

GLOBAL FORUM
June 2023

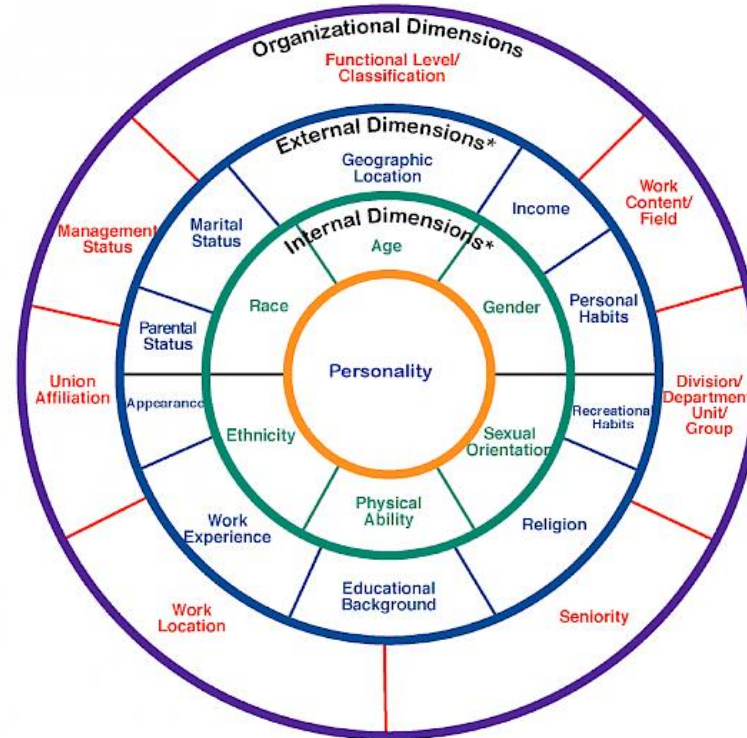


The Dignity, Diversity and Belonging Office at IESE
An Introduction

DIVERSITY

- the fact of many different types of people being included in something; a range of human differences.
- the fact of many different ideas or opinions about something

