



2021-2022

DIVERSITY,
EQUITY, AND
INCLUSION
PROGRESS
INDEX

BELONGING AT BROAD

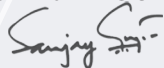
OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Our vision at the Broad College is to be a leader in diversity, equity and inclusion, with best-in-class practices, policies and achievements. We are committed to building an inclusive environment – one that recognizes and respects people of all backgrounds and experiences. This commitment is rooted in the firm belief that true collaborative excellence is only possible when there is mutual respect, accountability and transparency. These values must pervade everything we do.

Our collective efforts in these areas at Michigan State University and the Broad College of Business are guided by MSU's Diversity, Equity and Inclusion Plan developed by a steering committee comprised of members from across the institution. Diversity, equity and inclusion has been centered at the heart of strategic planning efforts for both MSU and the Broad College of Business—it is one of the six core strategic themes in the MSU 2030 Strategic Plan as well as one of the five strategic themes outlined in our Broad 2030 Strategic Plan. As such, we have taken and are continuing to take intentional actions through our programmatic initiatives, curricular content and personnel decisions.

While our efforts have made considerable progress, there is more work to be done to make MSU and the Broad College a welcoming home for people of diverse backgrounds and to inspire us all to do our best work. **TOGETHER, WE, AS SPARTANS, ARE UP TO THE CHALLENGE.**

SANJAY GUPTA



Eli and Edythe L. Broad Dean



TABLE OF CONTENTS

2	DE&I AT BROAD
3	COMMUNITY REPRESENTATION
4	THE BROAD ENVIRONMENT
5	RECRUITING FUTURE SPARTANS
6	STUDENT DE&I COMMITTEE
8	BROAD INC. DE&I WEEK
9	STUDENT RESOURCE GROUPS
10	STUDENT RESOURCE GROUPS 2022
14	Q&A WITH FULL-TIME MBA PROGRAM MANAGING DIRECTOR
15	Q&A WITH DIRECTOR OF FULL-TIME MBA ADMISSIONS
16	CULTURE & ENVIRONMENT
18	CAREER PLANNING
20	ABOUT THE DE&I PROGRESS INDEX
20	OUTLOOK
21	RESOURCES
21	CONTACT US

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

DE&I 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-in-class 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.

COMMUNITY REPRESENTATION

Full-Time MBA Program Class Profiles

CLASS OF 2022 / CLASS OF 2023

NUMBER OF STUDENTS:

64 / 65

AVERAGE AGE:

25.5 / 28

YEARS OF AVERAGE WORK EXPERIENCE:

3.7 / 4.9

GENDER:

