

OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

At the Broad College, we are fully committed to uplifting diversity, equity and inclusion within business, to ensure a sense of belonging and respect for all. We strive for what's possible when stakeholders feel valued for their experiences and have the capacity to share their talents within the global business environment. Our DEI strategies are empowered by a spirit of collaboration, knowing full well that effective stewardship involves listening to diverse constituent groups and various perspectives and constantly evolving.

The Broad MBA Program challenges the traditional boundaries of professional business education. Student leaders are encouraged to be ethical, bold and tenacious in an environment that's innovative and accessible. We actively promote individual and team responsibility, and our programmatic and curricular endeavors demonstrate our sincere commitment to fostering a culture and climate of belonging and success. We will advance this work further in alignment with the Broad 2030 and MSU DEI strategic plans.

Within Broad, you will have an excellent opportunity to grow your skills and professional capabilities — all while having an impact on the world around you. You will also make lifelong friends and build a strong professional network. We invite you to join in this journey with fellow students, faculty, staff and corporate partners. TOGETHER, SPARTANS WILL ACCOMPLISH AMAZING THINGS AS WE INSPIRE THE FUTURE OF BUSINESS.

udeth M. Whipple

INTERIM DEAN JUDITH WHIPPLE



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At MSU, we believe our differences are our strengths. DIVERSITY IS POWER. Building inclusive communities are at the core of our values.

DEI AT BROAD

Diversity, Equity, and Inclusion within the Full-Time MBA Program:

We understand that inclusivity, cultural sensitivity, and unconditional equity are no longer leadership best practices, they are foundational. We seek out and celebrate diverse voices and experiences because they fuel innovation, creativity, and success on campus and in business.

By earning your MBA through the Broad College of Business, you will be immersed in an inclusive community of peers and faculty that will challenge you to solve future business problems with a different angle and an emphasis on equity.

Broad College Values, Vision & Goals

VALUES

To create a culture that is transparent, open, trusting, and safe.

To cultivate caring and accountable leadership.

To empower everyone to be engaged in a community that is inclusive and equitable.

VISION

Short-term (1-2 years): To be a leader at MSU with best-in-class practices, policies and achievements in enhancing diversity, equity, and inclusion.

Longer-term (2-4 years): To be a leader among the Big 10 and peer business schools and become an exemplar with the best-inclass practices, policies and achievements in the areas of diversity, equity, and inclusion.

GOALS

Ensure a nurturing and collaborative climate of transparency and respect.

Establish an inclusive environment in which our constituents feel highly valued.

Create and sustain a faculty, staff, and student body composition that is representative of the population we serve. DIVERSITY: the condition of having or being composed of differing elements: *variety*

EQUITY: 1) justice according to natural law or right 2) dealing fairly and equally with all concerned

INCLUSION: the act or practice of including people who have historically been excluded (as because of their race, gender, sexuality, or ability)

COMMUNITY REPRESENTATION

Full-Time MBA Program Class Profiles

CLASS OF 2023 / CLASS OF 2024



STATES REPRESENTED:

16 / <mark>8</mark>

(MI, TX, IL, MN, (IL, IN, MI, NC, OH, WI, AL, CT, FL, OR, PA, TX) GA, Guam, MD, NJ, NY, NC, OR, PA) DOMESTIC / INTERNATIONAL:

65% / 35%

75% / 25%

GLOBAL REPRESENTATION:

7 / 12

(United States, India, China, Korea, Taiwan, Mexico, Nigeria) (Albania, Argentina, Canada, India, Israel, Mexico, Nepal, Nigeria, Somalia, Taiwan, United States, Vietnam)

CULTURE & ENVIRONMENT

We strive to offer various services and supports to uplift and encourage students to learn from different experiences and stories. These services, whether mandatory or voluntary, are organized by all members of the Full-Time MBA Program (students, faculty, and staff):

- DEI Training through programming and online modules
- Student mentorship "Broad Buddy" program
- Holistic advising and guidance on academics
- Interpersonal group work within diverse teams
- Partnerships with larger DEI offices and organizations
- Connection with diverse Broad MBA Alumni

SCOT WRIGHT Broad College DEI Program Manager



Championing DEI within Broad is more than setting and meeting organizational goals. It's true that diversity tends to help the bottom line in various ways. This is not a very compelling argument, however. For me, it's really about a culture of ethics, who we aspire to be in our interactions when numbers aren't at stake. Oftentimes,

important business and organizational decisions follow from the notion of "fit," where there is fear of the unfamiliar. Meaningful diversity means taking risks, seeing what's possible when we value and reflect the humanity of each other's experiences. It's leadership, working well with others and putting their needs before your own. I'd like folks to unburden themselves from these fears.

Within Broad, I'd like our programs and student organizations to honestly reflect on our histories and be open to progress. Let's look to what's possible, listen to each other. Understanding all these complexities honors our Land Grant University's humble origins, and it's okay to recognize progress, what's been deferred and the capacity to get better. It's also an opportunity to be part of what's to come.

AYALLA RUVIO Associate Professor: Department of Marketing



Even though DEI refers to 3 elements of diversity, equity, and inclusion, for me, I see it as one unit. It should reflect the creation of an environment where everyone feels welcome, respected, and valued, and have access to the same opportunities and resources, regardless of their identity, background, or opinion.

