

Our **PURPOSE** is fostering positive change through education, research, and innovation.

## **DEIB at IE**

Diversity is a core value at IE University with students, faculty, and staff from more than 130 countries. By defining and fostering the characteristics of a community that promotes equity and nurtures a sense of belonging, we are working to create an inclusive environment in which all members feel seen, heard and at home.

## **STUDENTS RECRUITMENT**

IE University boasts one of the largest global markets teams in the world and has 28 offices worldwide, covering all the geographical regions. This facilitates our ability to access candidates and find talent from all corners of the globe. These local teams provide a greater degree of diversity, cultural sensitivity and understanding, and provide open and equal opportunities for talented students from around the world to further their education.

When considering potential candidates, our philosophy is that each student is unique with links to many diverse groups, not just their racial or ethnic group. We understand that a broad representation of not just nationalities and ethnicities, but also of skill sets and experiences, are crucial to our success.

## **WOMEN**

### **Recruitment, application, and entry:**

While our admissions policies are open merit, we do strive for a gender balance among applicants. This does not imply positive discrimination, but rather a greater effort at recruitment to achieve this balance.

While our admissions policies are open merit, we do strive for a gender balance among applicants. This does not imply positive discrimination, but rather a greater effort at recruitment to achieve this balance. Here are some of the proactive initiatives we undertake to establish and maintain gender balance:

1. The systematic collection and continuous monitoring of gender-related data in quantitative datasets, broken down by gender, concerning the selection processes for teaching staff, researchers, PhD candidates, research associates, students, and technical-administrative personnel.
2. Ensuring gender equity among technical-administrative staff involved in recruitment, selection, and admission responsibilities.
3. Building upon the previously mentioned points, we conduct regular checkups to guarantee the inclusion of exceptional female candidates from across the globe, particularly in areas and disciplines where female representation is lacking. Our recruitment teams possess the autonomy to undertake any necessary actions or initiatives to achieve this objective.

We strongly encourage our staff to engage with audiovisual content and information aimed at combatting gender stereotypes within the IE University community, especially in the context of assessment procedures. This is an ongoing practice, and here's an example: **The Journey to Diversity Course**.

### **Women in underrepresented subjects:**

To encourage more women to pursue careers in leadership and STEM fields, at IE University we offer several “pre-university” activities. One such example is Chicas Imparables, a project in collaboration with 50&50 Gender Leadership and support from Campus CEOE (Confederación Española de Organizaciones Empresariales) focusing on the empowerment of women through workshops on entrepreneurship, innovation, and leadership. The most outstanding participants have the chance to win an exclusive scholarship to study at IE University.

STEM Talent Girl is an innovative high-impact training program designed to foster girls' vocation for science and technology to pursue careers in STEM. The ASTI Foundation created this program with the support of the Junta de Castilla y León and IE University at the local level. The workshops are mentored by women who develop professional activities in science and technology.

#### **EMERGING COUNTRIES**

At IE University we are members of several international student organizations such as the Council of International Schools, the International Association for College Admission Counseling, and the Association of International Schools in Africa that help bring strong candidates from less accessible and lesser developed areas to our attention. We work directly with candidates locally, when possible, to facilitate their application process with personalized advice and to let them know of the different scholarship opportunities available at IE University.

#### **INCLUSIVE FOR ALL**

When applying to IE, candidates will see that we have inclusive gender options on our application, including the option of non-disclosure. This is one among many ways that we want to indicate to potential students that IE is an inclusive environment for all.

#### **STUDENT WELLBEING:**

##### **FUNCTIONAL DIVERSITY**

At IE, we work to address the different dimensions that support social belonging in the university environment including providing for the functional diversity needs of our students. Our Functional Diversity team is engaged with students with differing needs from the beginning or at any time during their journey at IE University. Once the appropriate accommodations for each of these students is identified, the Functional Diversity team works closely with the academic program to make sure they are implemented. The team maintains open lines of communication with their students and requests formal feedback from them on an annual basis, so that necessary improvements can be made to the program.

##### **INCLUSIVE AND ACCESSIBLE CAMPUS FACILITIES AND SERVICES**

Our campus environment is designed to be inclusive. This includes being physically welcoming, and to that end we are continually upgrading our level of accessibility on our three campuses for people with differing needs and abilities (see also Functional Diversity). This includes both the physical space as well as our technological resources and other accommodations. We have single-stall restrooms widely available for the members of our community who identify as non-binary and lactation rooms for nursing mothers. Additionally, we have created spaces for “psychological inclusion” such as our spiritual reflection/meditation rooms that are not affiliated with any individual spiritual beliefs, however, offer a space of solitude and calm for quiet, personal contemplation.

