



RICE | BUSINESS

DIVERSITY, EQUITY AND INCLUSION

STRATEGY BRIEF

VISION

Our vision is a Rice Business culture that values the unique characteristics of every community member and leverages these differences as sources of innovation, transformation, advantage and impact on campus, in the business world and in our global community.

MISSION

We seek to foster positive, productive collaboration among all members of a diverse Rice Business community—students, faculty, staff and other stakeholders—by ensuring that every member of the community feels welcomed, valued and respected. In fulfilling this mission, we will collaborate with and support members of the Rice Business community by:

- Fostering a nurturing environment that allows our students to learn and use a multitude of perspectives on diversity, equity and inclusion to enhance their core leadership, communication and decision-making competencies.
- Fostering a strong intellectual environment that enables the community to learn about and create advantage from scholarly research aimed at understanding the impact of diversity, equity and inclusion.
- Ensuring that equity and inclusion are infused into the design, development and implementation of core operational practices, policies and procedures.
- Engaging our external stakeholders, including alumni and organizational partners, in a way that enriches the research, teaching and service mission of our institution and society.
- Measuring and reporting our progress on elevating diversity, equity and inclusion as well as eliciting regular feedback from our community stakeholders.

VALUES

- We strive to foster a culture that maintains a sense of belonging, fairness, dignity, respect and safety for all members of our community.
- We welcome thoughtful expression of a multitude of perspectives and believe that all points of view should be considered, appreciated and respected.
- We affirm and accept every member of our community and appreciate how our world view is enriched by exposure to diverse traditions, heritages, experiences and life challenges represented within our community.
- We accept responsibility to act as an ally whenever we discover that a community member has been treated unfairly or has faced barriers to inclusion and equity.

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OUR COMMITMENTS

We have a coherent set of priorities, organized into five strategic pillars, which will have an enduring and substantive impact on our Rice Business community and our many stakeholders:

Pillar 1: School Culture

We are committed to elevating diversity, equity and inclusion, collectively, as a fundamental pillar of our organizational identity and culture, so that every member of our community feels embraced and empowered. Our efforts to elevate school culture also are reflected in the other four strategic pillars and will focus on fostering equity and inclusion as we elevate diversity among faculty, staff and students.

Pillar 2: Leadership and Oversight

We are committed to ensuring that every member of our Rice Business community is confident that the leadership team is addressing strategic priorities related to diversity, equity and inclusion, including the creation of equitable policies and practices that foster a sense of belonging, where every person feels wholly accepted, included and valued, especially those who are from historically excluded and/or under-resourced populations in higher education.

Pillar 3: Curriculum and Programs

We are committed to expanding the number of curricular and co-curricular learning experiences that teach our students how to lead in a business world that increasingly seeks to elevate and leverage diverse, inclusive and equitable communities for enhanced business performance. We also are committed to delivering and supporting programs that educate and inform not only stakeholders within the Rice Business community but also the many stakeholders of the communities within and surrounding Rice University.

Pillar 4: External Engagement

We are committed to expanding the reach of Rice Business by engaging and supporting faculty, staff, alumni and community stakeholders as partners and collaborators with a shared mission to support and promote initiatives that advance knowledge and practice related to diversity, equity and inclusion within our school, university and surrounding communities.

Pillar 5: Student, Faculty and Staff Development

We are committed to recruiting, retaining and advancing students, staff and faculty from populations that reflect the diverse identities represented in our city, nation and world, especially those from historically-excluded and/or under-resourced populations in higher education. As part of this commitment, we will enhance the cultural competency of our students, staff and faculty in ways that prepare them to engage and contribute as inclusive leaders, teachers, scholars, advocates and/or allies in a diverse, equitable campus and workplace environment.