- 1. Start with diverse and inclusive leadership. Out of 13 deans at MSU, only 4 are women, and only one is a minority.
- 2. Have committed leadership. Commitment means resources. Not just talks.
- 3. Correct representation. In the same manner that our leadership needs to be diverse, so should be our faculty (of all ranks) and students.
- 4. Foster an inclusive culture. All students and employees must feel valued and respected. We need to set up mechanisms to make sure that this is being done.
- 5. Foster diversity of thought. Enable the expressions of diverse perspectives and experiences. Establish channels where employees and students can share ideas freely.
- 6. Be strategic with your progress. Set up clear goals and measure progress. Leverage the data to direct decisionmaking and drive continuous improvement.

ADRIAN CHOO

Associate Professor: Department of Supply Chain Management



What does DEI mean to you?

There is no one standard/right answer to this question in the spirit of DEI. To me, DEI is about creating a diverse and inclusive learning environment for students.

What's one way that we can progress DEI here at MSU?

It is in my opinion, people do it (implement DEI) because they

want to and integrate DEI in their daily lives, not just for show.

MBA ADMISSIONS

The Broad Full-Time MBA Program admissions team offers a close-knit and welcoming environment for people looking to make a change or take a risk to pursue their career goals. At Broad, we are intentional with

ANDREA MCHALE

Director of Graduate Admissions and Enrollment



How long have you been a part of the program/here at Broad, and how have you seen DEI develop within the program during your time here at MSU?

I have been part of MSU since the late nineties as an undergraduate student, then as a graduate student in the mid-2000s, and finally have gone on to work in the

Full-Time MBA admissions team. Most recently, I have been the Director of MBA Admissions and Enrollment for the last two years. My time at MSU as an MBA student was the first time I experienced a diverse program. I had the privilege of having classmates from five continents and all over the continental United States. Not only was my MBA class diverse by location but also in theirs personal and professional work experiences. It is as an MBA student in a team-based environment where I learned the importance of learning from people who think and approach problems differently than I do. It was through learning from my peers, I recognized the importance of diversity of experience and thought. It has been through those experiences my motivation to pursue leadership opportunities in DEI throughout my corporate experiences and what lead me back to the Broad MBA program. During this time, the MBA program has prioritized DEI as part of its core values. It has been refreshing to see leadership at the college level talk about supporting DEI throughout Broad these last two years. I hope their DEI mission continues at Broad as they identify actional and measurable goals.

Specifically, how have you gotten your leadership teams involved in DEI?

Our department is responsible for the marketing, recruitment, admissions, enrollment, scholarships, and partnerships of the MBA program. Within each of these responsibilities we develop and implement tactics that support our DEI. Every year the admissions teams sits down together to set goals and plan our objectives for the six areas of the MBA program we are responsible for. As stated earlier, diversity, equity, and inclusion is a core value of our team. Within each area we are responsible we think through what we can do to support DEI efforts. programs and partnerships that we support. These admissions initiatives improve the perspective student admissions progress and funnel opportunities and advance to our current students and alumni.

Over the past few years MSU has been focused on improving DEI. How have you been able to "bake in" DEI into the MBA program at Broad?

The Full-Time MBA Admissions team has DEI at its core value. Within each of the six areas we support for the MBA program we are intentional with our efforts to support diversity, equity, and inclusion. Just to name a few, here are a few objectives we have set forward.

1) Increase representation specifically from underrepresented and historically excluded MBA applicants. We have achieved the following from this goal. We have increased our domestic student of color representation from a five-year average of 22% to 44% for the most recent class and increased our female identified students from a five year average of 32% to 36%.

2) Establish and inclusive recruitment and admissions culture. In the last two years we have added in inclusive demographic application fields, created and inclusive evaluative interview form, and implemented inclusive resources and events for our prospective students, applicants, admitted, students, current students, and alumni.

3) Establish equitable partnerships to support resources for prospective students, current students, and alumni. In order to support this initiative, we have maintain our partnerships with Forte and ROMBA. We reengaged and were vetted to rejoin MLT. We sought out an additional Academic Achievement Graduate Assistantship through the grad school. We created an access scholarship fund to support students who benefit from equitable merit-based scholarships. Please consider giving here: https://givingto.msu.edu/gift/?sid=3371 (Select Full-Time MBA Access Scholarship Fund).

What does the recruitment process look like through a DEI lens?

Again, I continue to be redundant. I firmly believe that DEI is a core value of our MBA admission process. So, in every effort in recruitment accomplished by the admission team is done considering our diverse prospective students. We create programming that is inclusive and equitable. Ultimately the goal of admissions is to build a high-quality and diverse class that will succeed as a cohort. When considering this goal and the competitive landscape of the MBA pipeline, we establish an inclusive and equitable recruitment plan. To name a few things the admissions team accomplishes on an annual basis is creating an accessible website, highlighting our student and alumni stories, hosting 100 inclusive and equitable events, partnering with multiple graduate recruitment organizations to support the program, publishes an inclusive program viewbook, and many more.

RECRUITING FUTURE SPARTANS

Broad 360: The program hosts an annual diversity preview week, Broad 360, which gives potential students the opportunity to meet current students, faculty, and staff.

Webinar Events: The program provides specific structured webinar events for groups that are DEI-focused. The webinars help potential students learn about our program, the admissions process, and current student experiences. Past events have included regional, dual degree, tips for career switching, women in business, and many more!