#### **MENTAL HEALTH SUPPORT AND RESOURCES**

To care for their mental health and wellbeing, students have access to both guidance and clinical counseling through IE University. Additionally, incoming first-year students can request a student-mentor to help them learn the ropes at IE and how to make the most of their student experience.

#### **CENTER FOR HEALTH, WELLBEING AND HAPPINESS**

The IE Center for Health, Wellbeing and Happiness gives students, staff, and alumni of IE University the skills necessary to help them study, live and work at their absolute best. The Center takes a scientifically grounded and holistic approach to enhancing performance and happiness through simple, practical and sustainable educational programs.

By fostering empathy and inclusion as well as open communication and discourse, we can leverage our strengths to make a positive impact on society.

#### **CAMPUS ENVIRONMENT**

IE cultivates a campus community where people feel they are connected to one another and can thrive with a sense of shared purpose and agency. We highly value the experiences and perspectives of our diverse community and seek and create opportunities for the exchange of ideas and points of view.

#### **CLUBS FOSTER BELONGING**

On campus, students (and their partners) have access to hundreds of clubs, several of which are organized under the umbrella of Diversity and Inclusion (LGBT Out and Allies, Net Impact, Women in Business, etc.). Further there are many geographical clubs that not only offer connection to students from the same country or region, but also promote the local/regional culture as well as mutual understanding among the many diverse cultures represented at IE. Through the clubs we can create an atmosphere that welcomes civil discourse, as they are comprised of people from all walks of life from varied cultures and experiences. This facilitates learning and enrichment, and a sense of respect and belonging.

#### **GENDER EQUALITY OFFICE AND RESOURCES**

At IE University, the Gender Equality Office, in addition to the eponymous work they do, also works to prevent gender-based violence. To that end, they have created a Gender-Based Resource Guide that provides information both about the resources available in Spain in the case of an incident, as well as useful advice for helping yourself and others in toxic situations.

## STAFF

As we have an incredibly diverse student body, it is critical to also have a diverse body of staff and faculty. Under these circumstances, English is the “lingua franca” at IE University. Furthermore, the hirings of IE University staff are highly demanding and request from applicants’ high-profile competencies in their fields as well as an outstanding command of the English language.

### **SALARY EQUITY**

In terms of equity, our salary levels are determined for each position, regardless of the gender of the person in that post. We do not practice positive discrimination and there is no system of quotas. Currently, at IE University, there are many more women than men on staff and our Management Committee comprises 10 women and 15 men.

### **STAFF WITH DIFFERING ABILITIES**

Spanish law requires businesses with more than 50 employees to have 2% of the workforce identify as disabled. In addition to any regular staff or faculty, IE University contracts a cleaning service employing differently abled people for its Madrid campuses.

### **LEADERSHIP TRAINING FOR WOMEN**

IE University offers leadership training programs for women to which our staff have access. One such example is the RISE Executive Women Leadership Program. This 5-month program equips female professionals with the tools to advance their career, build a global network, get individual coaching, and recharge their growth mindset.

## FACULTY:

### **RECRUITMENT AND HIRING**

Recruitment is blind (done through a platform) with a clear statement about non-discriminatory hiring practices. The first part of the selection process is solely based on credentials and rigor of the schools from which candidates come. Despite there often being more men than women, IE tries to maintain the gender balance within the faculty as new faculty is hired.

### **TEACHING AND DIVERSITY**

Because IE’s student body is so international and diverse, a part of the faculty recruitment process includes questions about the candidate’s comfort and facility adapting to this type of environment. To further cultivate this skill set among the new and existing faculty, IE has recently launched the “INCLUSIVE PROFESSOR” program. The goals of this new project are to promote gender equality among the IE faculty, foster new attitudes towards, and allyship with diverse groups, identify and obviate unconscious bias and microaggressions and provide professors with basic inclusion tools for their classes to transform their teaching to be more inclusive.

### **SUPPORT TO NEW FACULTY TO FACILITATE BELONGING**

All new faculty members are provided with support upon arrival including for both personal planning and professional assistance. New hires are assigned a “landing buddy” and an “academic buddy” and receive support from their area chair and academic dean. Additionally, they are given a welcome video and manual which explains policies and procedures for moving to and living in Spain. Faculty members and their spouses have access to IE’s language classes to strengthen their Spanish, because our objective is for them to feel comfortable enough in Spain stay and integrate. This hand-in-hand support eases their landing by cutting the learning curve and making them feel welcome in the IE community.