



DIVERSITY AND INCLUSION

REPORT
2019

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A MESSAGE FROM SALVADOR ALVA

As an institution, there are many factors that put the Tec in a class by itself. But one thing in particular makes us unique, and sets us apart from other universities, is our inclination towards embracing change—and the way we set our goals ever higher and ever further. We do this, while keeping *people* at the center of all we do.

The goals we set five years ago in our *2020 Plan* are now the *starting* point of an even more ambitious, more disruptive and more inclusive vision.

Recently, we developed a new **Strategic Plan for 2030**, where we are the protagonists in the tough challenges that lie ahead, as well as in emerging new paradigms in education, and in the evolution of our communities.

To this end, last August we started implementing the new **Tec 21 Model** curricula. In them, we strive to provide a more inclusive, personalized education based on the understanding of the diversity in our community.

At the same time, our values are evolving. We continue to strive so that these values are the hallmark of our culture and the decision-making of the entire Tec Community. Among these new values, I'd like to point out the resonance of one in particular: *Empathy and Inclusion*, which always puts people first, respects their dignity and appreciates diversity.

Working to be a fairer and more inclusive society is one of the characteristics of our organization. This is reflected in the fact that there are more than 60 student groups addressing issues of equality, diversity and inclusion in our community.

I would also like to highlight the recent signing of the HeForShe Pact, where we confirmed our support for UN Women. In this pact we make 9 commitments aimed at promoting gender equality and combating and eradicating violence against women.

Knowing that there is still much to be done, we want to share our evolution and the initiatives that the Institution and the Tec Community have created for making the Tec a safe place, where people feel represented and accompanied in achieving their goals. That is the aim in this third edition of our *Diversity and Inclusion Report*.

We hope that this report will reflect the commitment of Tecnológico de Monterrey to strive to become an ever more inclusive society with equal opportunities, ready to continue transforming lives.

Salvador Alva

DIVERSITY AND INCLUSION AT THE TEC DE MONTERREY



2030: THE PERSON AS THE FOCUS

Returning to our roots, we developed a new strategic plan to aim for a more human future, focused on well-being. This plan proposes an inspiring vision for each of the institutions that comprise the Tec.

- Tecnológico de Monterrey has **leadership**, innovation and entrepreneurship at the core of its vision for human flourishing. We strive for the physical, intellectual, emotional, spiritual and social fulfillment of our community. This is so that we can positively impact our environment by developing our Institution's 4 differentiators and pillars of our vision:
 1. People first. Put the individual person at the center of all we do to create a sustainable world.
 2. Develop research, innovation and entrepreneurship hubs that attract the best talent.
 3. Become an open platform for experiential and personalized learning.
 4. Drive the transformation of cities and communities.
- At Tec Salud (Tec Health) we strive to promote lifelong health. Wellness, prevention and longevity are the key elements for the decade.
- At Universidad Tecmilenio, our vision is to contribute to the education of positive people with purpose in life and with the necessary skills for achieving it.

These 3 visions are person-centered and seek a connection between and transformation of humans; and equality, diversity and the inclusion of our community are absolutely necessary to achieving our 2030 goals.



EVOLUTION OF OUR VALUES

Our culture at Tec of Monterrey is unique, is and founded on the values and behavior that we celebrate. In this new definition of our vision, our 5 values are also transformed and reinforced as the foundation that unites us as a community.

These are our values:

- **Innovation:** we are passionate about disruption that generates value.
- **Integrity:** we exercise freedom with responsibility.
- **Collaboration:** together we reach our vision.
- **Empathy and Inclusion:** we always put people first.
- **Global Citizenship:** we work for a sustainable world.

The evolution of our values keeps pace with today's world, and our desire to be more receptive and understanding, to celebrate our differences, and stay abreast of the challenges to come. This is how we ensure that a bright future includes all of us, and that we're the protagonists of the change required to transform lives. In particular, the new value of **Empathy and Inclusion** is the guide to continue working for a Tecnológico de Monterrey with equality, more inclusivity and one that promotes respect for human dignity.

DEFINITIONS

We know the power of words. And we know that through them we can emphasize the foundation of our principles and values, which lead us to bring about real action towards become a community that is truly diverse and inclusive.

Below are how we define various concepts that are important to us, as they guide the actions and decision-making of the Tec Community, within and beyond the Institution's walls.



HUMAN DIGNITY:

➤ It manifests as an intrinsic quality to each human being, which demands recognition in all circumstances. Each person is unique and is irreplaceable in their own life stories. And as dignity implies: everyone deserves being treated well, to have opportunities, to exercise their freedom, to be understood from *their* perspectives and unique backgrounds, to stand with others, side-by-side with equality, the ability to gain self-knowledge and self-determination, to be recognized and treated with respect, to be heard with openness, and in discussions, allowing for the possibility of others being right. People also deserve autonomy over when to give or withhold their consent, and the ability to make their own decisions.



DIVERSITY:

➤ Refers to natural differences between people or identities of all kinds, which include, but are not limited to: gender, age, personal values, educational opportunities, cultural customs, race, socioeconomic backgrounds, sexual diversity, personal history and disabilities.

INCLUSION:

➤ The creation of an environment where differences and similarities between individuals are respected, where their voices are heard, and their contributions are recognized. When there is inclusion, people feel represented and welcome in the community.

Sources: Tecnológico de Monterrey, CONAPRED.

OUR PRINCIPLE OF EQUALITY AND NON-DISCRIMINATION

We are working to strengthen this belief: that there is an enormous value to diversity in our work teams, in the different talents and ways of thinking and ideas that arise. To this end, we continue to emphasize our institutional principle:

“ At Tecnológico de Monterrey we promote and value diversity; we do not discriminate based on age, ethnic origin, nationality, gender, sexual orientation, marital status, social status, health status, religious beliefs, political doctrine or Disability. ”

THE THE CENTER FOR RECOGNITION OF HUMAN DIGNITY

This center was created in December 2017 in order to promote the recognition of the dignity of all people, and to strive to be an even more equitable, diverse and inclusive institution that encourages all members of the community to flourish.

It reaches throughout the Tec Community; around 180,000 people, including students, staff collaborators, and teachers, who work in the 4 institutions that make up the Tec (Tec de Monterrey, Tec Salud, Sorteos Tec, and Tecmilenio University).

The center has two entities: The Office of Gender and Safe Community and the Office of Diversity and Inclusion. Through them, we work on three pillars of action:

1. Recognition of human dignity in the areas of leadership, entrepreneurship, innovation, research and learning.
2. Attracting and developing talent in a way that's fair, inclusive, and that recognizes human dignity.
3. Bringing our community together in recognizing the dignity of each person—not just in words or specific actions, but *living* that recognition, through diversity, inclusion and gender equality.

The center, in conjunction with the different functional areas, creates strategies for promoting equality, diversity, inclusion, and for preventing gender-based violence. They also create courses and training, action plans and protocols, and they form working committees by topic.

On campuses, we have created contact points that are direct links to the center. They serve as a contact point for follow up to complaints, initiatives and projects related to issues on human dignity, diversity, inclusion, and gender issues.