Broad, Inc. Perspectives - A Roundtable Discussion with DEI Organizations:

The Broad Admissions Team and MBA Program Office co-host a panel discussion with representatives from each of the five DEI-focused student resource groups at Broad. This event gives admitted students the opportunity to learn more about campus life and ask questions about the student resource groups within the program.

Spartan Stories: The Broad MBA Perspective is a student driven podcast that gives an inside look at the Full-Time MBA Program. With interviews involving current students, faculty, program leadership, and alumni, it provides an inside glimpse at the program through a casual conversation.

Blog Posts: The MBA student blog is filled with experiences by current MBA students, reflections on their successes, challenges, and opportunities for growth.







MBA STUDENT RESOURCE GROUPS

Student resource groups are at the core of Broad's Full-Time MBA program. These opportunities connect students with prominent industry leaders, provide countless professional development opportunities, and give students the ability to make a real impact during their time in East Lansing. Membership in MBA student resource groups also empowers students to connect with one another around networking and program development, professional foci, diversity, social interests, and common experiences.

The relationships built within the DEI-focused MBA student resource groups address the following aspects of global, professional, and academic life:



Diversity, Equity, and Inclusion Pyramid

The program has five identity-focused student resource groups:

Black MBA	Broad MBA	Broad Women	Multicultural MBA	Spartan
Association	Veterans	MBA Association	Association	Pride











MBA DEI STUDENT – RESOURCE GROUPS

Black MBA Association

Captivate Social and Cultural Awareness bmbaa@broad.msu.edu

Previous events: Networking & Movie night, Corporate Information sessions, Conference prep sessions, Black Owned business tours

Being a member of a DEI resource group at the Broad College means that I am open to embracing the mission and ideology of that resource group. The Black MBA Association strives to enrich the learning and social environment of the Broad College while providing cultural awareness. I am passionate about these endeavors, and I think the Broad College can benefit tremendously from them. My membership also means that I'm willing to seek to understand before being understood when it comes to other DEI groups at the college. During my MBA matriculation, I have made it a point to become a member of the Broad Women's MBA Association and attend events of other DEI groups. Taking a proactive approach to embracing other DEI entities and stakeholders has enabled me to build cultural awareness and treat others how they want to be treated.

Broad MBA Veterans

Supporting Veterans and Families mbavets@broad.msu.edu

Previous events: Turkey trot/Veteran's Day 5K, happy hours, Military Life to Civilian Life lectures

I like that I get to ensure other veterans are taken care of in the program. Veterans in the MBA Program tend to be more self-sufficient, but knowing we have a group to talk to really helps. It's important to note that MBA veterans have something going on outside of the program, but we advocate for veterans if they have life stressors or if other issues arise.



ALEXANDER PLATSCHORRE Interim President Class of '23

MATTHEW BRADY Incoming President (Class of '24)





ADAM HAYES President Class of '23

AMY BROTHERS Incoming President (Class of '24)



Broad Women MBA Association

Empowering Future Women Business Leaders bwmbaa@broad.msu.edu

Previous events: Salary negotiation, MSU women's sporting events, Empowerment guest lectures

The Broad Women MBA Association (BWMBAA) strives to enhance the MBA experience by providing its members with opportunities to build personal and professional relationships beyond the classroom. From networking with successful women in leadership, to discussing gender equality, to making connections with brilliant ladies across different classes of the MBA program, our resource group is committed to offering a positive environment which promotes camaraderie amongst members.



FIONA KRISTO President Class of '23

Multicultural MBA Association

Celebrating Diversity, Culture, and Community mmbaa@broad.msu.edu

Previous events: Welcome social, Lunar New Year, Diwali, Cultural sharing luncheons

For me personally, diversity means individuals from different cultures, backgrounds, and experiences coming together to create a rich space for everyone to thrive in. Through interactions at various different levels, people will be accepting of others' differences, or at least try to understand these differences. I have had the chance of traveling and working in multiple countries which developed me into the person I am today. I really value the cultural exposure I had on this journey. Being a President of the Multicultural Association, I wish to extend a similar platform to my MBA peers.



GURSIMRAN SINGH President Class of '23

OLIVIA ENGLISH Incoming President (for Class of '24)



PRATYUSHA MALHOTRA Incoming President (for Class of '24)



Spartan Pride

Take Pride in Business

Spartan Pride builds relationships between the Eli Broad College of Business student populations, faculty, staff, alumni, and corporations that are focused on LGBTQ+ awareness. Furthermore, we provide professional networking opportunities, promote a safe and supportive environment for students, faculty, and staff, and facilitate professional development focused on representation of LGBTQ+ individuals in Business.



WILLIAM HORTON-ANDERSON Faculty Advisor











BROAD, INC. MBA DEI WEEK

The Broad MBA Program Office hosts an annual Broad, Inc. DEI Week, a week of recognition highlighting the five diversity, equity, and inclusion-focused student organizations. There will always be a variety of social, cultural, academic, and professional events to recognize and celebrate the positive impacts of DEI on student life at Broad and beyond, and the Broad, Inc. week spotlights these contributions.

The DEI-focused student resource groups that contributed to this program are constantly active in engaging the community, and this was an opportunity to put them in the spotlight and we will continue to build this event week in future academic years.

2023 Events:

Financial Advice for Business Women (and All)!:

Broad Women and MBA Finance are partnering to bring an interactive session with Professor Zekhnini where we will discuss budgeting and smarter investing practices for your future.

Cultural Sharing 2.0: Our program consist of many people from various backgrounds, experiences, and cultures. Multicultural MBA Association invites the program to celebrate and honor everyone through homemade food from home countries, stories on life experiences, and much more!