M: 67% / 66%

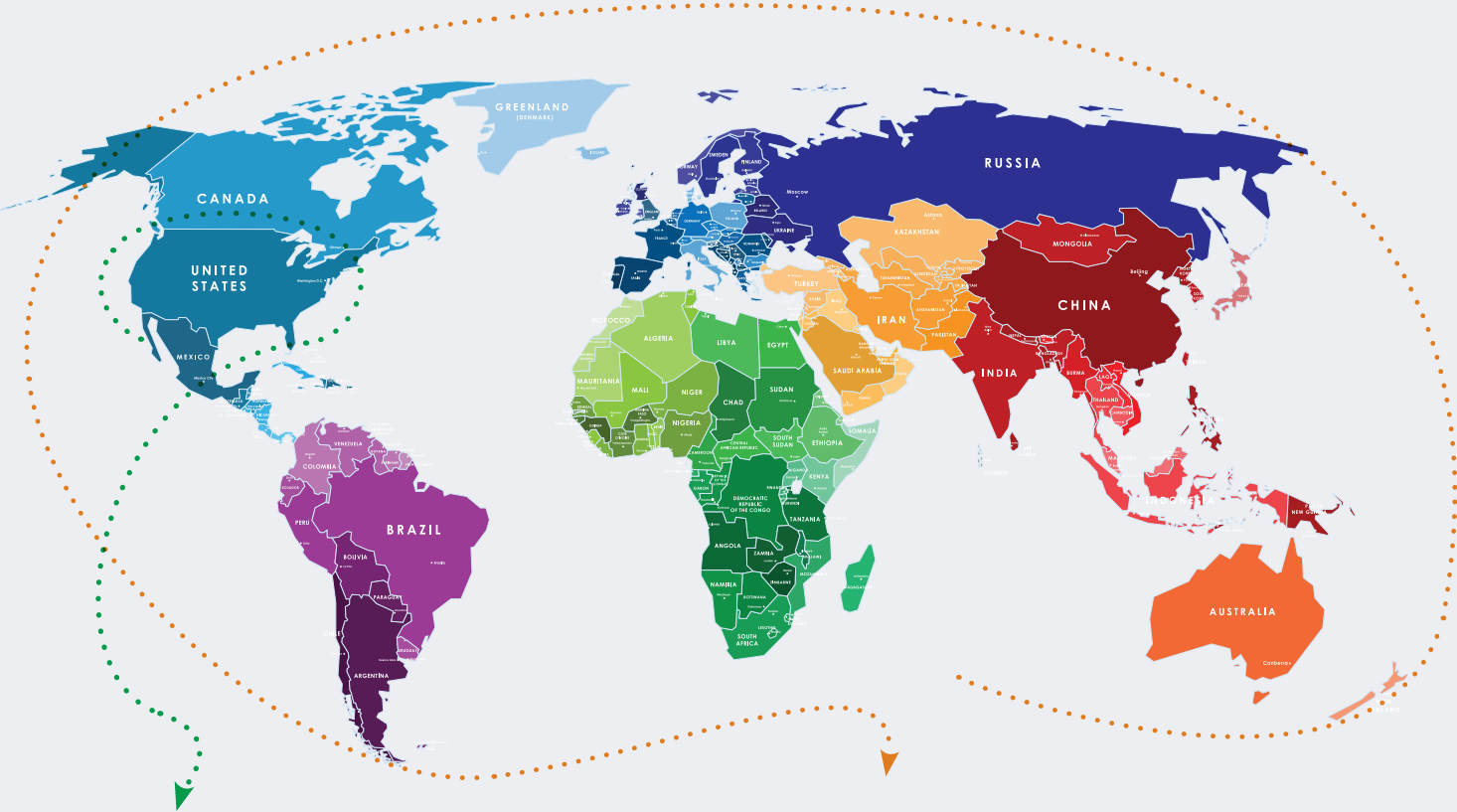
F: 33% / 34%

MINORITY REPRESENTATION:

31% / 36%

(Asian Americans, Black or African American, Hispanic or Latino, Multiracial, American Indian, Alaskan Native)

(Asian Americans, Black or African American, Hispanic or Latino, Multiracial, American Indian, Alaskan Native)



STATES REPRESENTED:

13 / 16

(ID, CA, FL, IL, IN, MI, OH, PA, NC, NJ, MD, MA, HI) (MI, TX, IL, MN, WI, AL, CT, FL, GA, Guam, MD, NJ, NY, NC, OR, PA)

DOMESTIC / INTERNATIONAL:

80% / 20%

65% / 35%

GLOBAL REPRESENTATION:

6 / 7

(China, Nigeria, India, United States, Uzbekistan, Taiwan) (United States, India, China, Korea, Taiwan, Mexico, Nigeria)

THE BROAD ENVIRONMENT

The Broad Full-Time MBA program 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 programs and partnerships we support. These admissions initiatives improve the prospective student admissions progress and funnel opportunities and advance to our current students and alumni.

ANDREA MCHALE
Director of Admissions and Enrollment

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 DE&I-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 DE&I Organizations:

The Broad Admissions Team and MBA Program Office co-host a panel discussion with representatives from each of the five DE&I-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.



STUDENT DE&I COMMITTEE

Who Will be the Next Diverse Business Leaders?

BROAD MBA SPARTANS WILL.