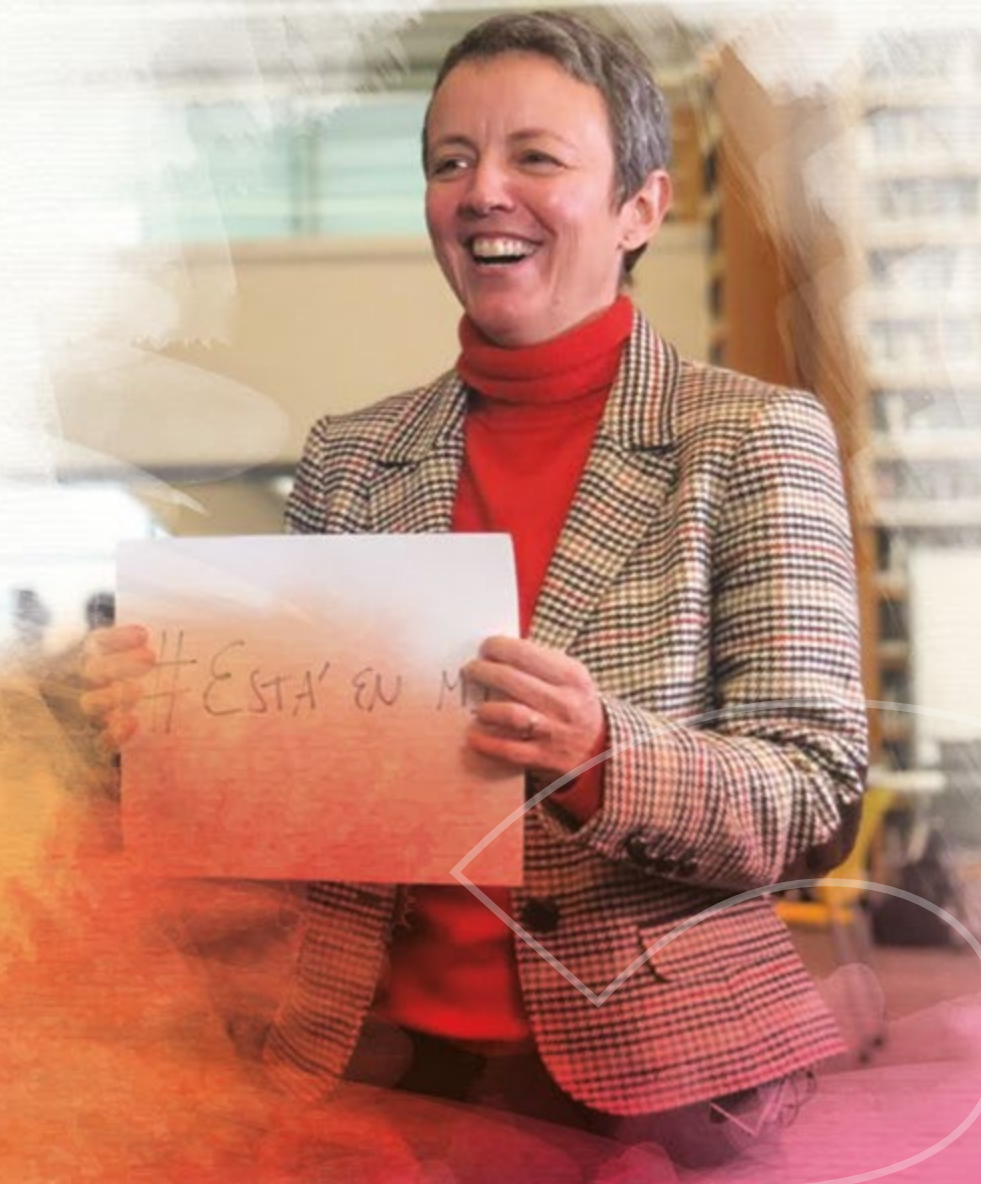


CREATED IN
2017

WITH A REACH OF
180,000
ALL THE MEMBERS OF
TEC COMMUNITY

We've worked to open 6 contact points on campuses in different regions of the country by the summer of 2019.

GENDER EQUALITY



TOTAL COMMUNITY:

♀ 50% WOMEN

♂ 50% MEN

ADVANCES IN 2019: WOMEN IN POSITIONS OF LEADERSHIP:

Have more than doubled from **8%** to **18%**

MIDDLE MANAGEMENT POSITIONS:

has seen an increase from: **37%** to **49%**



POSITIONS OCCUPIED BY WOMEN:

DIRECTORS = **17%**

MIDDLE MANAGERS = **47%**

TENURED PROFESSORS = **43%**

DEPARTMENT CHAIRS = **44%**

IMPULSA COMMITTEE:

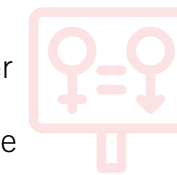
CREATED IN **2018**
COMPRISED OF **18 people**

This committee creates the actions needed for advancing gender equality and increasing the number of women in leadership positions at the Tec of Monterrey

HEFORSHE:

9 COMMITMENTS MADE IN THE PACT SIGNED WITH UN WOMEN

Promotes gender equality and combats violence against women



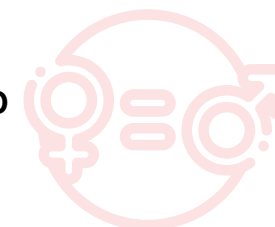
PROTOCOL ON GENDER VIOLENCE:

Guarantees a transparent process in cases of gender violence. Founded in 2018, it's overseen by a committee established in the Office on Gender



STUDENT GROUPS

17 STUDENT GROUPS DEDICATED TO ISSUES AROUND GENDER EQUALITY.

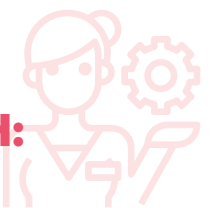


WOMEN IN RESEARCH:

160 rare recognized in the National Research System (SNI in Spanish)

Outstanding women:

- LEVEL III: 2
- LEVEL II: 25
- LEVEL I + CANDIDATES: 133



EQUALITEC COMMITTEE:

Strives for increased gender equality and the advancement of women through the *ender Equality Plan*

16 members COMPRISE THIS GROUP

TEC WOMAN AWARD:

An annual event recognizing the work, struggles and initiatives of women

- 7 EDITIONS
- 119 WOMEN RECOGNIZED



Boost Committee



GENDER EQUALITY

Our community is comprised of around 30,000 staff collaborators, divided among the 4 institutions that make up the Tec. They, in turn, are made up of **50% women** and **50% men**.

In 2014 we identified an area of opportunity on the issue of gender equity in the positions of directors and in middle management, so we set ourselves the task of:

- Defining development plans for women.
- Ensuring the participation of women in all recruiting processes.
- Measuring and monitoring compliance with plans and progress on this issue.

In the last 4 years (2014 to 2018) we have made progress with the measures taken to achieve gender equality:

➤ FROM **8% TO 18%**
MORE WOMEN NOW HOLD DIRECTORS POSITIONS.

FROM **37% TO 49%**
THE INCREASE IN THE NUMBER OF WOMEN IN MIDDLE MANAGEMENT POSITIONS



43%
OF OUR FULL-TIME
TEACHERS ARE
WOMEN

In positions of director, 17% are held by women, while in middle management roles, women make up **49% of the positions**.

Women hold 43% of our tenured teaching positions, and **44% of our department chairs**.

Impulsa COMMITTEE

To achieve gender equity, the most important initiative of Tecnológico de Monterrey is the creation of the *Impulsa (Boost) Committee*, with the objective of **creating and developing the actions necessary to increase the number of women in leadership positions**.

The initiative began in 2018 with the establishment of the committee itself, which was chaired by Salvador Alva and facilitated by the Center for the Recognition of Human Dignity. This committee is made up of managers from various areas and regions of our Institution.

In 2019, the Impulsa Committee formed multidisciplinary teams in order to work together to design, develop and execute actions, and find methods to assure continuous improvement, **adhering to the 9 institutional commitments**. The collaborative work between experts in gender, leadership and management, seeks to ensure that the lens of gender is considered while defining and implementing the various actions and processes.

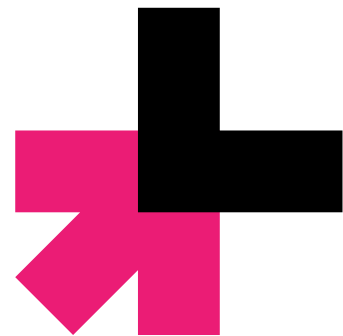


2018
THE IMPULSA
COMMITTEE WAS
FOUNDED

SIGNING OF HEFORSHE COMMITMENTS

HeforShe is a solidarity movement for gender equality created by UN Women. It aims to engage boys and men as agents of change to achieve gender equality and respect for the rights of girls and women, motivating them to take action against the inequalities they face. In Mexico, many government agencies, universities and companies have joined this campaign.

On January 22, 2019 we signed the HeForShe pact together with UN Women. In it we make 9 commitments aimed at promoting gender equality and combating and eradicating violence against women. These commitments are to:



HeForShe

- 1 Develop the Gender Equality Plan for Tec de Monterrey.
- 2 Implement contact points for the prevention of and attention to the issue of gender-based violence
- 3 Continuously strengthen and improve the *Gender Violence Protocol* in force at our Institution at the national level.
- 4 Train the entire Tec Community on issues of gender equality and violence prevention.
- 5 Promote the culture of equal opportunities, in every process to achieve women's growth and development.
- 6 Promote women's development in the areas of science, technology, engineering and mathematics.
- 7 Increase the number of student groups that promote the culture of equality and the prevention of gender-based violence.
- 8 Promote academic contributions on the topic of gender.
- 9 Develop a working group in an international consortium on gender equality in universities.



Each of these 9 commitments are assigned to women and men in the Tec Community who are responsible for monitoring and evaluating their compliance through indicators that will be established for this purpose.

22/JAN/2019
TEC SIGNED THE PACT WITH UN WOMEN

INITIATIVES IN SORTEOS TEC

As one of the four institutions that comprises the Tec, Sorteos Tec joins all the initiatives that we have developed to become a more inclusive community, through a working plan focused on this area. The plan is carried out with the support of the Center for the Recognition of Human Dignity and the area of Talent, Culture and Experience.