2nd Annual Black Owned Business Food Tour: Interested in supporting small black-owned businesses? Are you looking for a new place to embrace food options? Join the BMBAA as we kickoff our 2nd Annual Black Owned Business Food Tour (food tasting)! Last year the food tour was a success, and we are looking to build upon the participation and knowledge that has been gained. This year we will tour three locations that offer a variety of dishes that you can try.

2022 Events:

State of Diversity Address Kickoff Event: The Full-Time MBA Program invites a guest keynote speaker to discuss DEI initiatives in business and their perspectives. Previous years this has included alumni and current students reflecting on their time within the program and connecting how important DEI business education is.

Black Owned Restaurant & Eatery Food Tour:

The Black MBA Association hosted an educational event around local black owned business that included their business development, history, and to sample their food.

Step Up! Active Bystander and Allyship

Training: Have you ever seen something happen that didn't sit quite right with you? With active bystander and allyship tools, you'll be able to confidently react to situations that would otherwise leave you feeling unsettled, uncomfortable, or guilty. Instead of being an inactive bystander, take the reins and become an ally to those around you!

The Power of Affirmations: The Broad Women MBA Association hosted a webinar to understand how our thoughts and things we say to ourselves affect our feelings and actions. This webinar was to learn what affirmations are and how to get the most out of them to combat anxiety, imposter syndrome, and more.

Military 101: The Broad MBA Veterans Association hosted an information session on the various branches of the United States military, it's culture and what life is like while in the various stages of military life.

Holi Celebration: The Multicultural MBA Association invited the MBA community to celebrate the Indian festival Holi with some dry colors and fun activities.













JUDY WHIPPLE Interim Dean, Broad College of Business

How long have you been a part of the faculty/ here at Broad, and how have you seen DEI develop within the program during your time here at MSU?

I joined the faculty in the then Department of Marketing and Supply Chain Management at Broad in 2006. At that time, I was the only female tenure stream logistics faculty member and later became one of only a few females to be promoted to full professor among the supply chain faculty. I greatly appreciated the support and mentorship I received during my career and the individuals that inspired me to believe in myself. As an alumnus, it was always my goal to be on the faculty in the Broad College and contribute to this exceptional community of scholars, students and stakeholders while helping others achieve their goals and aspirations.

There is always room for improvement in our hiring and retention efforts as well as increasing the diversity of our student population. We want to ensure that everyone feels supported, knowing they belong here at Broad. I look forward to working with our Culture and Climate Strategic Working Group and our DEI team to continue advancing our efforts, weaving the Broad 2030 Strategic theme of Diversity, Equity and Inclusion in all we do.

How have you gotten your leadership teams involved in DEI?

As a leader, I regularly pose the questions, "So what?" and "Now what?" to help make sense of the facts and allow us to define courses of action that have measurable impact. It's also imperative within DEI work, otherwise we create new events and programs without understanding what success looks like. This year, we engaged the entire Broad College in a climate survey to help us better understand where we are now and to create a baseline for our DEI work. As we unpack these results, our leadership team will play a major role in facilitating conversations and collectively answering, the "So what?" and "Now what?" guestions with their teams. Together, as a community, we will make sense of the data, challenge our assumptions and co-create our inclusive future.

Share a DEI experience that has impacted your leadership.

Upon joining the Dean's Office, I took some time to reflect on my experiences in the classroom and how they would translate into my approach to leading the college. I thought of the hundreds of students who I have crossed paths with and all that they brought to the Broad College — their backgrounds, experiences, goals, differences and similarities — and how I have adapted my classroom to be more accessible and relatable to every student. This can be something as simple as expanding the companies and industries I use in examples to be more diverse and include internationally headquartered firms, incorporating female protagonists in cases that I write, and working with students to understand their individual learning needs. This exercise helps me clarify my understanding of diversity, reaffirming my belief that inclusion requires listening, an open mind and continual learning.



CHERI DECLERCQ Assistant Dean, MBA Programs

How does Broad define diversity, equity, and inclusion?

The Broad College is aligned with the MSU definitions: We see diversity as the varied collective and individual identities and differences in a group of people. Equity ensures access to resources that promote success and address past and present educational and professional disparities. Inclusion is the act or practice of including and accommodating all people.

How long have you been a part of the faculty/ here at Broad, and how have you seen DEI develop within the program during your time here at MSU?

I've been at Broad since for over 10 years and we have had efforts in place to increase diversity in our recruitment efforts, and to support equity and inclusion through communities and our MBP since well before my time. That said, we have certainly focused more intentionally on understanding what DEI and B mean, and on how to understand and improve the culture and climate at Broad.

Specifically, how have you gotten your leadership teams involved in DEI?

I've had the pleasure of leading the strategic initiative team that's working intentionally around DEI and B (belonging) for the last several years. Through these efforts we've hosted events, dialogues, book/movie events and other activities. We've recommended ways to better assess the course materials and classrooms to ensure that we are inclusive – and I'm thrilled to say that I believe the new SIRS will reflect these questions starting in the fall. We're also striving to have each individual faculty and staff member be mindful and intentional about inclusion so that all Broad students and employees feel valued and able to achieve their goals.

Over the past few years MSU has been focused on improving DEI. How have you been able to "bake in" DEI into the MBA program at Broad?

