

DIVERSITY & INCLUSION

2017 REPORT

EXECUTIVE SUMMARY



DIVERSITY & INCLUSION AT TECNOLÓGICO DE MONTERREY

We firmly believe in celebrating our differences and in the synergy that arises from the different talents and abilities of our students, professors, and staff.

This diversity makes us stronger. Through it we can overcome the challenges that face our institution and society, by seeing them through diverse perspectives and together seeking to be agents of change with a vision that is both global and inclusive.



+140,000
students
+31,000
professors and staff

4

Institutions

TEC DE MONTERREY	TECMILENIO
TEC SALUD	SORTEOS TEC

DIVERSITY & INCLUSION

themes:

SOCIO-ECONOMIC INCLUSION	GENDER EQUALITY	PEOPLE WITH DISABILITIES
LGBT+	GENERATIONAL DIVERSITY	CULTURAL DIVERSITY

Our community is made up of 4 institutions: Tec de Monterrey, Tecmilenio, TecSalud and Sorteos Tec. **We are a family of more than 140,000 students and nearly 31,000 professors and staff** at our campuses throughout Mexico.

Our aim is for both **men and women, people with disabilities, LGBT+ people, and those from different cultural backgrounds and generations to be respected and included in our Institution.** We are steadfast in our commitment to non-discrimination, and we strive to integrate diverse talent through equal opportunities.

That's why we've established our equality and inclusion principle:

"We do not discriminate by age, ethnicity, nationality, gender, sexual orientation, marital status, social status, health status, religious beliefs, political doctrine or disability."

OUR INITIATIVES

In this report, we share a summary of the initiatives and projects we've implemented regarding Diversity and Inclusion in our campuses and offices.

For more details, we invite you to see the full version of the Diversity and Inclusion Report.

The following are our Diversity and Inclusion initiatives by topic:

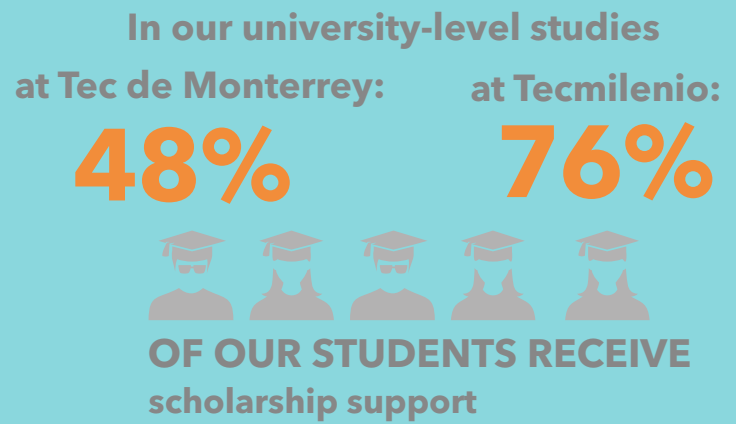


SOCIO-ECONOMIC INCLUSION

SCHOLARSHIPS

We strive for inclusion through education with humanistic outlook, with an eye to social responsibility. In order to include more talent, we have been able to award scholarships to students as follows:

\$745
MILLION PESOS
IN SCHOLARSHIPS PER YEAR



LÍDERES DEL MAÑANA

(Leaders of Tomorrow) This program develops young leaders to become agents of positive social change. **In it, full-ride scholarships are awarded to outstanding students with the most talent and drive to make a real impact in their communities**—areas where the need for that change is often felt the most.

558

students have been admitted to the program over the three school years since its inception in 2013.

1,250

young people in the program is OUR COMMITMENT.



PREPANET

Is a flexible way to study high school online. It's **designed for those with limited financial resources who are unable to attend this level of schooling in a more conventional setting.**

Key figures:

2,920

students have graduated from the program.

2,051

volunteer tutors have participated in Prepanet.



SOCIAL SERVICE

Student social service at Tec de Monterrey is a hands-on, **lived experience that helps our students gain a humanistic outlook and a commitment to social responsibility**—and at the same time work to address real, pressing social problems.

16,770

university students participated nationally.

7,319

students participated at the high school level.

3,020

social service projects were completed.

870

institutions benefited and collaborated.



STUDENT GROUPS

Our student groups are self-directed and guided by our Student Groups Department, which **works to foster the practice of our core values through student leadership, and thereby create a positive impact on our communities.** These groups address different social issues of high importance.

In 2016:

24,269

students were involved in student groups.

1,052

student groups exist in our institution nationally



STUDENT GROUPS FOCUSED ON SOCIO-ECONOMIC INCLUSION

Some of our student groups **stand out for their actions and initiatives on social inclusion issues**. The general purpose of these student groups is to become an agent of change, able to make a concrete, positive difference promoting equal opportunity in our country.