One of the activities that stands out in the first stage of this work plan is the commitment to raise awareness and train 100% of the Sorteos Tec teams in issues of diversity, inclusion and gender equality.

They are also committed to carry out training in the *Gender Violence Protocol* for becoming be a safer community that respects the dignity of all people. Simultaneously, they are working together to realize the commitments signed in the HeForShe pact with UN Women.



GENDER VIOLENCE PROTOCOL

Since March 2018, we have created and adopted an institutional protocol to ensure and promote an environment of respect for human dignity and human rights in our community.

This protocol seeks to ensure a transparent process in the event of an occurrence of gender-based violence, with the purpose of ensuring the integrity of the parties involved.

It is important to emphasize our **ZERO TOLERANCE POLICY for behavior that is inappropriate** and that violates the dignity of individuals. It's equally important to note that we act firmly in the face of any evidence that the integrity of any member of the Tec Community was harmed. That's why this year we are working to ensure that more and more people within the Institution know the protocol process, both to collaborate, and to know clearly how to make a complaint.

The *Gender Violence Protocol* can be found in the following link (in Spanish): https://tec.mx/sites/default/files/2018-03/protviolgen_7mar18.pdf



DOWNLOAD THE PDF (IN SPANISH) VIA THIS LINK



WOMEN IN RESEARCH

The CONACYT National Research System (SNI) recognizes the work of people dedicated to producing scientific and technological knowledge. Recognition is given through peer evaluation and consists of granting the title of National Researcher.

At Tec de Monterrey it's a source of pride to have **507 of these researchers**, who stand out for their work in one of the system's three levels. Of these, **92 are women: 2 are at Level III, 25 in level II and 65 in level I**. There are also 68 other female professors who are candidates with their research proposals. This makes a total of 160 Tec women working in research.

We want to highlight at in Level III, the work of the professors Dora Elvira García-González, of the School of Humanities, and Rocío Ortiz López, of the School of Medicine and Health Sciences.



160
WOMEN WORK
IN RESEARCH

68
PROFESSORS
ARE RESEARCH
CANDIDATES



EQUALITEC COMMITTEE



The *EqualiTec Committee* (formerly *Equality*) is a group that seeks to strengthen gender equality through active collaboration of women in equality and leadership. This committee was created at our Monterrey campus by Professor Luz María Velázquez and has grown nationally to include 16 members. It's currently part of the network of committees tied to the Center for the Recognition of Human Dignity.

The committee works on 4 key axes:

- Transformation for equal opportunities.
- Women's empowerment and leadership.
- No gender violence.
- Sustainability.



TEC WOMAN AWARD

This award was inaugurated in 2013 as a way to recognize women and make their work, struggles and initiatives more visible.

This year, the *Tec Woman Award* had a total of **243 nominations in its 8 categories**: Art and Culture, Science and Technology, Citizenship, Conciliation, Entrepreneurship, Transforming Power, Health and Sport, She4She and Career.

From these 243 nominations, **18 winners were chosen**, including **staff collaborators, students, EXATEC (alumni)** and **2 student groups**, to receive the *2019 Tec Woman Award* on March 8, International Women's Day.

Since its inception, this award has recognized 119 women in its 7 editions.



119
WOMEN HAVE
BEEN AWARDED
WITH THIS
PRIZE SINCE ITS
CREATION

OUR SPACES

We strive to make our workspaces places that promote human development and a sense of belonging. We have:

- **Lactation rooms:** To date there are 30 operating nationally. These rooms are the model that will be sought to implement in all campuses and institutions of our system.
- **Spaces for infants:** 3 areas have been created with *Kid's Zone* so that our staff collaborators can bring their daughters and sons to work when they deem it necessary.
- **Gender neutral restrooms:** We have implemented 15 new gender neutral restrooms in different workspaces nationwide, with the goal of making them available to all people, regardless of gender.



> **30+**
LACTATION ROOMS

15
GENDER NEUTRAL BATHROOMS IN DIFFERENT SPACES

WOMEN LEADERS OF MEXICO FORUM

Students from the Monterrey Campus hold this forum on an annual basis, where they aim to draw attention to the need for gender equality, as well as the challenges faced by women in all areas.

There have already been **7 editions of the forum**, which have been attended by national and international leaders, experts in gender issues, social innovation and entrepreneurship. In the most recent of these, in 2018:



60+
SPEAKERS

6,000+
PARTICIPANTS



FEMINISM WEEK

Feminism Week is an annual event started in 2018 as part of the activities commemorating International Women's Day. It's organized by students and teachers who hold forums that are open to the public and include nationally and internationally renowned participants.

These events focus on establishing the terms for productive dialogue on gender equality in the Tec Community. Its main objectives are to generate common language on gender issues that serves for the healthy exchange of ideas, as well as spread the understanding of feminism to be the complex phenomenon that it is, with many voices as it accommodates different feminist positions within the forums.

Tec was well represented at most recent edition. The *EqualiTec Committee*, the Department of International Relations and Political Science, 11 student groups

participated, as well as external bodies, including the Municipal Women's Institute of Guadalupe, in Nuevo León.

In the week they attended in total:

2,145
PARTICIPANTS

155
DIFFERENT FORUMS,
PANEL DISCUSSIONS,
AND ACTIVITIES



GENDER EQUALITY STUDENT GROUPS

There are 17 student groups at the national level, including high school and undergraduate programs, that engage in gender equality issues, and they drive outstanding actions and activities to ensure such equality.

Some of the groups that stand out for their work in this area are:

- **Fe=male**-Chihuahua Campus
- **Gender Watch**-Querétaro Campus
- **Girl Up**-Irapuato Campus (PrepaTec)
- **Girl Up**-San Luis Potosí Campus (PrepaTec)
- **Girl Up**-Toluca Campus
- **Girl Up**-Veracruz Campus (PrepaTec)
- **HeForShe**-Mexico City Campus
- **HeForShe**-Mexico City Campus (PrepaTec)
- **HeForShe**-Monterrey Campus
- **HeForShe**-Puebla Campus
- **HeForShe**-San Luis Potosí Campus (PrepaTec)
- **HeForShe**-Santa Fe Campus (PrepaTec)
- **No somos medias naranjas** (We are not "other halves")-Monterrey Campus
- **Prisma Tecmilenio**-Las Torres Monterrey Campus
- **SIGE**-Guadalajara Campus
- **Stronger Together**-Colima Campus (PrepaTec)
- **Women**-Mexico State Campus.



17

STUDENT GROUPS NATIONWIDE ARE DEDCIATED TO ISSUES OF GENDER EQUALITY



STUDENT INNOVATIONS



Life Drop Project: María Fernanda Nava Mandujano and Adriana Varga Landa, students of the School of Architecture, Art and Design of Tec de Monterrey, Puebla Campus, won the *Jump Chile 2018*, competition. This competition aims to spur students in higher education students to transform their ideas into business models, and to help create a new generation of entrepreneurs and agents of change with global impact.

The project consists of a device that's similar to a sanitary pad, which features natural and hypoallergenic 'smart spheres' inside that change color with pH changes, helping prevent vaginal infections. Its overarching aim is to promote women's health.

Higia Technologies: In order to promote a culture of self-exploration in women and equality in access to health, Eva was developed, a bra that integrates at least 200 small biosensors capable of mapping the surface of the breast and determining, for example, thermal conductivity by area.

This project was developed by Julián Ríos, a PrepaTec student at the Eugenio Garza Sada Campus, who won first place in the *Global Entrepreneur Awards*, a *competition highlighting* entrepreneurship held at the Mexican Stock Exchange.

