DEI Questions to Consider

Preface

In 2021 EMBAC kicked off an Inclusion and Diversity (I&D) Committee. This committee is comprised of EMBAC members at large, EMBAC board members, and EMBAC staff.

As a result of this committee, EMBAC has offered three Virtual Discussion Forums (VDFs) focused on Diversity, Equity, and Inclusion (DEI). We hope to offer one, perhaps two more before 2021 closes.

Additionally, this committee felt it could provide value to member schools by providing a list of questions to consider as schools embark on their own DEI journey, review its current state, or seek to grow it. One thing we learned as a team, is that the continuum of DEI efforts is very wide and can be viewed through a multitude of lenses.

With this framing we understand EMBAC can't deliver a perfect template for our own diverse community. However, we do believe that providing an initial set of questions to consider can provoke thinking and provide a base starting point.

Overarching Questions

- What is your DEI vision statement (please respond with do not know or do not have one if applicable)?
- In what way does the school use your DEI vision/mission statements effectively to recruit, train and support?
- What else have you learned about advancing your diversity efforts that you could share with other schools?
- What do each of these mean in the context of your school?
    - Diversity
    - Equity
    - Inclusion
    - Access

Recruitment / Sourcing (ppl you call to get referrals for students) / Talent Acquisition

- Yes/No/In process/Not sure Questions:
    - Do you
        - Have a diversity profile goal for your students?
        - Publish your diversity metrics as part of your recruiting process?
        - Set a goal for having a diverse slate of student candidates as part of recruiting?
            - If so, do your marketing materials reflect the diversity you aspire to achieve at your school?
        - Have a recruiting team that matches the diversity profile that you aspire to at your school?

- o Employ a recruiting communication plan that includes diversity, equity, inclusion, and access goals?

    - ▪ Check all that apply:
        - • Diverse faculty involved are actively engaged in our recruiting process
        - • Alumni and other outside groups regularly refer us to possible diverse future students?
        - • Affinity groups at our school exist for diverse students
        - • Campus affinity groups get involved in recruiting
        - • Companies and NPO's are contacted and assist in some way with our recruiting efforts
        - • A chief diversity officer (or similar title) at your school has the primary responsibility to ensure your diversity profile goal is met

- • Open-ended:
    - o How do you define diversity for your program as it relates to recruitment?
    - o How are you striving to make the applications processes and questions welcoming to diverse candidates?

Training and Development (Staff, Faculty and Admin)

- • Yes/No/In process/Not sure Questions:

    - o Do you have:
        - ▪ Chief Diversity Officer or alternative clear leadership in place to support your DEI and access initiatives?
        - ▪ Systems and processes in place that make those sustainable over time?
        - ▪ Postmortems to determine what is working and what is not working?
        - ▪ Continual improvement against your diversity profile goals?
        - ▪ Completed and ongoing unconscious bias training?
        - ▪ Completed and ongoing training to build an environment of psychological safety?
        - ▪ Other training connected with DEI?
        - ▪ Fireside chats or other open discussions about DEI?
        - ▪ Student participation/access to discussions about DEI?
        - ▪ Champions or sponsors who participate in training in development?
        - ▪ Alumni or diverse leaders from the community speaking to your admin, staff and faculty?
        - ▪ Over 15% of your diversity profile achieved among your faculty?
        - ▪ Over 15% of your diversity profile achieved among your staff?
        - ▪ Training for staff/faculty on Key Performance Indicators (KPI's) or scorecards for achieving diversity metrics over time?

    - o Open ended:

- What specific methods are you using to successfully recruit faculty and staff that reflect your diversity goals?
- What else would you like to see your faculty and staff better reflect your school's diversity goals?
- What other ways does your school amplify those diversity voices of students, faculty and staff?

Student Support

- Yes/No/In process/Not sure Questions:

  - DEI and access are a part of every student orientation
  - Psychological safety and ground rules for equal access is part of every orientation and beginning of every class
  - DEI and equal access are a part of every evaluation for each class
  - Physical infrastructure and administrative resources have been created equally for fair access (breast feeding locations, financial scholarships, childcare, transgender support, etc.)?
  - Access for physical differences
  - Your DEI and access team have frequent visibility and interaction with your student population?
  - Students have a way to give feedback about being a great place to learn about DEI
  - At least two like diverse students in each learning team so they are not singled out?

In Classroom Experience

- Yes/No/In process/Not sure Questions:

  - Someone specific monitors and measures for shared participation among all and helping faculty navigate DEI
  - Faculty and staff teach and work through a lens of DEI
  - Syllabi reward shared participation?
  - Someone specific curtails students when they dominate lectures
  - Faculty adhere to similar ground rules that encourage psychological safety and shared participation
  - Syllabi reflective of content in DEI
  - Bibliography of materials balanced in terms of DEI
  - Case studies and research balanced in terms of DEI
  - Examples and guest speakers representative of your DEI goals
  - DEI access and psychological safety is taught in at least one major leadership course or in a standalone course
  - Team surveys (or similar) are administered throughout the program to make sure that the learning teams are showing up to balance participation and show ideal

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leadership skills with one another that would be inclusive and psychologically safe for all?
- o DEI topics are apparent in the curriculum capstone
- o DEI is woven into international study trips and consulting projects?
- o Political access/exposure to United Nations and/or other international organizations that help set standards for DEI?

- Open ended:
  - o In what different ways do you teach DEI access etc. in your curriculum – and weave through entire curriculum?
  - o What resources do you need that are not available within your organization?
  - o Have strategic alliances and partnerships helped you advance your DEI goals and if so, in what way?
  - o Name organizations a school could partner with to achieve DEI goals?
    - ▪ (DEI organizations, Higher Ed Organizations, Organizations on campus or in the business school, Community Organizations, other?)
  - o How can we make DEI efforts cost-effective?
  - o Who has the authority to form strategic alliances in your school and sign agreements?
  - o When working with strategic partnerships to help with DEI, what three things are most important to consider in the relationship?