Frankly the student body has really done amazing work in this regard, and I believe that is a really impactful way to make a difference. We will continue to be deliberate about identifying students from diverse backgrounds to join the program, and about helping to add new ways to ensure they have the resources and support to thrive and belong when they come.

Share a DEI experience that has impacted your leadership style/how you lead.

Two things come to mind quickly. 1. I coordinated an event last winter that shared quick videos on a variety of winter holidays celebrated around the world. This was really a fun way to be more aware of the many differences in what people celebrate – and it was fun also to see the commonalities that crossed essentially all of them: namely – great food, family and friends. 2. We launched an Allyship program this fall with a small pilot. Doing this work myself, and then facilitating it for a small group really helped me to understand my own privilege and power, along with the opportunities for me to act as an ally to others. I'm looking forward to seeing where we can take that initiative to bring more people along.





WAYNE HUTCHISON Managing Director, Full-Time MBA Program and STEM MBA Program

How does Broad College of Business define diversity, equity, and inclusion?

I think the website descriptors authored by the DEI task force are an ideal starting point for this conversation: https://broad.msu.edu/about/ diversity-equity-and-inclusion/. Effectively, the Broad College seeks to curate a space where all individuals are supported and empowered to do their best work as part of an inclusive community.

How long have you been a part of the faculty/ here at Broad, and how have you seen DEI develop within the program during your time here at MSU?

I have been with the Broad College since September 2012. In that time, I have seen many of the DEI initiatives within the MBA program grow in scope. While these programs are connecting more equitably to our student applicant and matriculant groups, we will continue to work to best meet the needs of our students each year, as we feel that as our students' needs change, we must continue to change to meet the moment.

Specifically, how have you gotten your leadership teams involved in DEI?

Each member of our MBA program team has been empowered and encouraged to take on DEI roles on local and MSU-committees to support ongoing initiatives in these spaces. Additionally, each member of the MBA program team has been encouraged to seek additional training and development in DEI work to best understand how they can engage the college and our student community in making a continued impact.

Over the past few years MSU has been focused on improving DEI. How have you been able to "bake in" DEI into the MBA program at Broad?

Our DEI Student Resource Groups (SRG's) have helped us connect to this goal in three ways: 1. They are the primary student connection point for student groups from historically marginalized communities, 2. Their professional work connects directly to the academic and co-curricular goals of the program, which provides faculty and staff additional insights into DEI student perspectives, and 3. These governance structures provide invaluable feedback opportunities for the Broad DEI task force as they develop new DEI tools and policy work for the college as a whole.

Share a DEI experience that has impacted your leadership style/how you lead.

I have taken multiple opportunities to participate in education and development work in DEI spaces, including focus group and affinity group work, with many MSU partners. I'm grateful for the time and vulnerability my colleagues have shown me as I work to understand the continual impacts of privilege on our environments, while understanding how we can put policy and process in place to begin dismantling these systems. These experiences guide me in policy decisions that affect our students and staff.



MARLA McGRAW Director, Career Management

How long have you been a part of the faculty/ here at Broad, and how have you seen DEI develop within the program during your time here at MSU?

I have been at the Broad College of Business for about 5 and a half years. I have seen efforts related to DEI increased in breadth and depth during my time at MSU. For example, a DEI Strategic Theme and Initiative has been created as part of the Broad College's Strategic Plan, emphasizing the importance of and dedication of resources to support DEI initiatives inside the Broad College. Another wonderful recent example is the creation of a Culture and Climate of Belonging and Success Work Group within the Broad College. Even more recently, the Broad College launched a school culture and climate survey, with the intent to focus more efforts and resources where needed based on survey results. I have been excited to see the growth and positive momentum of DEI efforts at the Broad College of Business during my time in the Palmer Center.

Specifically, how have you gotten your leadership teams involved in DEI?

DEI is a focal point for the Broad MBA Program. The Palmer Team sits on the MBA Admissions Committee, where we seek to find and ultimately matriculate diverse MBA candidates to Broad. Specifically, a member of the Palmer Leadership Team attended a Multicultural Leaders of Tomorrow (MLT) during the summer of 2022 where he worked with top-notch MLT Fellows who were beginning their year-long journey of applying and preparing to get their MBA. Another member of the Palmer Leadership Team is part of the Broad College's International Advisory Board where we have a shared mission to develop and cultivate a global mindset and multi-cultural fluency among the Broad community. Additionally, we have partnered with the Admissions Team to lead information sessions aimed at international students to discuss employment opportunities and previous outcomes from alumni of the Broad MBA Program.

In addition, the I was on the planning committee for the first annual MSU Dialogues event. This event was a day-long training session for MSU employers on the best ways to attract a diverse applicant pool. Recruiters and alumni were able to learn directly from students who identify as diverse, hear from Dr. Jabbar Bennet, Vice President and Chief Diversity Officer at MSU, and absorb best practices from speakers who have spent years researching the best way to attract and retain diverse talent.

Over the past few years MSU has been focused on improving DEI. How have you been able to "bake in" DEI into the MBA program at Broad?

From the start of our interactions in the summer, we ensure that our DEI values are omni-present and integrated components of our materials. We ensure that we're inclusive; for example, our materials about professional dress attire are non-binary, offer gender-neutral attire resources and the Palmer Center is welcoming to any gender identification (this also physically manifests itself with the Empowerment Closet, a joint Palmer/ Multicultural Business Program effort to provide business professional clothing for any MSU student's interviewing or networking events).