SOCIO-ECONOMIC DIVERSITY AND INCLUSION



TEC SCHOLARSHIPS

AT TEC DE MONTERREY:

43.6%

OF OUR PREPATEC STUDENTS AND

47%

OF OUR UNDERGRADS



AT UNIVERSIDAD TECMILENIO:

78.9%

OF ALL STUDENTS RECEIVE FINANCIAL ASSISTANCE

SOCIAL SERVICE

22,316

UNDERGRAD TEC STUDENTS PARTICIPATE

3,538

PROJECTS COMPLETED

1,317

INSTITUTIONS HAVE BENEFITED

373

PROFESSORS INVOLVED



LEADERS OF TOMORROW

PROGRAM THAT AWARDS FULL-RIDE

100%

SCHOLARSHIPS TO YOUNG LEADERS

6

GENERATIONS

1,170

STUDENTS INCLUDED



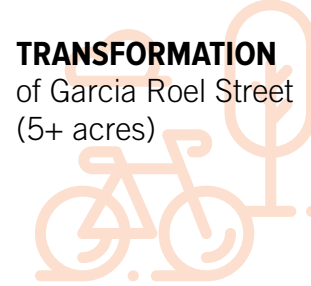
TEC DISTRICT

Inaugurated **CASA NARANJOS**, a space for creating community

3

PUBLIC PARKS rehabilitated (4.25+ acres)

TRANSFORMATION of Garcia Roel Street (5+ acres)



INITIATIVES IN VOLUNTEERISM + SOCIAL INCLUSION

1st edition VOLUNTEER TEC

34 locations

WITH TEC PARTICIPANTS



3,000

VOLUNTEER PARTICIPANTS

14,900

VOLUNTEER HOURS

PREPANET

Flexible program so that people with limited resources can study online

3,569

GRADUATES

4,864

VOLUNTEER TUTORS

TECSALUD (TEC HEALTH) FOUNDATION

Brings health services to low income communities via an integrated Health Center

119,928 PEOPLE BENEFITED

\$ 41,505,000 PESOS INVESTED

130 volunteer doctors

AND 470+ STUDENTS, INTERNS AND RESIDENTS COLLABORATE



17 student groups

ARE DEDICATED TO ISSUES AROUND SOCIOECONOMIC DIVERSITY AND SOCIAL INCLUSION



SOCIO-ECONOMIC DIVERSITY AND INCLUSION

By boosting our value of **Empathy and Inclusion** and **Global Citizenship**, we seek to make our Institution and its environment a catalyst for transformation, and not a barrier.

These are some initiatives that stand out in issues of socioeconomic diversity and social inclusion within Tecnológico de Monterrey:

INSTITUTIONAL SCHOLARSHIPS

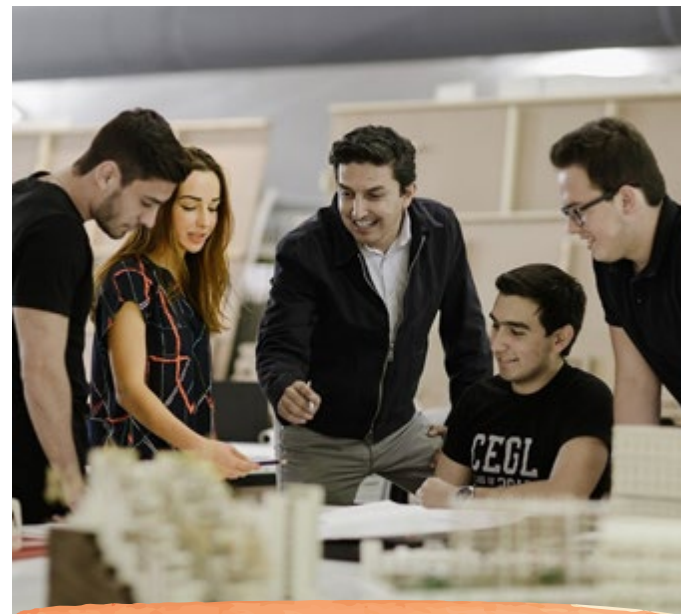
In order to attract the best talent, and to provide education that transforms lives, we need to include diverse individuals, no matter what backgrounds they come from. That's why we award scholarships to certain students, whether they need support for socio-economic reasons, for academic excellence, or for their performance in leadership, sports and/or cultural activities.

As of 2018:

> 43.6%
OF PREPATEC STUDENTS
RECEIVE SCHOLARSHIPS



47.6%
OF OUR UNDERGRAD
STUDENTS RECEIVE
FINANCIAL AID



78.9%
OF TECMILENIO STUDENTS
RECEIVE SCHOLARSHIPS



líderes del mañana

LÍDERES DEL MAÑANA

(Leaders of Tomorrow) to ensure that the most talented and capable young people aren't left without access to high-quality university education, we created the *Leaders of Tomorrow* program.

That year, the 1st and 5th generation representatives announced the creation of a scholarship designed by all *Tomorrow's Leaders*, called *From Leader to Leader*, which functions as a monetary fund to support an upcoming leader of tomorrow.

This program offers a full-ride university scholarship to young people with the potential to positively impact Mexico, but who cannot cover the tuition because of their socioeconomic circumstances.



The most recent generation began in August 2019 when 236 students became our sixth *Leaders of Tomorrow* group.

In all, this program has awarded 1,170 students university education since it began in 2014. **The first generation graduated in December 2018.**

1,170
STUDENTS
HAVE RECEIVED
SCHOLARSHIPS
**46% ARE WOMEN
AND 54% MEN**

236
STUDENTS
COMPRISE THE
6TH GENERATION
OF LÍDERES DEL
MAÑANA, STARTING
AUG. 2019



With the intention of making quality education more accessible to more Mexicans, and to help them complete their studies in order to transform lives, we've created the flexible *Prepanet* system.

This system allows those with limited financial resources, or who otherwise can't study at the Tec in-person, we offer the ability to complete a high school education, online.

The program stands out because it has the support of tutors and volunteer tutors, who engage directly with students.

To date, **3,569 people** have graduated with support from more than 4,864 volunteer tutors.

➤ **4,864**
VOLUNTEER TUTORS



STUDENT SOCIAL SERVICE

The social service program seeks to be a formative experience that strengthens the development of student's competencies by putting their personal talent at the service of others. The basic objective is to contribute to the consolidation of a community with greater *Empathy and Inclusion*, where we all help solve pressing social problems.

In 2018 there were:

➤ **22,316**
UNDERGRADUATE STUDENTS PARTICIPATE

➤ **373**
PROFESSORS INVOLVED

➤ **3,538**
PROJECTS COMPLETED

➤ **1,317**
INSTITUTIONS BENEFITED



A social service program that stood out was **The Wings of Women**, from our campus in Sonora. This initiative promotes the empowerment of women living in participating communities in that region and supports socio-economic changes in these communities. This project earned second place for the international *MacJannet Prize*, promoted by Red Talloires of Tufts University.

INITIATIVES IN VOLUNTEERING AND SOCIAL INCLUSION



In the framework of the International Volunteer Day 2018, Tec de Monterrey held its first edition of *Volunteer Tec*. The activity consisted of the refurbishing of public schools and the installation or improvement of classroom libraries.

These actions resulted in:

- 34 participating from TEC headquarters.
- 3,000 volunteer assistants.
- 14,900 hours of volunteering.
- 15,500 children with improved schools.
- 48 renovated schools.
- 65 restored libraries.
- 195 painted halls.
- 55 improved play areas and patios.

The wide participation can be reflected in the *mi ECO* survey 2018. In it, **75% of those who responded** said that they believe that the Tec Community is more encouraged to participate in volunteer actions. This was the question to which they answered: "I am encouraged to participate in volunteer activities (charity, philanthropy or humanitarian assistance), either in initiatives promoted by my own institution or external to it."

In addition, we have a permanent offer from *Tec Volunteering*. In 2018 pilot offers were launched to ensure that the volunteers' experience was enriching. Of this offer we highlight the following initiatives:

TECHO 2018 and 2019: From the earthquake that occurred on September 19, 2017, thousands of Mexican families lost their homes. Therefore, in partnership with the organization *TECHO (roof)*, we were given the task of rebuilding homes and working for inclusion.

The results are listed below:

- 606 volunteers from the Tec Community.
- 9 participating campuses.
- 1,720 people benefited.
- 344 homes built.
- 18,200 hours of volunteering..



Zero Hunger: Was created as an inter-agency effort derived from the *2030 Strategic Plan* to eradicate extreme food poverty and food waste, through coordinated and innovative actions in conjunction with the government of Nuevo León, the private sector, nonprofits, and citizen volunteers.

The results are as follows:

- 785 students and 14 participating teachers.
- 1.3 tons of food collected.
- 1 traveling photo exhibition: *Anatomy of Hunger in Mexico*.
- 1 academic day of raising awareness about hunger, called *Hunger in Mexico*, which consisted of 4 talks on these topics: poverty, malnutrition and health, food waste and the program *Hunger Zero NL*.



34
TEC LOCATIONS PARTICIPATED

14,900
VOLUNTEER HOURS



DistritoTec

(Tec District) his urban regeneration initiative is promoted by the Tec of Monterrey, and together with nonprofits, individuals and government authorities, we are committed to collaborating for the benefit of the community.

We believe that current and future talent needs places that offer opportunities and great experiences to live and live with others. That's why DistritoTec has several outstanding initiatives that promote the inclusion and regeneration of the space we inhabit.

Key points of this initiative:

- We launched *Casa Naranjos*, a space to bring community together. And in the year since it opened, it's held more than 300 events.
- Together with other local stakeholders, we rehabilitated 3 public parks covering an area of more than 4.25 acres.
- We transformed García Roel Street, located on the side of our Monterrey Campus with a total area of over 5 acres.