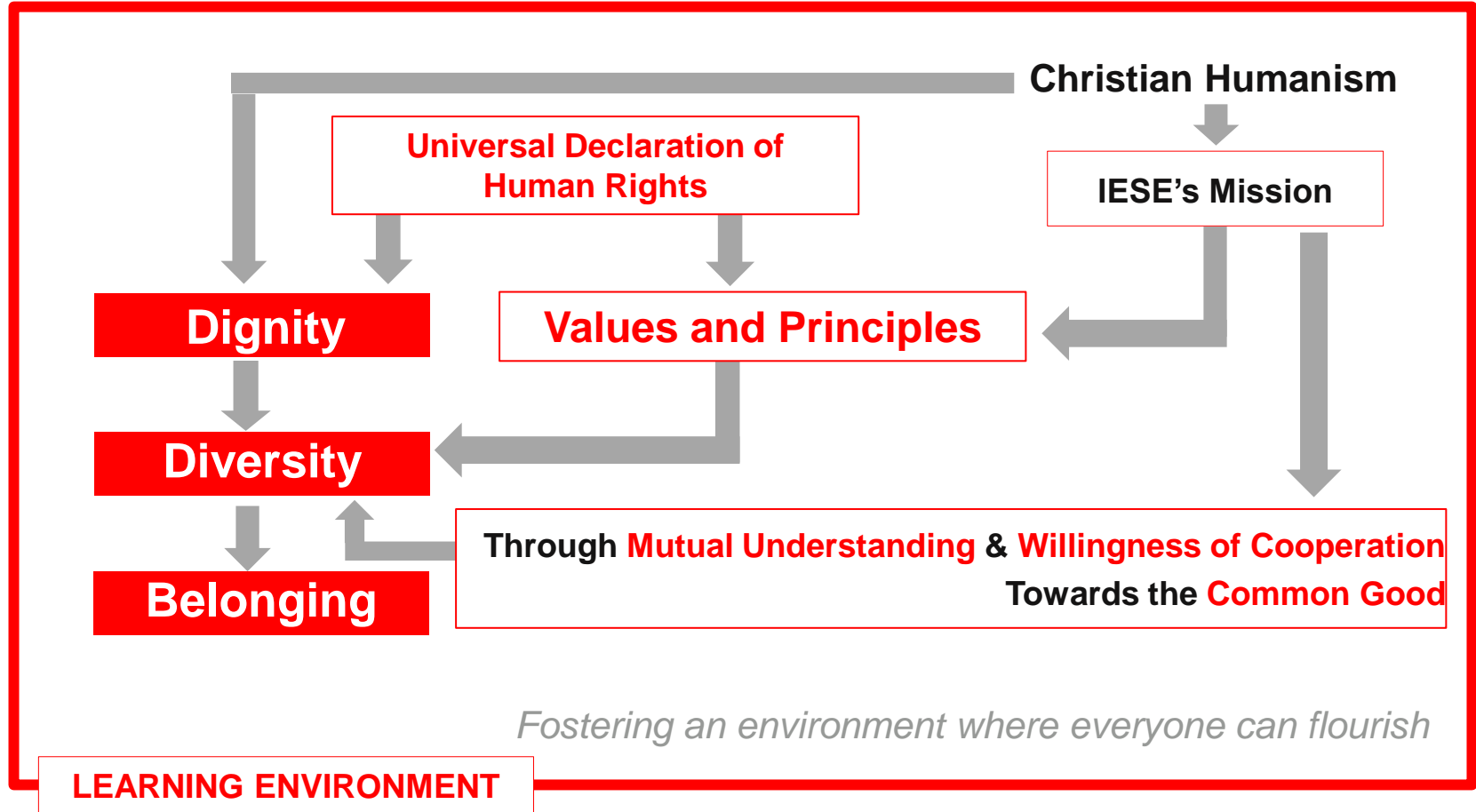
Cambridge Dictionary



From *Diverse Teams at Work*, Gardenswartz & Rowe (2003)

The original **Diversity Wheel** was introduced in Marilyn Loden and Judy Rosener's book entitled "Workforce America! Managing Employee Diversity as a Vital Resource" (1991).

DDB Vision at IESE



“DIVERSITIES”

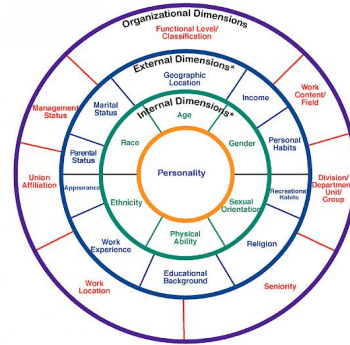
DESCRIPTIVE
DIVERSITY.

Diversity “of what”