Mission

Empower the voice of the Full-Time MBA Program by:

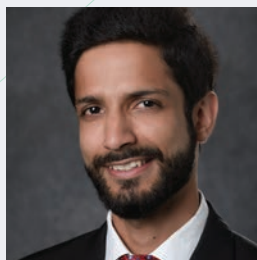
1. Engaging in cultural competency conversations, listening, and giving thoughtful attention to our population's identities (race, ethnicity, national origin, gender, sexual orientation/identity, ability, religion, public service, etc.). Furthermore, raising awareness on how these identities interact with each other.
2. Developing a culture of excellence through continuing education of important issues and causes of our community member's identities. Then promote critical thinking skills on implicit, cognitive, and systematic bias.
3. Using our platform to advance current systems and structures in business education and curriculum in the Broad College of Business.
4. Cultivate accountability through transparency of processes and data-driven decisions.

When we engage, develop, and advance our community, we facilitate the personal, professional, and academic growth of everyone.

Vision

Facilitate and sustain an inclusive environment for Full-Time MBA students, faculty, and staff, and to acknowledge and celebrate differences within the program, as lived experiences energize innovation and challenge geographical, cultural, and historical barriers.

Class of 2022



ISHAAN ANAND



ALEX CAURDY



AKUNNAYA
CLEGHORN-
EZENYILIMBA



SANDRA LINAREZ



ASHLEY TICE
Graduate Assistant
for Diversity, Equity,
and Inclusion
Chair

Class of 2023

What does serving on the inaugural DE&I committee for the MBA program mean for you?

Serving on the inaugural DE&I committee means I have the opportunity to make a difference and impact student's MBA experience for years to come.

— Sandra Linarez, '22 —

To be a part of a student-lead committee, which is focusing on driving the conversation on diversity, equity and inclusion means that I am contributing to a bigger picture; helping my fellow peers to understand the importance and undeniable value of diversity, to embrace and to respect each other's uniqueness.

— Akunnaya Cleghorn-Ezenyilimba, '22 —

As part of the inaugural MBA DE&I committee, I'm excited to help foster a community which embraces teamwork, compassion, understanding, and support for current and future Broad Spartans.

— Alex Caurdy, '22 —

More business leaders are being held accountable for DE&I right now than ever before, but this evolution is too important to just be today's trending topic. As part of the inaugural committee, I am proud and honored to champion such a meaningful mission; to create a safe place to advance our students' understanding of these issues and equip them with the tools needed to make their companies and communities more diverse, equitable and inclusive. This committee will have a long-lasting and far-reaching impact, and I'm excited to lay the foundation.

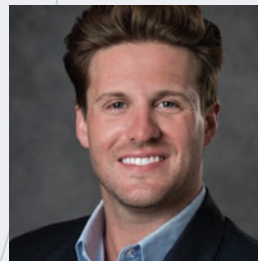
— Emily Dudlets, '23 —

Unity, not uniformity, must be our aim. We attain unity only through variety. Differences must be integrated, not annihilated, not absorbed.

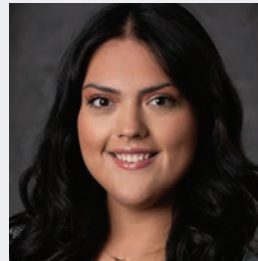
— Mary Parker Follett —



EMILY DUDLETS
dudletse@msu.edu



ALEC PEARSON
pears256@msu.edu



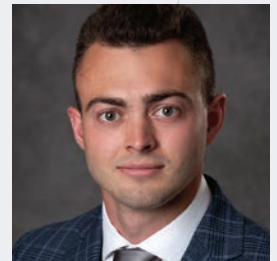
KIMBERLY RODRIGUEZ
rodri988@msu.edu



GURSIMRAN SINGH
singhg21@msu.edu



NICOLE HAMILTON
hamil412@msu.edu



ALEXANDER PLATSCHORRE
platscho@msu.edu



MARGAUX SELLNAU
sellnaum@msu.edu

BROAD, INC.