17,300 acres

WERE REHABILITATED
IN PUBLIC PARKS

STUDENT GROUPS FOCUSED ON SOCIO-ECONOMIC DIVERSITY AND INCLUSION

There are 17 student groups across the country, between Tec high school and university campuses, that are dedicated to issues of socio-economic diversity and social inclusion. These organizations drive outstanding initiatives and activities to create more empathic and inclusive communities.

Some of the groups that excel in these topics are:

- **Causas Unidas** (United Causes)- Saltillo Campus
- **Causas Unidas**(United Causes)- Saltillo Campus (PrepaTec)
- **Fearless**-Cumbres Campus (PrepaTec)
- **IKIGAI**-Puebla Campus (PrepaTec)
- **Jóvenes con Valor** (Brave Young People)-Saltillo Campus (PrepaTec)
- **KidVoice**-Saltillo Campus
- **KidVoice**-Saltillo Campus (PrepaTec)
- **LEAS** (Spanish acronym for Leaders



- **Taking on Social Action**-Hidalgo Campus
- **Mentores**-Querétaro Campus
- **Pioneros del Cambio**-Toluca Campus (PrepaTec)
- **Sin Fronteras** (No Borders)- Saltillo Campus
- **Supercompucampo**-Laguna Campus
- **Supercompucampo**-Laguna Campus (PrepaTec)
- **Speak Up**-Puebla Campus
- **We Stand For Change**-Aguascalientes Campus
- **We Stand For Change**-Aguascalientes Campus (PrepaTec).



TEC HEALTH FOUNDATION

This foundation aims to make health services inclusive, bringing them to low-income communities through the Center for Integral Health, located in Santa Catarina, NL, and Tec Salud's San José and Zambrano Hellion hospitals.

Tec Salud's 2018 accomplishments in health include:



19,928
PEOPLE
BENEFITED

130+
DOCTORS
VOLUNTEERED

479+
MEDICAL
STUDENTS,
INTERNS AND
RESIDENTS

\$41,505,000
PESOS INVESTED



CULTURAL DIVERSITY

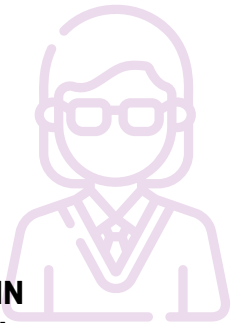
11,499
students
EXPERIENCED
TRAVELING ABROAD



575
PARTNER
UNIVERSITIES
THROUGHOUT
THE WORLD



238
PROFESSORS
PARTICIPATED IN
INTERNATIONAL
PROJECTS



2,329
students
EMPORARY INTERNATIONAL
STUDENTS WERE WELCOMED
INTO TEC OF MONTERREY



16
INTERNATIONAL
LIAISON OFFICES



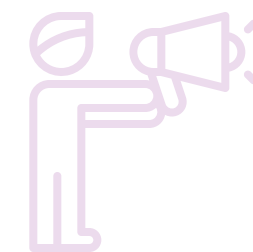
7
STUDENT GROUPS
DEDICATED TO
ISSUES AROUND
CULTURAL
DIVERSITY



2,808
students
LONG-TERM
INTERNATIONAL
STUDENTS ENROLLED
AT TEC



1,140
FOREIGN-BORN PROFESSORS
AND STAFF WHO WHO
ARE PART OF THE TEC
OF MONTERREY



2%
OF OUR STAFF IDENTIFY
THEMSELVES AS PART OF
AN INDIGENOUS OR FIRST
PEOPLES' COMMUNITY
IN MI ECO SUVEY:
518 people



CULTURAL DIVERSITY

In our Institution we promote respect and tolerance for diversity. We recognize that it's important to gain international experience by travelling abroad, as it allows us get to know different cultures, races, religions and customs.

INTERNATIONAL STUDENTS



In 2018, a total of **11,499 students** from the different levels of Tecnológico de Monterrey: high school, undergraduate and masters' programs travelled abroad. We also welcomed a total of **2,329 temporary international students** and **2,808 long-term international students across our different campuses.**

Since 2010, the number of students and alumni with international training experience for their profession, has gradually increased to **58%** in 2018. In 2018 we also maintained partnerships with **575 universities worldwide.**



11,499
STUDENTS HAD AN INTERNATIONAL EXPERIENCE

INTERNATIONAL STAFF

In 2018:

1,140
STAFF, TEACHERS AND FOREIGN OR NATURALIZED PROFESSORS WERE PART OF TECNOLÓGICO DE MONTERREY

238
PROFESSORS FROM OUR INSTITUTION PARTICIPATED IN INTERNATIONAL PROJECTS AND IN COURSES AND SEMINARS ABROAD

1,095 foreigners, from **81 countries**, contribute to Tec as regular professors or staff. This amount represents **3.5% of the total Tec Community.**

INTERNATIONAL LIAISON OFFICES

These aim to enhance the growth that Tecnológico de Monterrey offers around the world.

We created these offices to help us form strategic alliances with prestigious universities, facilitate the launch of new projects that promote cultural diversity, and promote our institution on the international scene.

THERE ARE
16
INTERNATIONAL LIAISON OFFICES COVERING THE FOLLOWING LOCATIONS:

- Germany
- Barcelona
- Bogota
- Boston
- California
- Copenhagen
- Chile
- Freiburg im Breisgau
- Lima
- Montreal
- New Haven
- Panama
- Quito
- United Kingdom
- Shanghai
- Vancouver



STUDENT GROUPS FOR CULTURAL DIVERSITY



There are **7 Tec student groups** in high school and undergraduate dedicated to cultural diversity. These organizations promote actions and activities that promote international student networks and forums focused on issues of significance to indigenous peoples.

Some of the groups that stand out in these areas are:

- **AECA** Spanish acronym for Student Association of Central America)-Monterrey Campus
- **AEPI** (Student Association for Indigenous Peoples)-Monterrey Campus
- **AESA** (Association of South American Students)-Monterrey Campus
- **AMI** (Mexican and International Friends)-Querétaro Campus
- **AMI** (Mexican and International Friends)-Querétaro Campus (PrepaTec)
- **Amnistía Internacional**-Guadalajara Campus
- **Hi Tec** (A welcome group for new students)-Querétaro Campus.



7 student groups

NATIONWIDE DEDICATED TO CULTURAL DIVERSITY ISSUES

INDIGENOUS STAFF COLLABORATORS

In the most recent *mi ECO*, survey, seeking to identify and recognize our diversity, for the first time and voluntarily and confidentially, **2%** of the total population of the **4 institutions** that make up the Technological Monterrey was identified as part of an indigenous group or indigenous peoples.

These demographics are important because they help us realize which groups and communities are represented in our community, and it allows us to recognize and celebrate that diversity, making sure that we are become an organization that includes, does not discriminate, and promotes respect for human dignity.



2%

OF THE TOTAL POPULATION OF THE

FOUR INSTITUTIONS SELF IDENTIFIED *mi ECO* AS PART OF AN INDIGENOUS GROUP OR ORIGINATING PEOPLES:

518 people



PEOPLE WITH DISABILITIES

PEOPLE WITH DISABILITIES

1%

OF THE POPULATION SELF-IDENTIFIED IN *mi ECO* SURVEY AS HAVING A DISABILITY:

251 persons

SIGNING OF THE COPAME COMMITMENT

Result:

16 athletes

with disabilities hired in areas of sport and wellbeing

CERTIFICATION + TALENTO DIPLOMA

47 companies HAVE PARTICIPATED

HAVE BEEN DEVELOPED

57 projects

7 total editions

17 EXPERTS HAVE COLLABORATED

WINNERS OF PREMIOS INCLUYE AWARD WITH THE CONGRUENCY MOVEMENT

in the *inclusion* category for including people with disabilities in the *Value Chain*

MUSE PROJECT:

PURCHASING OF

\$40,000

pesos in specialty equipment for people with audio and visual impairments

DISCOVER AND LEARN CAMP

43

PARTICIPANTS WITH INTELLECTUAL DISABILITIES

2

INCLUSIVE MUSICAL SHOWS PERFORMED WITH SIGN LANGUAGE INTERPRETERS

350

ATTENDEES

MEXICAN SIGN LANGUAGE COURSES

• In our Monterrey Campus **70 students**

• At our EGADE Business School **40 participants**

• In our offices at Nuevo Sur

• At our Mexico City Campus

CITIZEN INCLUSION LAB

Creating proposals that improve educational services that transform culture, policies and practices in schools, benefiting people with disabilities

THE HUMAN LIBRARY

An event where people are "on loan" to tell their stories

3 editions + **80 human "books"** participated

11

STUDENT GROUPS DEDICATED TO EDUCATING OTHERS ABOUT THE RIGHTS OF PEOPLE WITH DISABILITIES



COLLABORATORS WITH DISABILITIES



STRATEGIES FOR INCLUSION AT WORK



In our 2018 *mi ECO* survey we sought to identify and recognize the diversity that distinguishes us. The survey was voluntary and confidential. In 2018, for the first time, 1% of the total population of the 4 institutions that Tecnológico de Monterrey identified themselves as having a disability, and specified its type.