- **Consejo de Acciones por México:** (The Actions Council for Mexico) group works for empowerment and social enterprise. It was established in our Mexico City Campus.
- **Change Makers y Central de Cambio:** a group formed in Guadalajara, which can be described as an incubation hub for entrepreneurs—a center for entrepreneurs for social change.

STUDENT PROJECTS FOCUSED ON SOCIO-ECONOMIC INCLUSION

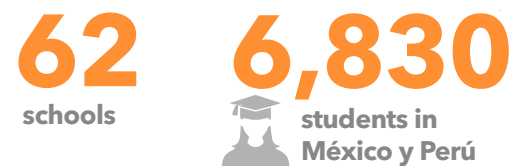


• **Mati Tec:** A program designed to create change in the teaching process in public primary schools in Mexico, through a digital platform, mobile devices, and teacher involvement, and is funded by different partners.



• **Voces anónimas:** (Anonymus voices) an academic project developed by students who are tasked with seeking out people with vastly different lived realities and social contexts, and sharing their diverse perspectives through a series of books published in collaboration with Editorial Porrúa and the non-governmental organization Fondo para la Paz (Peace Fund).

Beneficiaries:



Participants and publications:



SUPPORT PROGRAM FOR PARENTS:

Through this program, we strive to provide the necessary tools for decision-making and better work-live balance for our teachers and staff. The program takes many factors into account, and creates different options for flexible work schedules, allowing for more family time.



CHILDCARE CENTERS

To support the families of our teachers and staff, we have four day-care and early childhood education centers in: Monterrey, Guadalajara, Mexico City and State of Mexico to support parents who work outside of the home.



ROOMS FOR NURSING

The prototype rooms, which were established within the Monterrey Campus and Building D of North Campus, have everything needed **to support those among our staff who are mothers of young children, offering them a private and comfortable space to breastfeed or pump and save milk if they wish to do so**. These rooms are models which we aim to replicate in each of the campuses of our institution.



EQUALITY COMMITTEE

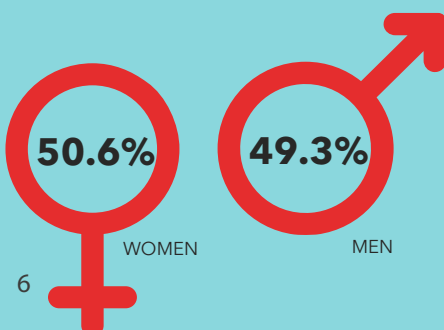
The teachers and staff at Tec de Monterrey created the Equality Committee which **aims to gain more active participation from women, creating concrete actions in order to accelerate change in the areas of equality, gender equity and women's leadership.**



- Promote inclusive language.
- Educate about equality, equity and female leadership.
- Research.
- Link with EuropeAID.
- They created the Award Mujer Tec
- Created the Womentoring INC MTY.



By gender, our population is distributed as follows:



Our efforts in this area are aimed at **promoting and strengthening the conditions needed to continue increasing the number of women in managerial and directorial positions** in our institution.

Initiatives of note in this area include:

MUJER TEC AWARD

Since 2013, the Mujer Tec Award has been a distinction that **recognizes the outstanding work of women leaders: students, professors, and staff, in our Tec de Monterrey community.**

As of 2016:





GENDER EQUALITY COURSE

In the second semester of 2016, for the first time in the history of Tec, we included a course in the curriculum of our Monterrey campus on gender equity: **Men, Women and Society.**



WOMEN LEADERS OF MEXICO FORUM

This forum is organized by students of Tecnológico de Monterrey at the Monterrey Campus. Their objective is to share best practices in gender equity.

The forum has featured keynote speakers such as **Laura Chinchilla, the first woman president of Costa Rica, Denisse Dresser, journalist, and Sabina Berman, playwright, to name a few.**

Key figures:

+5,000 forum participants
+40 speakers participated
5 Forums held since 2012



STUDENT GROUPS FOCUSED ON GENDER EQUALITY

Several of our student groups stand out for their work on gender equity, including:

- **He for She at our México City Campus:** Is a group that works following the guidelines of UN Women, in order to create awareness, both within the campus community and beyond.
- **No Somos Medias Naranjas at our Monterrey Campus:** (We are not other halves) is a feminist collective that promotes the redefinition of gender roles for healthy relationships free of violence. Its activities have included several cycles of educational conferences and workshops promoting gender equity and non-violence.



We understand the enormous value that comes from international experiences. They give us the opportunity to get to know different cultures, races, religions and customs.