The Palmer Center offers a unique resource to Broad students, "Assessing Organizational Commitment to DEI and Social Justice." This resource helps students think through what to research and the best questions to ask to determine if an employer has a strong commitment to DEI efforts as a part of recruiting for internship and full-time positions.



MARLA McGRAW Director, Career Management

To assist international students with their unique job search and needs, we focus on cultivating employment opportunities in the US, their home country, and globally. The Palmer Center hosts a global speaker series, global treks and a networking series, a career-readiness bootcamp, resume books, job shadowing programs and other global events to provide students with countless opportunities to network with reputable companies worldwide.

To help create awareness around ongoing global initiatives and to make these more visible at the College, we have formed the Global Student Ambassador Program which consists of 12 student ambassadors representing various backgrounds and educational levels including MBA students.

What does the recruitment process look like through a DEI lens?

The Palmer Center partners with the Office of International Students and Scholars (OISS) and an immigration attorney in offering an immigration session for employers with the goals of orienting them about work authorization options, processing practical trainings and work visas for international students. We also invest significant time in identifying and developing stronger alliances with international friendly companies to foster an environment of inclusion and belonging for those students interested in the US and global opportunities.

CAREER PLANNING



MORE WOMEN LEADING fortefoundation.org

Forte is a community of motivated and inspiring women who are transforming leadership in every field that business touches. Its members are from diverse backgrounds, industries, and career stages who unite to shake up the status quo. Forte's mission is to launch women into fulfilling, significant careers through access to business education, professional development, and a community of successful women.

BENEFITS OF MEMBERSHIP (Membership is FREE for MSU MBA's)

Forte gives women equal access to an infrastructure—business education, role models, professional networks, leadership training—that empowers them to rethink what's possible. Forté's kit of practical tools can change their career trajectories and earning power. Our tools and programs are tailored for women at every stage:

- For college women: Business conferences, a year-round career program and more.
- For women who want to attend business school: Application/GMAT preparation and more.
- For MBA women: Fellowships, leadership conferences, and more.
- For professional women: Networking, leadership training, and more

JOIN TODAY!

The one thing that stood out the most to me from the Forte conference was the importance of having a support network in the business environment. Coming from law, where grades are the predominant concern when getting the internship, I wasn't quite used to how important networking and building a support system was. It was nice to hear panel discussions about issues women



have faced in the business environment and relate that to some experiences of my own that I've faced. Feeling validated and supported was certainly a key takeaway. The conference served as a precursor to the MBA introductory courses. The panel discussions helped me narrow my interest and weed out a couple of the concentrations prior to setting my concentration and starting class.

— Kathryn Smith, '24



MBA VETERANS mbaveterans.com

Founded in 2009, the MBA Veterans Network is a professional networking and advocacy organization dedicated to connecting military veteran students and alumni of the world's top-ranked universities with employers who value their elite academic credentials, military leadership abilities, and limitless career potential. Connect with the Veteran's Resource Group here on MSU's campus to learn more about membership and resources!

MBA Veterans Conference and Expo

The MBA Veterans Career Conference is the nation's leading military and MBA diversity conference. Every Fall, it connects 500+ 1st and 2nd year MBA students, all of whom are military veterans enrolled at top ranked programs with more than 60 of America's leading MBA employers.



Launched in 2002 Management Leadership for Tomorrow (MLT) is a national nonprofit that is transforming the leadership pipelines of more than 120 leading organizations by driving breakthrough results for individuals and institutions. MLT equips and emboldens highachieving individuals from underrepresented communities—Black, Latinx, and Native American—to realize their full potential, to make a mark, and make a difference. MLT has convened a uniquely powerful and vibrant community of Rising Leaders—8,000 and growing—who are propelling change throughout our institutions, communities, and nation.

Building on its nearly two decades of experience and deep partnerships in developing and implementing DEI strategies, MLT introduced the MLT Black Equity at Work Certification for employers—a first-of-its-kind, clear standard and roadmap for companies that are committed to achieving Black equity.

Participating in MLTPD was one of the greatest opportunities that I received prior to starting my MBA program at Broad. MLT provided an executive coach with a background from Bain & Company that prepared me for behavioral interviews, meticulously reviewed my resume, challenged me with building a framework and strategy for career preparation, and offered opportunities to be placed in front of top organizations. MLT prepared me to be a part of an inclusive learning and team environment of



professionals. It also helped me to develop and realize my full potential and grow as a leader.

– Amy Brothers, '24



NATIONAL BLACK MBA nbmbaa.org/conference-std

The National Black MBA Association is the premier business organization serving Black professionals. The mission of the National Black MBA Association is to lead in the creation of educational, wealth building, and growth opportunities for those historically underrepresented throughout their careers as students, entrepreneurs, and professionals. Connect with the National Black MBA Association on MSU's campus to learn more about membership.

National Black MBA Conference

NBMBAA's rich Conference history began in Detroit, Michigan in 1979. Since then, the Conference has only grown in stature and attendance. Members, sponsors and prospective employers come together once a year to support diversity in the American workplace and elevate the Black professional.

I thoroughly enjoyed my experience at the National Black MBA Association Conference. The conference was in Atlanta (2022) which felt like the perfect backdrop for the energy around the conference. There was an abundance of opportunities to network and secure interviews with top companies, who have a commitment to similar values as the attendees. I still maintain the connections I gained at the conference to this day and would recommend attending for anyone able and wants to participate. One thing I took away from the conference is to be open to networking and connecting with a wide range of individuals even from very different functions of business than you. I felt that many, including myself, have a tendency to network and connect with those in the similar business functions or industry we are looking to attain a position. Talking to people who you can make a genuine connection with helped me have a great experience at the conference and led me to experience new companies I had not considered previously.