These demographics, along with the rest of the survey, are important because they allow us to better discover and understand the areas of opportunity where we can work to contribute to their full development. These surveys also make it easier for us to provide accessible and inclusive tools and spaces within our Institution that promote pride in our identities, through equal opportunities and preventing discrimination.



1%

OF THE POPULATION OF TECNOLÓGICO DE MONTERREY SELF IDENTIFIED IN *mi ECO* WITH A DISABILITY:

251 persons

We always seek to include the best talent, without physical limitations being a barrier to employment. We continue to work to integrate more and more people with disabilities into our teams, through the following strategies:

We signed onto the **Collaboration Agreement with the Mexican Paralympic Committee (COPAME)** to help include athletes and ex-athletes with disabilities in the Tec. Through this, we received more than 70 profiles of athletes from all over the Mexican Republic. Of these, we hired 16 talented folks with disabilities to integrate into the our sports and counseling areas of LiFE (Leadership and Student Training) in 9 of our campuses.

Value chain for inclusion in the workplace: This was a project carried out in conjunction with our suppliers who have personnel working within our Institution. The goal is to open up opportunities for recruiting and hiring more people with disabilities.

As a result of this action, **116 people with disabilities joined the Tec Community in 2018** as staff members, through companies such as Panem, Platoexpress and Merk Seguridad.

PREMIOS INCLUYE AWARD



(Include Awards) due to our *Chain of Value for Inclusion*, Inclusion project, in 2018, we received an Inclusion Award Premio Incluir from the Congruency Movement; which recognizes and celebrates initiatives focused on the inclusion of people with disabilities in the workplace.

Our recognition was in the category: *Inclusion in the Value Chain*, for work done in contracts through our suppliers who run their activities in the Tec Community, and for the alliances we have made with other organizations to include people with disabilities.

4 TIMES WE'VE RECEIVED THIS DISTINCTION



DIPLOMA + TALENT



The EGAD *Business School*, in coordination with the Congruency Movement and the Éntrale (Dive In) alliance, continues to offer its certification program in creating inclusive workforces. This program strives to develop the professional skills professionals need to design projects that include more people with disabilities within companies, while adapting to their needs and processes.

This program arises from organizations' desire and need for more inclusive processes. To date, this certification program has been offered for the last 5 years, always at the EGAD *Business School* at the Santa Fe and Monterrey Campuses.

As of 2018 we have:

47

PARTICIPATING COMPANIES

5

EDITIONS IN MONTERREY CAMPUS

57

PROJECTS DEVELOPED

5

EDITIONS IN SANTA FE CAMPUS

17

PEOPLE COMMITTED TO THE INITIATIVE, INCLUDING EXPERTS AND TEC PROFESSORS



MUSE PROJECT



EGADE *Business School* works in collaboration with partners around the world on the MUSE Project (*Modernity and Disability: Ensuring Quality Education for Disabled Students*), which seeks to ensure quality education for students with disabilities.

The overall objective of the MUSE project is to improve access for students with disabilities to institutions of higher education, as well as to develop employment opportunities through modern inclusion and networking practices.

The three Latin American countries involved in the project are Chile, Mexico and Argentina. They are supported by institutions in the European Union, specifically from the United Kingdom, Spain, Italy and Greece.



\$40,000

PESOS INVESTED IN SPECIALIZED EQUIPMENT AND SUPPORT TECHNOLOGY FOR STUDENTS WITH VISUAL AND / OR HEARING IMPAIRMENT

During 2018, these are our achievements related to the Muse project:

- Purchased \$40,000 pesos in specialized equipment and technology to support students at our Monterrey Campus with visual and/or hearing impairments.
- Mass training in at PrepaTec de Nuevo León to raise awareness of disability issues. It included a basic class in Mexican Sign Language, definitions of disability and inclusion, the use of inclusive language, types of disabilities, in addition to the Tec's ongoing inclusion initiatives.
- Muse Conference Series, with 5 talks on various disability-related topics.
- Promotion of initiatives such as *Sit Down Comedy* in partnership with the Movement of Mexican Women with Disabilities.
- Entrepreneurs with Disabilities Fair (MIPS).
- MUSE movie night, among many others.

DISCOVER AND LEARN CAMP

This camp's goal is to raise student awareness, sensitivity and the understanding that inclusion involves everyone at our Monterrey Campus. The camp helps participants learn and discover their own abilities, and to explore how to put them at the service of others. Program Results:

- 43 participants with intellectual disabilities collaborated with 55 students from the Tec de Monterrey.

INCLUSIVE MUSICAL PERFORMANCES

In order to ensure that our cultural showcases are inclusive, we decided to include Mexican Sign Language interpreters for the hearing-impaired members of our community in Nuevo León.

- **350 spectators with this disability attended.**
- **2 shows were performed in sign language:** "Los Locos Adams" and "High School Musical."

MEXICAN SIGN LANGUAGE COURSE

For more inclusivity in our communication and language, we offer different Mexican Sign Language classes and workshops, led by various members of our community:

- Our Monterrey Campus offers a 3-level course open to students, staff and other members of the Tec Community. It has 70 participants.
- The EGADE Business School, through the Muse Project, offers 30-hour courses spread over 10 Saturdays. It has 40 participants. People working at EGADE *Business School* can attend for free.
- In the Tec's Nuevo Sur offices, we offer a basic workshop for staff, led by Kevin Andrés Martínez, one of our staff members with a hearing impairment.
- At our Campus in Mexico City, classes are given through our LiFE diversity and inclusion initiatives.



13

WEEKENDS WITH VISITS AND ACTIVITIES



RACE SUPPORTING INCLUSIVITY

So that our traditional Borregos 10k and 5k races could include everyone, we enlisted a Mexican Sign Language interpreter for those with hearing impairments. **35 people with this disability participated.**

Also, for the first time, the race was for a cause: funds were raised so that the EFFETA organization could be able to give scholarships to 4 children for a year.

CITIZEN INCLUSION LAB

With *Diversity as an Entrepreneurship*, we aim to create an ecosystem of citizen innovation for inclusive education for people with disabilities. The laboratory is a coming together of ideas, working methods and also serves as a production workshop. It works as a sounding board where we learn to live together and incubate communities.

- It was held in Merida, Yucatan, in collaboration with Professor Lourdes Epstein.
- The laboratory's deliverables are proposals that improve educational services to transform school culture, policies and practices for the benefit of people with disabilities.
- Individuals, nonprofit and educational communities participated.



80+

HUMAN BOOKS PARTICIPATED TOGETHER IN THE THREE EDITIONS

NONPROFITS AND TEC DE MONTERREY COLLABORATED

HUMAN LIBRARY

The Human Library™ is designed to build a positive framework for conversations that can challenge stereotypes and prejudices through dialogue. It's a place where real people are "on loan" to readers, as if they were books, where the most difficult questions are expected, appreciated and answered live.

The Human Library is an experience started in 2000 by the NGO Stop the Violence in Copenhagen, within the Roskilde Festival, one of the biggest summer festivities in Europe. Currently, The Tecnológico de Monterrey is

licensed and replicates the initiative in order to allow people to tell their own stories of diversity.

We've held three editions of the Human Library. The first's central theme was how to achieve better inclusion of people with disabilities into society. It was carried out within the framework of the Seminar on Inclusive Education, in collaboration with the SM publishing house. The second was made within the 4th Forum for the Inclusion of Persons with Disabilities. The third edition focused on talent and inclusion in the workplace.

TEC PROFESSORS' DISABILITY INITIATIVES

MENTAL HEALTH AND PSYCHOSOCIAL DISABILITY

In an effort to remove negative narratives and stereotypes about mental health and psychosocial disabilities, and provide tools to do so, our professors have worked on the following initiatives:

- *Making psychopathology visible in the university* was a course for professors in September 2018 coordinated by Professor Adriana Amezcua and the office for Academic Improvement.
- The Tec was represented at the NASPA LAC Congress, in Chile, and in the CIIE 2018 by the Professor Adriana Amezcua and Minerva Cardona presenting on *Psychopathology in university students*.
- The first psycho-educational course for students *From Classmate to Classmate* was taught by the ABP Ingenium.
- We held a dialogue session for the inclusion of students with psychosocial disabilities in December 2018, in the framework of the International Day of Persons with Disabilities, at our Monterrey Campus and with connection to all our campuses.