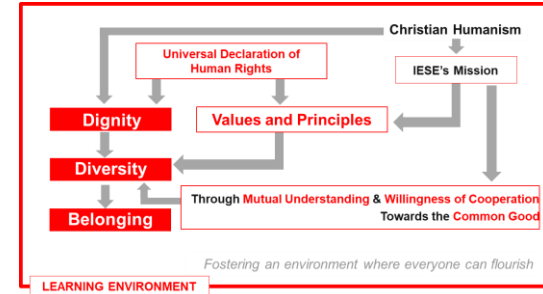
DIVERSITY IN
CONTEXT

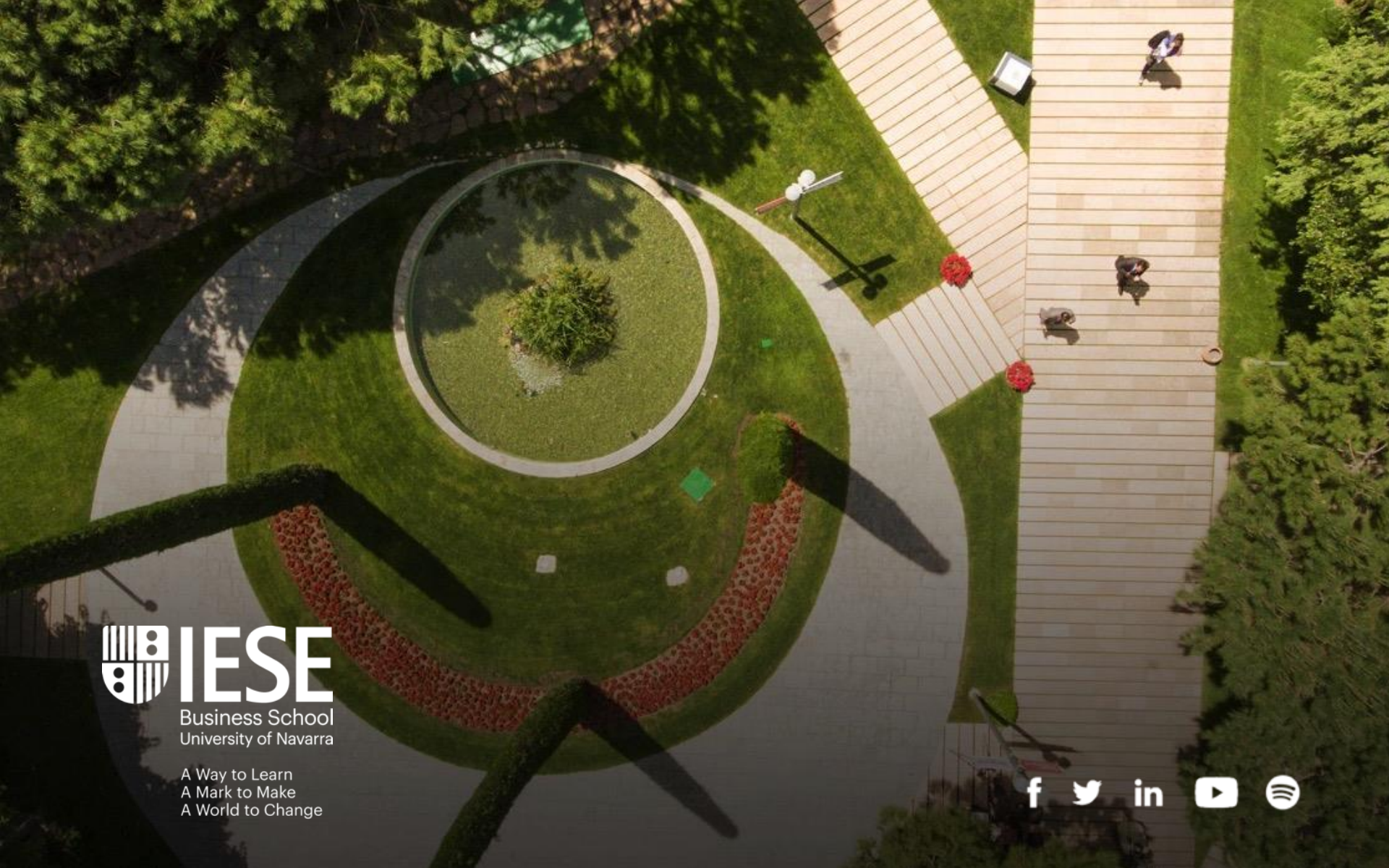
Diversity “where”



CONTRIBUTIVE
DIVERSITY.

Diversity “for what”