This is how, according to our value of Global Vision, we foster respect and tolerance for diversity. Some numbers and initiatives that stand out are:

10,618

students at Tecnológico de Monterrey had some International experience

851

professors and staff from 80 countries have collaborated at Tecnológico de Monterrey.

4,718

foreign students came to Tec on study abroad or exchange programs.

80 Countries

We have **18 international offices**



STUDENT GROUPS FOCUSED ON CULTURAL DIVERSITY

Three student groups stand out for their work on cultural diversity via the inclusion of foreign students and respect for indigenous culture.

They are:

- **Welcome World Wide,** created in our Guadalajara campus.
- **AIRE** (Association of International Relations Students), established in our Mexico State campus.
- **AEPI** (Student Association for Indigenous Populations), at our Monterrey Campus.



As stated in our Equality principle, non-discrimination is one of the cornerstones in the pursuit of inclusion and equal opportunity.

That's why diverse student groups are focused on defending sexual diversity. LGBT+ groups (Lesbian, Gay, Bisexual, Queer, transsexual and others) is another example of the diversity that has always governed us.



STUDENT GROUPS FOCUSED ON LGBT+

Some student groups noted for their work promoting respect, gender equity and sexual diversity include:

PRIDE at our Mexico City Campus The mission of PRIDE is to disseminate information to break paradigms and avoid negative stigmas against individuals within and outside the LGBT+ community, offer support and mentoring with professionals and strengthen the sense of community among the LGBT + population.



Their objectives include:

- Assisting LGBT + people via support groups where they can share experiences and have contact with professionals who provide mentoring.
- Disseminate information through forums, communications and at least three annual activities at the Mexico City campus, in order to disseminate the accurate, helpful information about LGBT+ groups.

AIRE at our Monterrey Campus

AIRE is the acronym in Spanish for the Association for Integration, Respect and Equity at Tec of Monterrey. This association works to provide a sense of community, well-being and visibility to people of diverse sexual orientations and genders, as well as access to equal opportunities and leadership by LGBT+ groups.



Through activities, forums, panels and communications, AIRE works to educate and raise awareness of topics such as inclusive language, leadership and sexual and gender diversity.



We know that to be an inclusive community, we must create appropriate, inclusive spaces, and provide the necessary tools for everyone to be able to access to the same opportunities for education, employment and recreation.

We have taken actions in order to make inclusion of people with disabilities, a reality.

STRATEGY FOR INCLUSION IN THE WORKPLACE

We have worked on a strategy for better workplace inclusion for those with disabilities who work at the Tecnológico de Monterrey.

This strategy was based on three action areas for better inclusion:

- Hiring and Contracts (Tec's employees, suppliers and outsourcing)
- Accessibility and specialized tools
- Training and communication.



OUR GOAL FOR
2020:
1,000
people with disabilities
WORKING
WITH US

INCLUSIVE RECRUITER COURSE

This is a personalized course aimed at our workforce in the recruitment areas of our 4 Institutions, and at our suppliers.

The course's objective is to train and educate our recruiters by developing inclusive hiring techniques and skills.



3 CITIES WHERE THIS COURSE HAS BEEN GIVEN
Monterrey, Guadalajara y Cd. de México

+50 RECRUITERS trained in inclusion

+ TALENTO CERTIFICATION



(More Talent) The EGADE Business School, in partnership with Movimeinto Congruencia (The Congruency Movement), has created a degree program in Project Design for the inclusion of people with disabilities in the workplace.

25 participating companies
+300 hours of training
17 projects developed

PEOPLE WITH DISABILITIES

INCLUSION COMMITTEE

The Inclusion Committee got its start at our Monterrey Campus in 2013, and began its work on a local level. This group is comprised of professors and staff with experience in issues of inclusion. It relates for subjects such as age (especially seniors), gender and people with disabilities.



PROJECT ACCESIBILITY OF SPACES



One of our great objectives at Tec is to **create spaces that are 100% inclusive for our community**. That's why, in 2015 we began our first stage of the Total Accessibility project for our campuses and offices.

34 MILLION PESOS INVESTED
37 CAMPUSES IMPROVED

DISTRITO TEC: GARZA SADA ROUNDABOUT



For the project of the Garza Sada roundabout in the Tec District, we worked with accessibility experts **making it the first 100% accessible site as certified by CIRI** (Center for Innovation and Resources for Inclusion by the UANL (Autonomous University of Nuevo León)

39 MILLION PESOS INVESTED

STUDENT GROUPS FOCUSED ON PEOPLE WITH DISABILITIES

Our Tec community is known for its students' active participation not only within our schools, but also within the larger community. 3 prominent student groups that work for the inclusion of people with disabilities are:

- **Abriendo Caminos, (Opening pathways) at our Monterrey Campus**
- **Crece Camp, at our Guadalajara Campus**
- **Inclusion and equity at our Santa Fe Campus**



GENERATIONAL DIVERSITY



We are aware that to be an inclusive community, we must provide the tools needed so that everyone can have access to the same opportunities, regardless of age.