Among the dialogues were:

- **Asperger: hidden talent. An underserved social need that promises to meet the demand for talent in the technology industry**, led by Dr. Gerardo Becerra and Dr. Susana Páez. (Project at National Soft of Mexico).
- **SAP Autism at Work. Transforming Business, Transforming Communities, Transforming Lives**, led by José Hugo Velasco, leader of Autism at Work Program, SAP International.



INCLUSION DIALOGUES

- These are a series of talks directed by Professor Belinda Jiménez and Professor Gabriel Farah. The talks take place once a month and deal with **different issues related to disability**. Its aim is to educate and involve the entire Tec Community in inclusion.



2018

MARKS THE YEAR IN WHICH INITIATIVES ARE CARRIED OUT THAT SEEK TO REMOVE NARRATIVES AND NEGATIVE STEREOTYPES ABOUT MENTAL HEALTH

STUDENT GROUPS FOR PEOPLE WITH DISABILITIES



There are **11 Tec student groups** in high school and undergraduate levels that give visibility to people with disabilities and educate about their rights.

These groups work to promote actions and initiatives to break down prejudices against those with disabilities through panels, workshops, forums, screenings and camps.

Some of the groups that stand out for their work in this area are:

- **Abriendo Caminos** (Opening Roads)-Monterrey Campus
- **CreceCamp** (Camp Growth)-Hidalgo Campus
- **Inclusion and equity**-Campus Santa Fe
- **Inclúyeme y Aprendamos Todos** (Include Me and We All Learn)-Queretaro Campus
- **Limitless**-PrepaTec Cumbres
- **Limitless**-PrepaTec Santa Catarina
- **Sillatón**-PrepaTec Santa Catarina
- **Supercompucampo**-Puebla Campus
- **2gether**-Sinaloa Campus
- **2gether**-PrepaTec Eugenio Garza Lagüera
- **2gether**-PrepaTec Eugenio Garza Sada.



STUDENT INITIATIVES IN DISABILITY

STRAP

Strap strives to create innovation that helps visually impaired people become more independent. PrepaTec student Diego Roel Chapa developed a wearable device he calls a **“Strap” that consists of a chest harness equipped with sensors and artificial intelligence to help guide visually impaired users.**

This invention was selected during Talent Land 2018 to represent Mexico in Fenox VC's *Startup World Cup*, Cup in San Francisco, California. His startup was also the 2nd place winner in the Spotlight contest, hosted by the entrepreneurship festival INC mty in November 2018. In December he also obtained 1st place in *NEXT: Entrepreneur Factory* in San Pedro, Garza García, Nuevo León. In January, the design won the regional *Global Student Entrepreneur Award*.





LGBT+



CERTIFICATION PROCESS FOR LGBT+ HUMAN RIGHTS CAMPAIGN:
TO ACHIEVE FULL INCLUSION OF THE LGBT+ COMMUNITY



4%

OF OUR STAFF SELF-IDENTIFY AS PART OF THE LGBT+ COMMUNITY IN THE *mi ECO* SURVEY, AND SPECIFIED THEIR GENDER IDENTITY and sexual preference:
986 people



9

STUDENT GROUPS ARE DEDICATED TO WORKING FOR THE WELLBEING AND VISIBILITY OF TEC DIVERSITY IN SEXUAL PREFERENCE AND GENDER



1 ALUMNI GROUP Exatec Diversity
WORKING FOR THE INCLUSION OF THE LGBT+ COMMUNITY



1 EXATEC ALUMNI
NAMED #2 IN THE TOP 50 WORLDWIDE LIST OF FUTURE LGBT+ LEADERS



Participation
OF THE STUDENT LGBT+ COMMUNITY IN LOCAL PRIDE ACTIVITIES IN MEXICO CITY



LGBT+ HUMAN RIGHTS CAMPAIGN CERTIFICATION PROCESS

To be a more inclusive organization, we want to become the first university in Mexico to initiate a certification process to achieve the full inclusion of people in the LGBT+ community. That's why we started this process with Mexico's Human Rights Campaign.

This international workplace certification seeks to make accredited companies and institutions more inclusive of LGBT+ people in workplaces by adopting practices and policies on non-discrimination, the creation of committees or groups focusing on diversity and inclusion, and by participating in public activities aimed at supporting the inclusion of members of the LGBT+ community.



LGBT+ CONTRIBUTORS AND COLLABORATORS

In *mi ECO* survey 2018, we sought identify and recognize our diversity for the first time. Voluntarily and confidentially, 4% of the total population of the 4 institutions that make up the Tecnológico de Monterrey identified themselves as being part of the LGBT+ community, specifying their gender identity and sexual preference.

This demographic data, along with the rest of the survey, are important for helping us better identify and understand our areas of opportunity—to learn how we can help people reach their full potential, and foster the flourishing of all people in a safe space within our Institution. These survey results also empower us to

promote pride in our identities, to create equal opportunities and eliminate discrimination.

➤ **4%**

OF THE TOTAL POPULATION IN THE 4 INSTITUTIONS, IDENTIFIED THEMSELVES AS PART OF THE LGBT + COMMUNITY IN *mi ECO*:

986 persons

LGBT+ STUDENT GROUPS

There are **9 Tec student groups** in high school and undergraduate that provide a sense of community, well-being and visibility to those that bring diversity in the areas of gender identity and sexual orientation within our Institution.

These groups promote actions and initiatives to break down prejudices against the LGBT+ community, through panel discussions, workshops, forums and presentations that promote education on issues of gender identity and sexual diversity.

Some of the groups that stand out for their work in these areas are:

- **AIRE** (Association for Integration, Respect and Equity)-Monterrey Campus
- **AIRE**-Querétaro Campus
- **ESPECTRO**-Santa Fe Campus
- **ESPECTRO**-Santa Fe Campus (PrepaTec)
- **HUMANO**-Mexico State Campus
- **PRIDE**-Mexico City Campus
- **PRIDE**-Guadalajara Campus
- **PRIDE TEC**-Chihuahua Campus
- **PRISMA**-Laguna Campus (PrepaTec).

➤ 9 Groups

NATIONAL LEVEL STUDENTS PROVIDE MEANING OF COMMUNITY, WELLBEING AND VISIBILITY TO SEXUAL AND GENDER DIVERSITY



EXATEC ALUMNI AND THE LGBT+ COMMUNITY



In 2014 a group of alumni founded the EXATEC Diversity group, in order to form a society of graduate leaders that foster diversity and inclusion.

One of our outstanding graduates in this area is José Alberto Pino Andrade (IQA, 2004), who ranked second in the global top 50 list of future LGBT+ leaders. The ranking was called *OUTstanding Role models 2018* and is part of the *Out-Standing* initiative led by Involve, an organization based in England.

His work is known for fostering diversity and inclusion in the private sector regionally and globally, bringing together more than 30 companies and more than 2,200 participants in Mexico City via the Pride Connection business network, where people meet to discuss best practices in corporate inclusion initiatives.