DE&I WEEK

The Broad MBA Program Office hosts an annual Broad, Inc. DE&I 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 DE&I on student life at Broad and beyond, and the Broad, Inc. week spotlights these contributions.

These are examples of past events from Broad, Inc. Week:

State of Diversity Address Kickoff Event:

The Full-Time MBA Program invites a guest keynote speaker to discuss DE&I 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 DE&I 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.

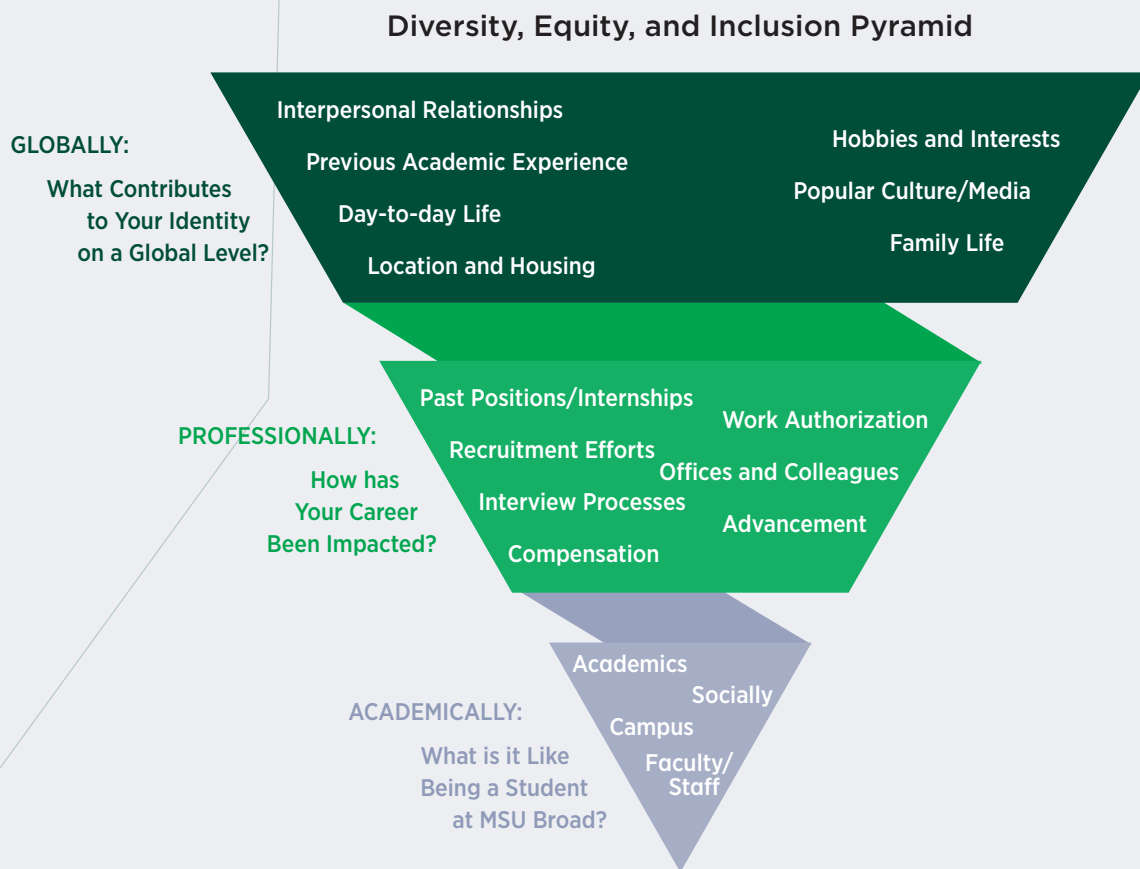
The DE&I-focused student resource groups that contributed to this program are constantly active in engaging the community, and this was an opportunity to put them in the spotlight and we will continue to build this event week in future academic years.