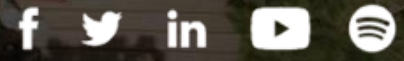




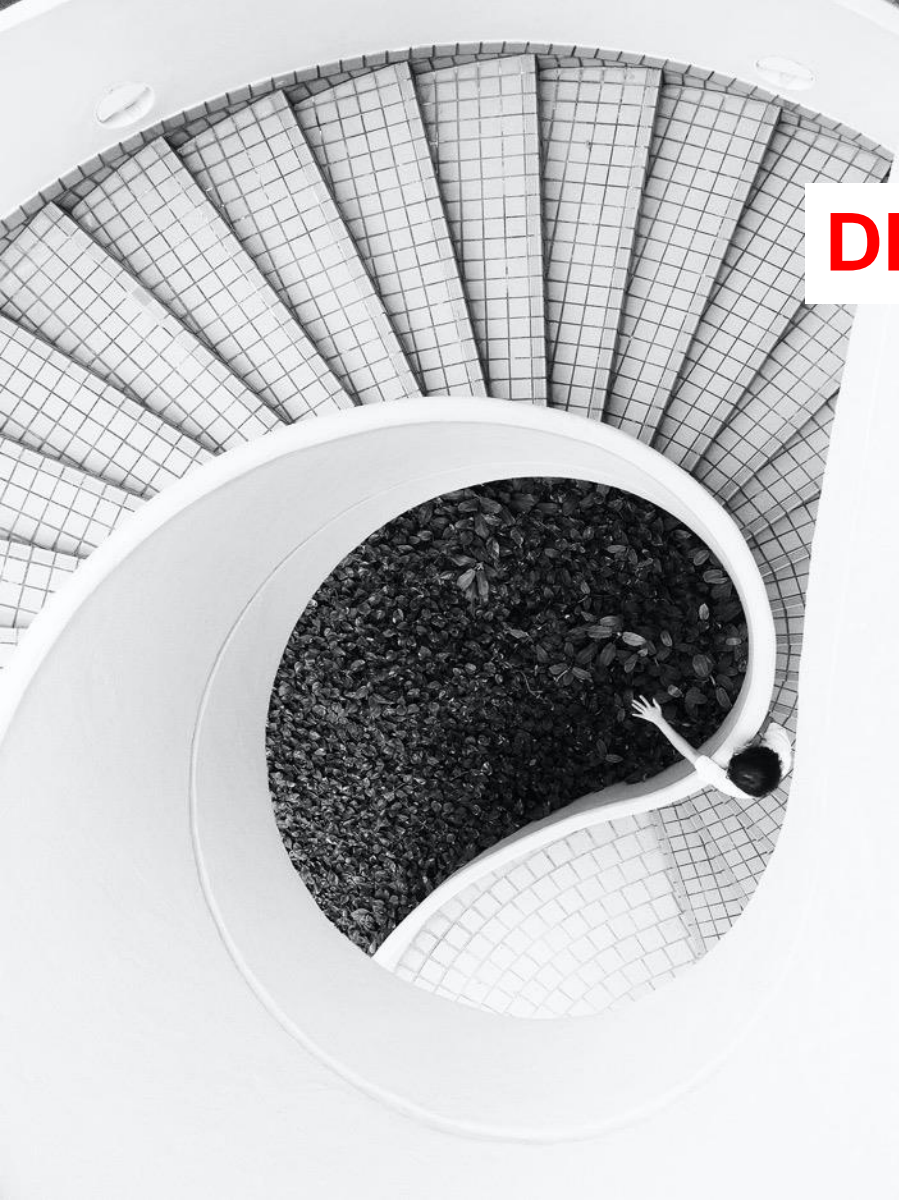
IESE

Business School
University of Navarra

A Way to Learn
A Mark to Make
A World to Change







DDB Working Areas at IESE

01 CONTRIBUTIVE DIVERSITY

02 DIVERSITY IN CONTEXT

03 DESCRIPTIVE DIVERSITY

■ 01. CONTRIBUTIVE DIVERSITY

IGNITING OUR MISSION

- Integrate DDB into IESE Strategy and Mission
- Conversations to gather expert and diverse voices inside and outside IESE
- BELONGING

RESEARCH AND PUBLISHING

- Academic Papers
- IESE Insight Magazine on Dignity, Diversity and Belonging

TEACHING / LEARNING

- Cases and Material for Workshops
- New Courses and Programs
- Foster Conversation and Mutual Understanding within a DDB mindset

■ 02. DIVERSITY IN CONTEXT

WOMEN AT IESE

- Collaboration in the Women Win initiative by CMC
- IWEF Foundation. Board Member. Organizers and Hosts of 2022 Conference

FUNCTIONAL DIVERSITY

- Financial Aid, Personal assistance, Campus facilities and Special tools

SENIORS

SOCIOECONOMICAL DIVERSITY

■ 03. DESCRIPTIVE DIVERSITY

PROTOCOLS, PROCESSES AND DATA MANAGEMENT

DDB MEASUREMENT

- Climate Surveys
- Reporting and Rankings
- Accreditations