The conference was very beneficial to me. The conference was the point in my semester where I felt reassured about my decisions within the MBA program. I truly enjoyed my time at the conference and being prepared on what to expect helped me navigate the overwhelming nature of a conference that size. The conference helped me secure most of my offers and it helped me with getting my internship confirmed.





Prospanica has advocated for Hispanic business professionals for 30 years. Since its founding as the National Society of Hispanic MBAs in 1988, it has hosted annual career and professional development conferences, connecting thousands of Hispanics to graduate programs, subject matter experts, corporations, and each other. Prospanica has given over \$8 million in scholarships for graduate education, and many of those recipients have led our professional chapters and university chapters across the US and Puerto Rico, advancing diversity causes in their own communities. In 2016, as Hispanics continued to occupy a growing portion of the nation's demographics, the organization rebranded as Prospanica to broaden its mission to serve all Hispanic professionals. Prospanica's mission is to empower and enable Hispanic professionals to achieve their full educational, economic, and social potential.

The Prospanica conference in New Orleans allowed me to interact with some of the world's most talented MBA students, which was a very rewarding experience for me. I am particularly thankful that I networked with so many students and professionals through the career fair. I am also grateful that Prospanica allowed me to interact with such a diverse group of Latino and Hispanic professionals, some of whom I had never spoken to before.



– Abhishek Edida, '24



REACHING OUT MBA (ROMBA) reachingoutmba.org

Over our 20 year history, Reaching Out has grown to include a range of programming that educates, inspires, and connects an increasingly diverse LGBTQ+ MBA community. The ROMBA Conference is the world's largest gathering of LGBTQ+ business students and alumni. The event includes a variety of panels, workshops, receptions, and a career fair with 100 corporate partners across industries recruiting LGBTQ+ MBA talent. The 2022 Conference was hosted on October 6-8 in Washington, D.C. at the Washington.



I found the conference beneficial. We had the opportunity to participate in small group conversations about a variety of LGBTQ+ and intersectional DEI topics with subject matter experts, representatives from organizations across various industries interested in expanding their DEI initiatives, and other MBA candidates. It was a great networking opportunity as well as there was a career fair and a variety of socials. I was able to bond with MBA candidates from other schools as we explored Washington, D.C. in our downtime. For me, the most notable events were the keynote speaker, Kal Penn and the breakout sessions regarding "Addressing Racial and Gender Inequity in Business" and "Bringing Your Authentic Self to Work: Building Queer Spaces in Traditionally "Non-Queer Friendly" Industries.

– Chloe Lester, '24

COMMUNITY SPOTLIGHTS

HISPANIC HERITAGE MONTH



Many of us saw the sacrifices our parents made crossing that border, and you best believe we use that as fuel to become great

fuel to become great influencers in our society and bring it to work. If business communities would give us

a chance to prove ourselves and look past our little experience, they would be surprised.

– Kimberly Rodriguez, '23

LGBTQ+ HISTORY MONTH



to act to actually support and invest in the community, rather than slapping a rainbow on everything and saying you support the community." — Hannah Wilson, '24

Companies need

HONORING BROAD MBA VETERANS





include veterans is to listen. Please be supportive and understanding when someone appears to be struggling because our experiences left many of us with a lot of baggage.

Christopher Millen, '24 (US Navy)

thing we can do to

PERSONS WITH DISABILITY MONTH: WHAT'S YOUR SUPERPOWER?



competitive with people; however, I learned how to channel it internally, with school being a great example. If I'm doing a test or studying, I'm always competing with myself to achieve. I think it's important to continue to improve and to

– Adam Rose. '23

continually challenge yourself to set goals.

LUNAR NEW YEAR AND



Living in a peaceful and prosperous environment, I don't need to worry about the basic physiological and safety needs of Maslow's hierarchy of needs. I can focus on spending valuable time with family, finding a loved one and pursuing higher education

or a job title. Having the chance to pursue an MBA degree in a foreign country is built on that foundation. — Ya Wen "Yvonne" Juang, '24

BLACK HISTORY MONTH



Black History Month and our celebration has always been about recognizing and honoring the people in our family, community and world who helped us become who we are today.

– Alyse Hines, '24

WOMEN'S HISTORY MONTH



... support female education and learning, provide mentorship opportunities in the business environment, encourage and provide space for women to share their thoughts and ideas, offer more flexibility for women's needs and provide equal opportunities.







DEI OUTLOOK

WILLIAM HORTON-ANDERSON Assistant Director, Full-Time MBA Program and STEM MBA Program

For the Full-Time MBA Program, we are more than the sum of our parts. Our



diverse community challenges us to share our own ideas while considering other points of view. Here, student diversity is an asset. It makes everyone better learners, teachers, scholars, employees, and community members.

Global companies look for leaders who are able to unite people in a common goal. A diverse student population brings together necessary perspectives to solve today's global business issues. Broad partners with multiple organizations to support diversity.

We share our commitment to diversity, equity, and inclusion (DEI) because it is central to our operations and development. When students of various identities and backgrounds have a voice and a platform, our community will continue to grow and thrive.