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 DE&I-focused MBA student resource groups address the following aspects of global, professional, and academic life:



The program has five identity-focused student resource groups:

Black MBA Association

Broad MBA Veterans

Broad Women MBA Association

Multicultural MBA Association

Spartan Pride

We are so excited to welcome everyone to Broad! We look forward to building camaraderie among members with fun and informative events throughout the year and providing opportunities for professional enrichment. Go Green!

— Katie Zinkel, '22 —

MBA STUDENT RESOURCE GROUPS (2022)

Black MBA Association

Captivate Social and Cultural Awareness

bmbaa@broad.msu.edu

The Black MBA Association is comprised of both current and past MBA students who wish to enrich the learning and social environment of all current students and to increase the representation of black students within the Broad MBA program. This association will provide career development initiatives and create social and cultural awareness within the community.

Example events: Podcast listening and discussion series, February book discussion club



ADAM HAYES
Incoming President
(for Class of '23)

The BMBA (Black MBA Association) is focused on cultural, community, and social events. Our emphasis is that this student org is a multicultural association and all are welcome. A multicultural approach is necessary to create a reciprocated allyship among the student body as we embark as professionals post-MBA



MARQUES MOORE
Graduating President
(for Class of '22)

Broad MBA Veterans

Supporting Veterans and Families

mbavets@broad.msu.edu

The Broad MBA Veterans (BMBAV) group is dedicated to Broad MBAs who are united by the common experience of serving the people of the United States through military service. This resource group has three core constituencies: current students, alumni, and prospective students/applicants. Members come from across the country and have been stationed across the world. Military backgrounds vary from artillery and infantry to linguistics and logistics, among others. Members have deployed in support of operations in Iraq and/or Afghanistan, and most have commanded troops in combat. Broad MBA veterans are committed to continuing their education and professional development as MBAs, while staying true to their values as veterans.

Example events: Turkey Trot, Veteran's Day 5k, happy hours



TOM SCHRADER
Incoming Spartan Commander
(for Class of '23)

Broad Veterans' Association is about a community dedicated to excellence. We help translate our unique military perspectives into competitive advantages for our teams, communities, and careers.



JORDAN MARKS
Graduating Commander
(for Class of '22)

Broad Women MBA Association

Empowering Future Women Business Leaders

bwmbaa@broad.msu.edu

The Broad Women MBA Association is an organization of student professionals who enhance the MBA experience and build equity in members career path and promote professional and personal development. We provide networking beyond the classroom with students, faculty, alumni, and business leaders, and improve the quality of life in the Broad community as well as the surrounding community in which the members live.

Example events: Salary Negotiation Workshop, Red Cedar kayaking trip, volunteering at the Women's Center of Greater Lansing, attending MSU women's sporting events



FIONA KRISTO
Incoming President
(for Class of '23)



I love being a part of BWMBAA! The organization provides a place for women in this program to feel like we belong and develop a strong sense of community with each other.



KATIE ZINKEL
Graduating President
(for Class of '22)

Multicultural MBA Association

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

One of the major factors of choosing an MBA is to gain global perspective, interact with people from diverse backgrounds and enhance cultural exchange. The Multicultural MBA Association's goal is to celebrate cultural diversity and help members navigate the MBA journey. There are several annual association events aimed at preparing members for upcoming courses, job fairs/conferences, interviews, and the challenges of being an MBA candidate.

Example Events: Welcome social, Diwali celebration, Chinese New Year celebration, Holi celebration, summer internship preparation seminar, and alumni panel



GURSIMRAN SINGH
Incoming President
(for Class of '23)

We aim to foster a vibrant community among ethnically diverse students within the Full-Time MBA Program. The Association is committed to the professional, academic, and personal development of its members. I am confident that this rich cultural exchange would help stimulate lifelong learning through community interaction and help us be better prepared for the global business environment.



ISHAAN ANAND
Graduating President
(for Class of '22)

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. Spartan Pride is the first LGBTQ+ student resource group focused on the support and development of both undergraduate and graduate students in the Broad College of Business. With support from the Dean's Office and the MSU campus, we continue the goal of developing stronger LGBTQ+ leaders in the world of business.

