



Diversity, Equity, and Inclusion Plan: McCombs School of Business

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Overview: A Steadfast Commitment

At McCombs, we are steadfast in our commitment to be business changemakers that are human-centered in all that we do. Consistent with this core philosophy, at McCombs, we are committed to building a diverse, inclusive, and equitable learning and working environments for all students, faculty, and staff by building processes that ensure a culture that embraces a wide range of backgrounds, ideas, and viewpoints.

We believe that diversity in representation and perspectives in the McCombs community are vital to accomplishing our educational mission. We broadly define McCombs community to include current students, staff, faculty, alumni, corporate partners, and the larger community in Austin, Texas.

Diversity at the McCombs School of Business, very broadly defined, is an indispensable component of our academic excellence. To achieve our highest academic excellence, we seek to draw from the strengths reflected in the diversity of our students, faculty and staff. We believe that embedding diversity, equity and inclusion principles in all aspects of McCombs will result in more meaningful and fulfilling learning and work environments, trusting relationships, and improved collaboration and innovation.

The McCombs Diversity, Equity, and Inclusion (DEI) Plan is a broad framework that will guide future DEI decisions and investments across all McCombs' departments and communities. In this plan, we specify the key DEI goals that we seek to achieve along with the implementation strategies to achieve these goals.

In terms of timelines, we anticipate that DEI efforts are ongoing and we intend to review this plan, the achievements, and update the plan every two years.

Definitions

We first define some key terms:

Diversity is the quality of being different or unique at the individual and/or group level including characteristics such as age, disability status, ethnicity, gender, gender identity and expression, nationality, race, religious or political beliefs or ideologies, sexual orientation, socioeconomic status, and veteran status. Promoting diversity includes embracing the unique differences and contributions of every individual in our community, including recognizing and supporting individuals' diverse identities and being mindful of the value of diversity in recruitment, retention, and curriculum for students.

Equity is ensuring that each individual has access to the resources that they need to learn, perform, work, and thrive at McCombs. These resources include financial resources, network and support systems and professional opportunities needed for effective functioning and advancement based on their experience, qualifications and contributions, regardless of their race, gender, sexual orientation, political beliefs, ethnicity, or any other defining characteristic.



Inclusion is creating an environment that welcomes, embraces, and leverages the diversity in the McCombs community to ensure that our community members are and feel supported, listened to, empowered, and able to do their personal best and contribute fully to the community.

Key DEI Goals

Goal 1. Attract and Retain Diverse Talent: Open our doors wider to attract and retain diverse applicants for faculty, student, staff, and administrator roles.

Goal 2. Enhancing Student Experiences: Improve student experiences and successes in and outside the classroom by improving retention and graduation rates, and by cultivating students' sense of being part of a larger, supportive community.

Goal 3. Equity in Professional Opportunities: Ensure equity in opportunities for all McCombs faculty and staff, with a transparent process for employment decisions.

Goal 4. Fostering an Inclusive Climate: Foster an inclusive school climate that supports and encourages community members and provides a strong sense of belonging among all students, faculty, staff, and administrators.

Goal 5. Adopt a Metrics-Driven Community Based Approach: Use a data-driven evidence-based approach for enhancing our DEI efforts.

Implementation Strategies

We recognize that **organizational learning and development** is critical to building the inclusive work and learning environments needed to ensure that diversity initiatives thrive. We emphasize that DEI work is the responsibility of the entire McCombs community.

The work necessary to realize the DEI Plan will require substantial commitment, effort and resources, and it may be necessary to stagger these implementation strategies. As such, we have identified the following short-term, defined as the next two years, implementation strategies.

Implementation Strategies in Support of Goal 1: Attract and Retain Diverse Talent

1.1 Develop programming to increase the diversity of high school students who apply to the McCombs School and aim to strengthen matriculation of accepted students.

1.2 Develop programming to increase the diversity of McCombs undergraduates applying to graduate school (e.g., through supporting the PhD Project, MBA Consortium).

1.3 Create and support pipeline programs with minority-serving institutions both within and outside the state of Texas to attract students into graduate school programs at McCombs.

1.4 Understand, document, and address concerns and challenges related to recruiting and retaining a diverse group of staff and faculty.

1.5 Train all persons involved in admissions, hiring, and career management about biases, and develop procedures that mitigate the negative impacts of potential biases on hiring and admissions.



1.6 Create mechanisms for continuous feedback and refinement of practices for recruiting and retaining a diverse group of faculty, students, staff, and administrators.

Implementation Strategies in Support of Goal 2: Improving Student Experiences

2.1 Encourage the inclusion of multiple perspectives in our class curricula in current courses and the development of courses that address diverse perspectives to ensure that all students are trained to thrive in and lead diverse teams.

2.2 Foster, support, validate, and engage with existing DEI efforts by students to improve DEI in the McCombs student community (e.g., through existing student organizations and student committees).

2.3 Work with McCombs alumni, corporate partners, and donors, to improve experiences and professional opportunities for students of all backgrounds.

2.4 Recognize outstanding efforts related to retention of undergraduate and graduate students, with a particular focus on the impact of DEI efforts.

Implementation Strategies in Support of Goal 3: Equity in Professional Opportunities

3.1 Evaluate sufficiency of scholarship and fellowship funds to improve opportunities for financial support for students of all backgrounds.

3.2 Display UT's data on the diversity of faculty, staff and students (self-reported) on McCombs websites.

3.3 Leverage feedback from faculty, staff, and graduate students on impactful professional development DEI programs to guide future community participation on professional development.

3.4 Develop programs to prepare and attract a diverse set of mid-career faculty and staff members for rising leadership positions at McCombs to enhance the diversity of qualified applicants for senior leadership.

3.5 Develop programs and resources for mentoring faculty, staff, and administrators that help mentors understand and support diverse needs among mentees.

3.6 Develop strategies and policies to value and recognize DEI service by faculty and staff.

Implementation Strategies in Support of Goal 4: Fostering an Inclusive Climate

4.1 Develop and deliver programming around quarterly DEI focus topics for the entire McCombs School (students, faculty, and staff).

4.2 Create and implement a strategy to broaden the delivery and impact of focused DEI-related workshops and events (including Bias Busters and leadership workshops, inclusive teaching best practices etc.).

4.3 Promote ongoing conversations within McCombs communities about DEI-related concerns and initiatives.



4.4 Continue and extend event programming to celebrate diversity, equity, and inclusion in the McCombs community.

Implementation Strategies in Support of Goal 5: Metrics-Driven Community-based Approach

5.1 Analyze UT climate survey data by faculty, staff and students to improve their experience of McCombs as an inclusive community.

5.2 Disseminate information about DEI-related initiatives through publications, websites, and communication campaigns, including public recognition of DEI successes by individuals and groups.

5.3 Commit to continuous improvement in McCombs School DEI efforts to update the DEI plan periodically.

Looking Ahead

In the McCombs School of Business, we are committed to diversity in its many forms, and we aim to promote an inclusive and equitable environment for all students, faculty, and staff.

We recognize that different members of our community could prefer different approaches to diversity, equity, and inclusion. We embrace these differences among us and strive to create learning and working environments enriched by those differences.

For questions or more information about the DEI Plan or McCombs DEI efforts, please contact Professor Raji Srinivasan, Associate Dean for Diversity, Equity, and Inclusion for the McCombs School of Business at ADforDiversity@mcombs.utexas.edu.