The Full-Time MBA Program learns from our students, campus community, and partners to highlight the stories and lived experiences that everyone brings into the classroom and program community. By continuing to grow our focus on DEI initiatives, it gives our students the platform to talk with each other and strengthen the support for all identities.

The future of the Broad DEI Index is to continue highlighting achievements, understand shortcomings, and deliver better practices for all identities within business education. We encourage and empower out community to voice concerns and partner with us as we strive to continue being an inclusive program. AMY BROTHERS

Graduate Assistant for Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (DEI) isn't just a fad or a thing to make a person feel comfortable. It



isn't about feelings or walking on eggshells to not offend someone. DEI is about awareness and understanding that we live in a world rich with a variety of cultures, ethnicities, genders, and abilities. DEI is a strategy to curate the best ideas, create higher performing teams, and to build stronger, lasting organizations. Research has shown that organizations who have diverse workforces have a higher financial performance. When organizations commit themselves to diverse leadership, they are more successful. More diverse companies are better able to win top talent, improve their customer orientation. employee satisfaction, and decision making. In McKinsey's recent report Diversity Matters the report evaluated 366 data sets from public companies from a range of industries, from their top management and boards and the findings showed that companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their respective national industry medians. It further reported that companies in the top guartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians (McKinsey). Here at Michigan State University, we embrace DEI and developed this index to highlight opportunities that are available to MBA students at the Broad College of Business.

ABOUT DEI PROGRESS INDEX

The Diversity, Equity, and Inclusion Progress Index was a creation to showcase and highlight the year's achievements towards a more inclusive and understanding environment for all experiences and identities.

Process

The information included in this index was gathered through the following outlets:

- 1. Informational Interviews: Interviews with program administration and directors on areas that they are responsible for
- 2. Faculty Quotes: We asked faculty members two questions, "What does diversity in the Full-Time MBA Program mean to you" and "What is one way that we can progress DEI here at MSU."
- 3. SRG Quotes: Asked current student leaders and presidents to answer the question, "Can you tell us what it means to be a members of your DEI resource group?"
- 4. The Full-Time MBA Program class profile was obtained through admissions data on application and acceptance to program.
- 5. Career planning conferences/partnerships are from national affiliations and/or established partnerships. The quotes were from students who share these memberships and attended conferences.

RESOURCES

PROGRAM REPORTING

WAYNE HUTCHISON Managing Director, Full-Time MBA Program and STEM MBA Program

WILLIAM HORTON-ANDERSON Assistant Director, Full-Time MBA Program and STEM MBA Program

COLLEGE REPORTING

Office for Civil Rights and Title IX Education and Compliance civilrights.msu.edu

MSU Misconduct Hotline misconduct.msu.edu

MSU RESOURCES

MOSAIC: The Multicultural Unity Center mosaic.msu.edu

Institutional Diversity and Inclusion inclusion.msu.edu

DEI-FOCUSED COUNSELING AND PSYCHIATRIC SERVICES

For more information visit caps.msu.edu and please note these groups change every semester:

- Academic Stress Reduction for Asian/Asian American Women
- African American Graduate Support
- African American Women's Group

Beyond the Binary

Brave Space: An All-Gender Interpersonal Process Group

Empower U: A virtual space for LGBTQIA+ students

Gender Identity and Attractionality (GIAA) Graduate

Graduate Student Support Group

International Student Support Group

Understanding Self and Others

CONTACT

FULL-TIME MBA PROGRAM

BROAD COLLEGE OF BUSINESS 800-4-MSU-MBA mba@msu.edu broad.msu.edu/masters/mba/

STEM MBA PROGRAM

BROAD COLLEGE OF BUSINESS 800-4-MSU-MBA mba@msu.edu broad.msu.edu/masters/mba/curriculum/ stem-mba/

FULL-TIME MBA PROGRAM AND STEM MBA PROGRAM ADMINISTRATION

WAYNE HUTCHISON Managing Director hutchison@broad.msu.edu

WILLIAM HORTON-ANDERSON Assistant Director horton33@broad.msu.edu

ANDREA McHALE Director of Graduate Admissions mchale@broad.msu.edu

KATE IRWIN Assistant Director of Admissions, Marketing and Communications irwinkat@broad.msu.edu

ERIKA BUSCH Business Manager, MBA Programs bullocke@broad.msu.edu

BETH THOMAS Admissions Operations Manager thomase@broad.msu.edu

AMY BROTHERS Graduate Assistant, Diversity, Equity, and Inclusion brothe39@msu.edu

MBA CAREER SERVICES

MARLA McGRAW Director, Career Management mcgrawm4@broad.msu.edu

JACOB WINSTON-GALANT Senior Associate Director, Career Coaching winston8@msu.edu

PAM MARS Associate Director, Career Coaching pmars@msu.edu

PAUL EDWARDS Associate Director, Career Coaching edward58@msu.edu

SHINTA SHINTAWATI Senior Associate Director, Global Career Initiatives shintawati@broad.msu.edu

KRISTINA REITLER Associate Director, Employer Relations baxenda1@msu.edu

PENNI VANDECAR Recruiting Manager vandecar@broad.msu.edu

TAYLOR FLEWELLING Recruiting Manager flewell7@msu.edu

TAYLOR BATES Event Coordinator taybates@msu.edu

DEAN'S OFFICE

RICHARD SAOUMA Associate Dean, MBA, EMBA, and Professional Masters Programs

CHERI DECLERCQ Assistant Dean, MBA Programs

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