2014

THE EXATEC DIVERSITY GROUP WAS INTEGRATED

#2

OF THE TOP 50 WORLDWIDE, JOSÉ ALBERTO PINO ANDRADE, FUTURE LGBT + LEADER

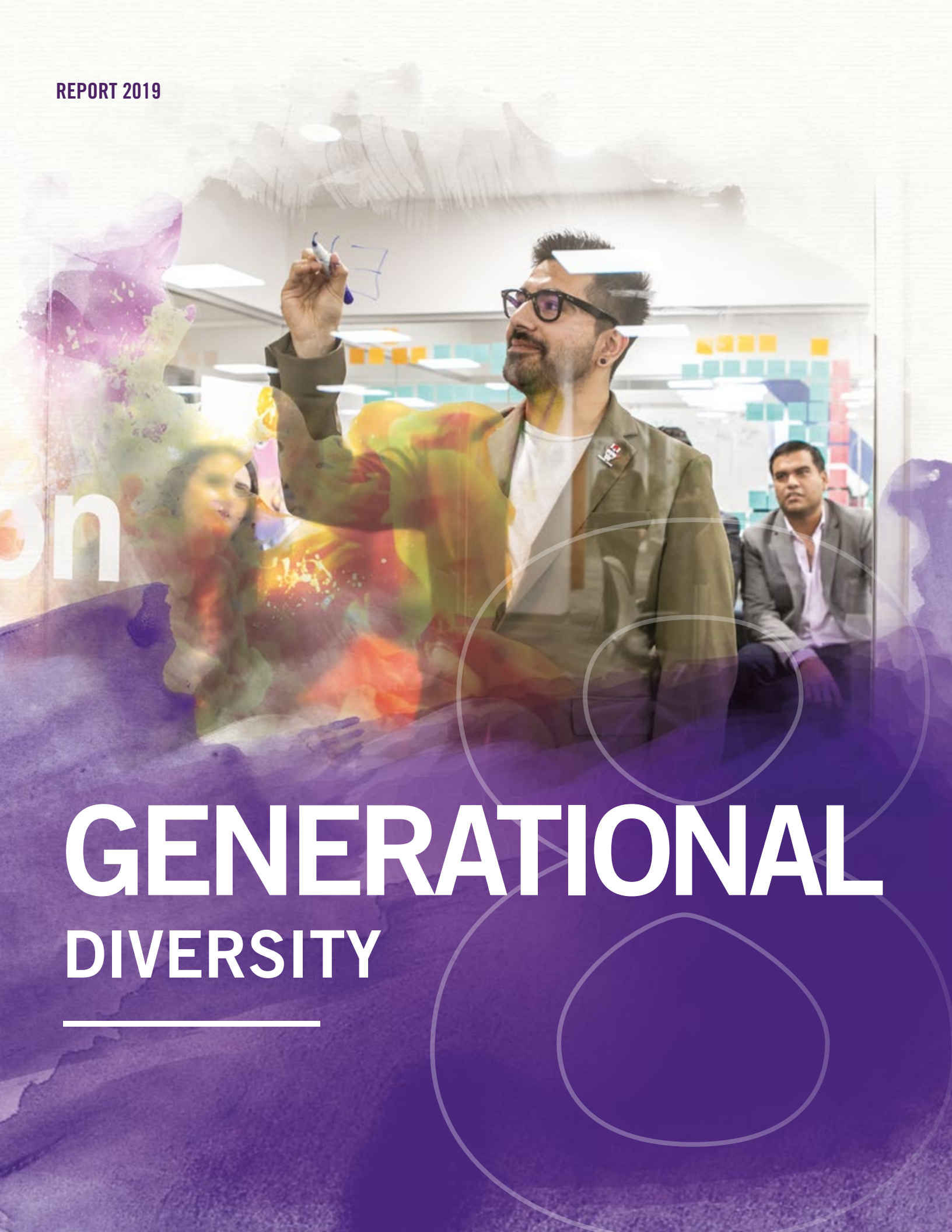


LGBT+ STUDENT COMMUNITY

In June 2018 and 2019, the Tec of Monterrey's LGBT+ student associations located in Mexico City participated in their local Pride Parade. The groups Spectro, Pride, Human and EXATEC Diversity attended.

At this event, characterized by being celebration of joy and love, they shared their pride of belonging to the LGBT+ community, while promoting justice and respect for human dignity.





GENERATIONAL DIVERSITY

GENERATIONAL DIVERSITY



5 DIFFERENT GENERATIONS COLLABORATE IN OUR INSTITUTION

OVER 75 **0.4%**

BABY BOOMERS 5.9%

GEN X 47.6%

MILLENNIALS 42.3%

GEN Z 3.8%

IN ONLY ONE YEAR:

There has been a 3% increase in new generations

(Millennials and Generation Z) among the collaborators and collaborators of Tecnológico de Monterrey and a 4% decrease between collaborators and collaborators of Generation X



PROJECTS FOR ELDERLY ADULTS:

- GUIDE FOR ACTIVE AGING
- PROPOSALS FOR THE BENEFIT OF THE ELDERLY
-During Week i
- APPS DEVELOPMENT FOR SENIORS
-Within project classes and Week i
- LABOR INCLUSION PRACTICES FOR ELDERLY ADULTS
-During INCmty
-Through the alliance of Tec de Monterrey with the organizations AMA and Trasciende, Movimiento Congruencia, U-ERRE, Casa Nicolás, Renace and Amrop
- SENIOR RECOGNITION
-In partnership with the Ministry of Social Development, the AMA y Trasciende and XIGNUX organization



GENERATIONAL DIVERSITY

People at different stages of life bring a variety of perspectives and experiences. At Tecnológico de Monterrey, such diversity drives us towards innovation and transformation. That's why we work to increase integration of the 5 generations that currently participate in various facets of our Institution, and increase the knowledge sharing between them.

Connections between generations encourage empathy and inclusivity. They also create collaborations that enrich teams in decision-making and in creating initiatives to transform the community.

The distribution, by age, of our 31,000+ professors and collaborators, is as follows:

GENERATIONAL DIVERSITY AT TEC	%
Over 75: 1944 o < (75 years and older)	0.14%
Baby Boomers: 1945-1964 (74 a 55 years)	8.54%
Generation X: 1965-1982 (54 a 37 years)	45.04%
Millennials: 1983-1995 (36 a 24 years)	41.00%
Generation Z: 1996-2015 (23 years or less)	5.25%

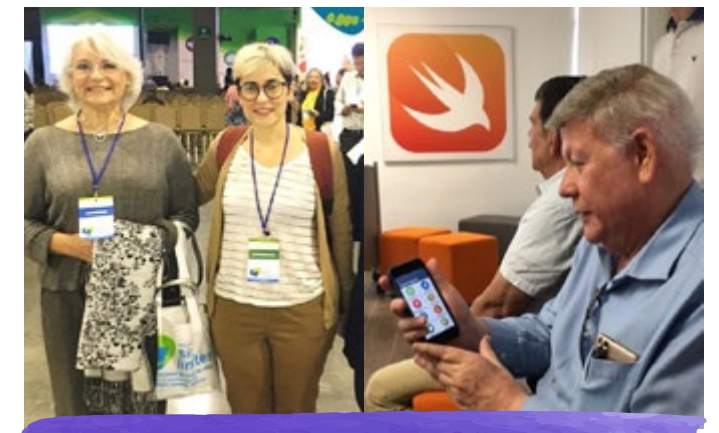
(Note: The year in which each generation starts and the period it covers correspond to the most popularized definition of these generations)

One point that we can highlight is that the population of the new generations has increased in our institution: Millennials by 1% and Generation Z by 2%. Generation X, on the other hand, decreased by 4%.

PROJECTS FOR THE ELDERLY COMMUNITY



- Best practices for incorporating older adults into the workplace:** The INCmty entrepreneurship festival held a panel discussion on the benefits of hiring older adults in our companies and organizations. It was the result of collaboration between the Tec and the organizations AMA and Transcend, Movimiento Congruencia, U-ERRE, Casa Nicolás, Renace, and Amrop.
- A Guide to Active Aging:** is among the initiatives launched by AMA and Trasciende (Transcend). This group was previously one of our student groups that grew into a formal nonprofit organization). Created in conjunction with the company XIGNUX, this guide serves to ensure the inclusion of older adults in working life and provides information on how to live together intergenerationally. The first printing included 400 copies, and the company held an initial workshop on the theme.
- Recognizing the elderly:** In collaboration with the Secretariat of Social Development, the organization AMA and Transcend and XIGNUX, we held a gathering to honor older adults for their contributions in: volunteering, citizen participation, artistic expression, sports, entrepreneurship, culture, and business. In the event, recognition was awarded to adults aged 65 to 103 for their current contributions to the community.
- Bills to benefit of the elderly:** During the Tec's innovation week; Week (i), law students at our Monterrey Campus worked on a project proposing changes to Nuevo León state law, including ways that would benefit the lives elderly.
- APPS for elderly adults:** During innovation week, Tec Computer Technology Engineering students created 4 applications for mobile devices, designed to help increase integration of older adults into daily mainstream society.





INCLUSIVE COMMUNITY

INCLUSIVE COMMUNITY



The actions we carry out daily to expand and deepen the culture of diversity and inclusion are built by the voices and initiatives of our students, teachers and other members of Tecnológico de Monterrey.

A true culture of diversity and inclusion is created through people and their voices. Inclusion should be an everyday practice. Each of the people who make up this institution must make sure that we listen to those who seek to make themselves heard.

This compilation of outstanding initiatives represents the spirit, commitment and struggle of the Tec Community to create a fairer society, which works so that each person can develop and flourish with equal opportunities and in a safe space.

As we can always do better, and we want the community to **get involved. We want to listen to you.**

WRITE TO US IF:



you know an initiative that is not mentioned in this report and you would like it to appear in its next edition,



you are interested in collaborating or learning more about the initiatives mentioned in this report,



you have an idea that can add to Tec's effort on diversity and inclusivity,



you know of proposals to improve existing processes or initiatives,



you want to request more information about our work for diversity, inclusion and human dignity.

Contact us at the following address:

➤ CentroDignidadHumana@itesm.mx

Our Institution is made up of talented people with innovative ideas. To transform lives through these talents we need to do it together, side by side, always showing respect for human dignity, equal access to opportunities and social justice.

➤ <https://tec.mx/es/diferencia-tec/diversidad-e-inclusion>

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DIVERSIDAD E INCLUSIÓN

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