Example events: Diversity and Inclusion Networking Night, Coming Out Professionally, LGBTQ+ Jeopardy

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 of Spartan Pride
and Assistant Director,
Academic and Student Affairs





WAYNE HUTCHISON, PH.D.
Managing Director

How has your own background influenced your view of the importance of diversity and inclusion?

I'm the son of a Brazilian immigrant. As I've gotten older, I've started to understand and truly appreciate my family's history both in Brazil and in America. As a veteran, I believe that diversity and inclusion are key reasons for mission success. As I strive to learn more about DE&I work, I am beginning to understand the impact of white privilege on my life and in society. My work in these areas continues.

What is the program's approach to understanding the perspectives of students from different backgrounds?

We seek to recruit the most life-diverse group possible to attend the Broad MBA, then work diligently to ensure every voice is reflected in the academic, professional, and personal pillars of our program. Toward these ends, we look to provide clear access to all opportunities for all students, we work to educate ourselves as a whole on the life experiences of our colleagues, and we find ways to connect in ways that allow for us to share our backgrounds with each other so we all can grow.

MSU as a whole and the full-time program has formalized our initiatives for diversity, equity, and inclusion, why is it important to emphasize DE&I within the MBA experience?

DE&I Work must be a strategic pillar in any organization for it to truly help shape the group. This not only allows for the agency of all participants, but it allows the program as a whole to create curriculum and professional development opportunities that acknowledges biases, and works to overcome them.

How does the full-time MBA program office work with other departments and entities within the Broad College and University as a whole to further DE&I initiatives?

FTMBA has clear connections to the DE&I stakeholders in the college at the task force, Dean Team, and various administrative levels. This ensures that the work we do in this program has resonance in the entire Broad collective. Additionally, we can also leverage these partnerships to share practices that enhance our operations.

Can you describe the climate in the program as it relates to DE&I?

I believe that my impression of the climate is only my opinion; therefore, it would be unfair to give an assessment of our climate in a way that is not reflective of my own background and experiences. In my opinion, our cultural environment is created through shared experience of all our members (students, faculty, and staff). We work to educate on and celebrate the diversity of our organization, while also working to understand the impact of privilege and bias. Our mission to infuse DE&I work into all we do will be a continual process. These efforts will help strengthen our current climate.



ANDREA MCHALE

Director of Admissions and Enrollment

What types of outreach and events does your team utilize to build connections within our diverse student body during recruitment and leading up to the students starting the program?

In person events

1:1 Visits

Webinars

Admissions Fairs

Broad on the Roads

Connecting prospective students with current students

Admitted Student Programming

LinkedIn Class Group

Admitted Student Website

Collaboration with Career Management and Academic Programming/MBA Program Office

What type of partnerships and professional affiliations does the Broad MBA have?

The MBA program has formed partnerships with various professional organizations that provide opportunities and resources to our students. Partnership and fellowship openings allow flexibility in giving principles, which aids with the overall goal of building an inclusive and diverse program and being equitable in nature.



Forte Foundation Fellowships: As a Forte Foundation partner school, our students benefit from the summer preparation program (MBA Launch), professional development forums, career fairs, and panel discussions for MBA students who support women in business.



Management Leadership for Tomorrow (MLT): The MLT prep program offers professional development, networking opportunities, and access to a number of recruiters to MBA students who support African American, Latinx, and Native American professionals in business through MLT's leadership pipeline. MLT's MBA Professional Development (PD) is a comprehensive five-month pre-MBA program that pairs young professionals with the one-on-one coaching, network and support needed to gain a competitive recruiting edge before business school starts. (mlt.org)



Reaching Out MBA (ROMBA) Fellowships: ROMBA is the biggest and best-known organization focused on supporting the LGBT+ MBA community. As a ROMBA partner school, we have an established fellowship program where our students have access to summer professional development opportunities with current ROMBA fellows and employers. Additionally, any students can attend the annual conference.

