



Snapshot: Equity, Diversity, Inclusion, & Indigenization (EDII) Strategy & Action Plan

March 2021 | See full Strategy & Action Plan at smithqueens.com/inclusion

Our Commitment

Smith School of Business is committed to cultivating a vibrant, diverse and inclusive academic and work environment rooted in a culture of mutual respect and equity such that all members of our community feel safe, possess a strong sense of belonging, and are empowered to thrive.

We must eliminate all forms of racism, discrimination and harassment that have perpetuated inequities in our environment, the curriculum, our research and in administrative operations. We must change attitudes and structures that have disadvantaged communities across multiple dimensions of diversity...

We recognize that access, equity and inclusion are vital to our school's future and to developing global citizens with the broad knowledge, skills, and perspectives needed to contribute meaningfully to society as well as advancements in business.

To read full faculty and staff EDII Commitment and Pledge go to smithqueens.com/inclusion.

The strategy is structured around six overlapping and intersecting dimensions with accountability at the core. We will assess and evaluate the impact of actions within and across these dimensions, to monitor the desired changes to our culture.

Students, staff, faculty and alumni must feel welcome, safe, and able to express their identities and authentic selves.

It is important we contribute to the integration of EDII in business and inspire positive social change through our research and thought leadership.

Smith will acquire and develop additional EDII expertise, and leverage resources from the university and the expertise of our faculty, staff, alumni and partners.



We value:

- a climate of learning and discovery bolstered by diversity of people, ideas and beliefs;
- a culture of inclusion in which all feel they belong, can participate fully, and are empowered to thrive;
- a welcoming, accessible, safe, and supportive environment where we celebrate our differences, our achievements and each other's success;
- open and respectful dialogue, inquiry and debate that expand our thinking, deepen our understanding, and challenge our worldview.

Action Plan, Key Performance Indicators, and Reporting

The Action Plan details what actions will be taken in the current year and how progress will be benchmarked and measured. Smith will issue an annual EDII Report in March as well as monthly updates.