National Diversity & Inclusion Taskforce Co-Chair
2018-2020	4A's Foundation, Board Member
2017	Branding and Integrated Communications Board Member, City College
2017	Revolve Conference Advisory, Board Member
2017	The One Club Education Steering Committee Member
2016	JUDGE HOW magazine's promotion and Marketing Design Awards

2015 JUDGE Best Brand Awards  
2014 4A's Manhattan Early College School for Advertising Advisory, Board Member  
2011 JUDGE JWT Live Art battle  
2010-2018 High School for Innovation in Advertising and Media (IAM) Advisory, Board Member  
and curriculum author for the [first high school devoted to advertising in the United States](#)

#### **STUDENT MENTORING & COMPETITIONS**

2002-Present Neutralizing the benefit of having gone to a private design school through an emphasis on ideas has been adopted by the department. Under my influence our students consistently enter, place and win in various NYC creative competitions including: Omnicom Health Group's The Health of Advertising, D&AD New Blood Shift, JWT Young Commodores, Multicultural Advertising Internship Program(MAIP), Marketing and Advertising Education Internship (ANA Educational Foundation), AIGANY Freshgrads, The annual ONEClub Bootcamp, The ONEClub's annual Here Are All The Black People (HAATBP) and various agency internship programs.