CULTURE & ENVIRONMENT

Program Services

- | Mandatory annual DE&I training for all students and faculty within the program
- | Student mentorship development
- | “Broad Buddy” program
- | Holistic academic advising
- | Interpersonal group work within diverse teams
- | Inclusive programming within student resource groups and the overall program
- | Partnerships with larger DE&I-focused organizations
- | DE&I networking nights
- | Connection to diverse Broad Alumni through Broad Connect

I see diversity in our MBA student community as a source of strength, innovative ideas, and creative accomplishments. I value their diverse personal experiences, values, and world views that arise from differences of culture and circumstance. These qualities have been reflected in the exceptional deliverables of the brand consulting projects that we have conducted for our business partners.

HANG NGUYEN
Associate Professor
Department of Marketing



I have seen the importance of diversity and inclusion efforts in my MBA core class “Social Issues in Management.” The caliber of class discussion hinges on students’ willingness to share different perspectives and to approach opposing viewpoints with curiosity and respect. DE&I efforts have helped prepare students to talk through challenging problems that lack a clear answer, and to be open to new angles from which these issues can be examined.

JENNIFER DUNN
Faculty Member
Department of Management



In our Security Analysis course, being able to have frank conversations about the merits of an investment opportunity brings out the best in the class and in the portfolio to be managed. Have a diverse and inclusive environment provides the openness to have such impactful Q&A discussions.

STEPHEN SCHIESTEL
Addy Professorship
Practice in Finance

In the Broad MBA program, we enhance the overall learning environment by embracing diversity of backgrounds, work/life experiences, and thought processes. This not only creates opportunities for learning from each other, but also encourages the development of a network to support students reaching their personal and professional goals.

JUDITH WHIPPLE
Bowersox-Thull Endowed Professor
Logistics and Supply Chain Management
Faculty Director
MS-Supply Chain Management Program



Every member at Broad and the larger MSU community comes in with a unique story. Our DE&I initiatives help to create a collaborative, supportive, and respectful environment that would allow everyone to share their perspective and to listen and learn from each other's stories, and to make our community more vibrant.

CHRISTY ZHOU
Assistant Professor
Department of Management

CAREER PLANNING

One of the many benefits of membership in a MBA student resource group is partnerships with professional organizations. Many of these organizations host focused career fairs or conferences on an annual basis:



[FORTÉ MBA WOMEN'S LEADERSHIP CONFERENCE]

fortefoundation.org

Meet hundreds of like-minded MBA students at this two-day virtual conference and start slaying the business world before you even begin your MBA. Learn from highly-successful business leaders how to develop stand-out skills and project an authentic leadership style while building a powerful network of impressive colleagues. This is your time to explore career paths, connect with recruiters and mentors, and hear from today's most influential businesswomen.

(fortefoundation.org)

As a woman in business, especially finance, I am frequently one of few or even the only woman in the office/classroom. That lack of representation sometimes made me doubt myself and my career goals. Then, I joined Forte as I started my MBA and was met with a vast network of inspiring women in all areas of business across the U.S. Through Forte's Leadership Conference, informal meetups, and career focused webinars I was connected to so many women that have incredible careers and inspiring stories. At the Leadership Conference, I gained contacts that helped me secure fall recruiting opportunities and was inspired by those I met to keep pushing forward to my own successes as an MBA student and in my career.

— Alex Lund, '22 —



[MBA VETERANS CAREER CONFERENCE AND EXPO]

mbaveterans.com

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.



NATIONAL BLACK MBA ASSOCIATION

nbmbaa.org/conference-std

Coming out of a year full of stress, uncertainty and turmoil, it is time to Renew, Refresh, Reset. After celebrating 50 years of existence in 2020, the National Black MBA Association® will renew our commitment to restoring today's Black professionals in this "new normal" of doing business. The Expo will refresh and strengthen our overall mission of educational, wealth building and growth opportunities for students, entrepreneurs, and professionals. From our members to our partners, the agenda will challenge you to hit the reset button and empower visionaries for the next 50 years. (nbmbaa.org)

The National Black conference was my first career fair since undergrad, and I was nervous. This conference broke down the internal barriers I put up and allowed me to make human connections with like-minded professionals across a variety of industries. I was able to network with employers from my top choice companies while also discovering new ones along the way, opening my eyes to the breadth of opportunities at National black. I had engaging conversations that have continued to blossom post-conference and have the potential to turn into internship offer extensions.