We have taken actions to make full Generational Inclusion a reality.

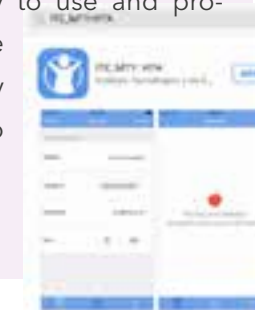
STUDENT PROJECTS FOCUSED ON GENERATIONAL DIVERSITY

The generational diversity of our community is a source of pride for us at Tec.

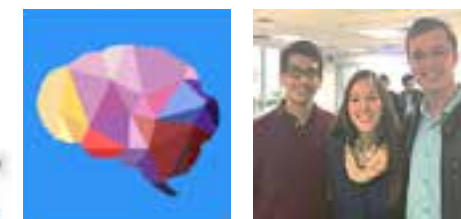
Working for the inclusion of seniors, some of our students at our Monterrey Campus have developed technological and social innovations worth mentioning.

This project involves the creation of applications for mobile devices that make way for seniors to enjoy greater inclusion.

1. VITA-app: is an app that promotes a healthy lifestyle for the elderly. Through alarms and reminders, it keeps them on top of the activities they should carry out during the day. The application has a very simple look, and it is very easy to use and program—and the app is already available to download. Store.



2. Recordando: (Remembering) is the name of a game that reinforces the cognitive abilities of seniors.



3. MEDICAT y MedicaT: apps that remind elderly patients to take their medications.

PROJECT AMA Y TRASCIENDE A.C

In the work of striving for the better inclusion of seniors, another prominent project is Love and Transcend; Seniors in Action (AMA y Trasciende). **This group, which has since become a nonprofit organization, began as a student group in response to research carried out within our institution entitled "The Senior Situation in the Monterrey Metropolitan Area " by Dr. Lourdes Francke and a group of her Psychology students.**

+80 STUDENTS ARE PARTICIPATING **+250** SENIORS HAVE BEEN BENEFITED



D&I THROUGH OUR EXATEC

We want our graduates, as they go out into the larger community, **to affect positive change as ambassadors for the values of diversity and inclusion—values gained through their learning and experiences at Tec de Monterrey.**

This is a summary of some of the initiatives by our graduates in the area of Diversity and Inclusion:

EPIC QUEEN

Epic Queen AC was founded by two EXATEC, (Tec Alumni): Daniela González and Ana Karen Rodríguez (class of 2012) and is the first Mexican organization that works to bring more women and girls into the field of technology, through education.



BOLSA ROSA- JOBS BOARD FOR WOMEN

Founded by EXATEC Ana Lucia Cepeda (class of 2010), Bolsa Rosa works for equal employment opportunities for women. It's the first and only job board aimed at female talent, with a special focus on professional women who are mothers looking for jobs with flexible schedules.



AUKERA

Founded by our alumni Ernesto Rodríguez Leal and Rafael Sanz, this nonprofit's vision is to eliminate physical disability. They offer prostheses, orthoses and exoskeletons free of charge through a platform of crowdsourcing and open collaboration.



PUERTAS ABIERTAS

(Open Doors) This nonprofit works for the inclusion of people with disabilities into the workplace. Founded by EXATEC Javier Chávez Lutteroth (class of 2009) in the Mexican state of Nuevo Leon, Open Doors pushes for the transformation of society towards a more inclusive culture that allows for people with disabilities to live fully self-actualized lives.



TECNOLOGÍAS PARA LA COMUNIDAD A.C

(Community Technologies) Founded by our graduate Ernesto del Carmen, this nonprofit supports and empowers people with disabilities by connecting them with research, technological developments, initiatives, funding and professional internships.

WE INVITE YOU TO CHECK OUT THE COMPLETE VERSION OF THIS REPORT.

In our Tec community, *inclusion is a daily practice*. That's the only way to strengthen the diversity that enriches us. These initiatives and this document are possible THANKS to the participation of our teachers, staff, students and graduates.

To contact us, any member of our community can send an email and provide us with their information. It will be a pleasure to serve you.

On the other hand, if you are a student, graduate or staff of the Tec de Monterrey and participate in a project that is not mentioned in this report, and you would like it to appear in its next edition; or, if you would like to know more about our work for diversity and inclusion, please write to:

miinclusion@itesm.mx

We will continue to work as an institution that transforms lives, always striving for equal opportunity, respect for our differences and social justice.

Created by

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