— Claire Wixted, '23 —



PROSPANICA CONFERENCE & CAREER EXPO

prospanica.org/conference-and-career-expo

Join us for a one-of-a kind event, designed just for Hispanic professionals. Change always prevails. The past couple of years made that impossible to ignore.

Some thrive on change, while others avoid it. Change isn't a flaw. And it isn't a feature. Change is our minute-to-minute experience, as individuals, communities, and organizations.

Join our world-class roster of workshop leaders, corporate experts, cultural beacons, and entrepreneurs to learn to approach unpredictability and lead within it.

Designed to educate, inspire, and connect, Prospanica's one-of-a-kind conference allows attendees to plug into a national leadership community invested in their long-term success. (prospanica.org)



REACHING OUT MBA (ROMBA)

reachingoutmba.org

The ROMBA conference is the world's largest gathering of LGBT+ business students and alumni. The event educates, inspires, and connects our community through C-suite panels, workshops, competitions, a host of receptions, and a career fair with 100 corporate partners across industries recruiting LGBT+ MBA talent. (reachingoutmba.org)

I attended ROMBA both years and from my experience the key differentiator lies in the structure. ROMBA is much more focused on many small breakout sessions that provide you the opportunity to learn about various elements of different industries and DE&I focused experiences/perspectives. Yes, there is also a "career fair" and that felt much more intimate than any other career fair I had been to.

— Katherine Klein, '21 —

ABOUT THE DE&I 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 administrators/directors on areas they control or are responsible for.
2. Faculty Quotes: Asked faculty members to answer the question, "What does diversity in the Full-Time MBA Program mean to you?"
3. SRG Quotes: Asked leaders/presidents to answer the question, "Can you tell us what it means to be a member of your DE&I-focused student resource group?"
4. The Full-Time MBA Program class profile was obtained through Admissions Salesforce data
5. Career Planning conferences/partnerships are from national affiliations and/or established partnerships.

OUTLOOK

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 (DE&I) 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 DE&I initiatives, it gives our students the platform to talk with each other and strengthen the support for all identities.

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

William Horton-Anderson
Assistant Director



RESOURCES

Program Reporting

WAYNE HUTCHISON, Ph.D.
Managing Director, Full-Time MBA Program

WILLIAM HORTON-ANDERSON
Assistant Director, Academic and
Student Affairs

College Reporting

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

MSU Misconduct Hotline
hmisconduct.msu.edu

MSU Resources

MOSAIC: The Multicultural Unity Center
mosaic.msu.edu

Institutional Diversity and Inclusion
inclusion.msu.edu

DE&I-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 US

FULL-TIME MBA PROGRAM

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

WAYNE HUTCHISON, Ph.D.
Managing Director
hutchison@broad.msu.edu
W: 517-432-6504

WILLIAM HORTON-ANDERSON
Assistant Director
horton33@broad.msu.edu
W: 517-432-4110

ANDREA MCHALE
Director of Admissions and Enrollment
mchale@broad.msu.edu
W: 517-355-7604

KATE IRWIN
Assistant Director of Admissions,
Marketing and Communications
irwinkat@broad.msu.edu
W: 517-432-7473

CHERI DECLERCQ, Ph.D.
Assistant Dean, MBA Programs
declercq@broad.msu.edu
Henry Center: 517-884-8933
Minskoff Pavilion: 517-353-9193

RICHARD SAOUMA
Associate Dean, MBA, EMBA, and
Professional Master's Programs
rs2@msu.edu
W: 517-432-2322

ERIKA BUSCH
Business Manager

ELIZABETH THOMAS
Admissions Operations Manager

MICHIGAN STATE UNIVERSITY

