



2022-2023

Diversity, Equity, Inclusion and Belonging Report



Tecnológico
de Monterrey



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Acknowledgements



Inclusive Language Notice

At the Tecnológico de Monterrey, we promote and value diversity, which is why we do not discriminate based on age, ethnicity, nationality, gender, sexual orientation, marital status, social conditions, health status, religious beliefs, political ideologies or disability. Based on our **Principle of Equality**, in this report we employ inclusive and gender-inclusive language through the use of generic and neutral pronouns in order to adhere to the principle of linguistic economy.



Message from David Garza



David Garza
Rector and Executive
President of the Tecnológico
de Monterrey

The Tecnológico de Monterrey is committed to driving education, research, and social impact. We are convinced that the individual must always be at the center of everything we do.

As a result of our **2025 Strategic Plan** we have developed 7 strategic initiatives over the past 3 years, rolled out as part of 16 projects. Our Priority Institutional Initiative: Diversity, Equity, Inclusion, and Belonging is one of these.

As such, we are proud to present the latest edition of our *Diversity, Equity, Inclusion, and Belonging Report* - a document from the community, for the community. It details key initiatives, actions taken, and our community's priorities, alongside data reflecting the progress we have made..

“ This approach bolsters our position as an institution that recognizes human dignity, and one in which we strive for all people to feel represented, supporting them as they achieve their goals and fomenting their sense of belonging through each and every decision and action we make. ”

We are aware of the challenges we still face, but we are confident that with the commitment of the entire Tec community - from our students to our leadership team - we will continue listening, learning, and taking action to transform ourselves and help build a better society.

Message from Inés Sáenz



Inés Sáenz
Vice President for
Inclusion, Social Impact
and Sustainability

Today, I would like to talk to you about a key concept that makes a difference in any educational institution: belonging. In a world where diversity and inclusion are increasingly vital, feeling a sense of belonging to an educational community is essential for everyone's success and well-being.

“Belonging is not just about feeling connected to a place—it is the foundation for a healthy and productive learning environment.”

When students, faculty, and staff feel they belong, this fosters an environment in which everyone can thrive. Belonging promotes active engagement and participation, thereby nurturing collaboration to co-create a better institution. It also boosts mental and emotional health - when we feel part of a community, we have a support system we can trust in difficult times, made up of people who are willing to listen, understand, and help.


Belonging is also key in developing intercultural skills and building positive relationships in an increasingly globalized world. By interacting with people from different cultures and outlooks, our community becomes better prepared to understand and respect diversity in broader society.

At the Tecnológico de Monterrey, we understand that belonging comes with shared responsibility; each of us plays a crucial role in creating an environment in which all people feel valued and an integral part of the community.

We should always remember that belonging is not just important, it is essential. I would like to call on the entire Tec community to strive to build and sustain an educational space where every voice is heard, and every person can flourish.

THE DIVERSITY, EQUITY, INCLUSION AND BELONGING FRAMEWORK





Since its inception at the beginning of the 1960s, the diversity, equity, and inclusion framework has been updated and reconfigured as the result of sociocultural, political, business, and academic shifts. The integration of the concept of belonging into this reference framework for understanding inequalities and guiding institutional efforts resonates with the Tecnológico de Monterrey's Human Dignity Model, which affirms that every person has inherent value, a unique story, and an inimitable life.

These stories - our own and those we share - form our identity, which answers the fundamental question: "Who am I?" and is shaped by many intersecting personal factors. Within this context, belonging plays an essential role in better understanding individuals and their connections to others, their environment, and their goal within these relationships.

Belonging cannot be experienced unless our differences are acknowledged and treated equally. **Diversity, inclusion, equity, and belonging are interdependent elements of human dignity.** They help create an environment that reflects the richness and uniqueness of every person, helps them flourish, and aligns with the vision of our institution..

This is why our Office of Diversity and Inclusion - and our Priority Institutional Initiative for Diversity and Inclusion for 2025, now functionally managed within the Center for the Recognition of Human Dignity - has been updated to include the term "belonging" in its name, becoming the Office of Diversity, Equity, Inclusion, and Belonging. Following the philosophy of our founder, Eugenio Garza Sada, who emphasized the respect for human dignity above anything else in a person's life, we propose the following definition to better understand the concept of belonging:

“ Belonging is an intrinsic element of every individual's identity. Recognizing the biases and power structures that perpetuate discrimination within our society, our institution is committed to ensuring this sense of belonging by recognizing each person as an autonomous individual capable of having an impact on the community. This commitment encourages empathy for others within a global context that connects us despite our differences, creating a shared responsibility to create fairer realities for everyone. ”

THE PILLARS OF DIVERSITY, EQUITY, INCLUSION AND BELONGING AT OUR INSTITUTION



Our Principle of Equality and Non-Discrimination

“ At the Tecnológico de Monterrey, we promote and value diversity. We do not discriminate based on age, ethnicity, nationality, gender, sexual orientation, marital status, social condition, health status, religious beliefs, political affiliation, or disability. ”

As we do every year, we acknowledge and reiterate the importance of this principle, which - in compliance with domestic laws on non-discrimination and inclusion - is the starting point for reinforcing our commitment to creating safe spaces within our institution.

Toward a More Inclusive Community

To co-create a more inclusive community, we must first recognize the inequalities that exist for various historically underrepresented groups. This serves as the foundation for developing strategies aimed at reducing disparities and gaps.

These strategies include projects, partnerships, activities, and commitments that involve several departments and schools across our institution.

Contained within this report are the actions we implemented from August 2021 to June 2023 in matters of diversity, equity, inclusion, and belonging, in addition to the progress we have made and the challenges that still lie ahead.

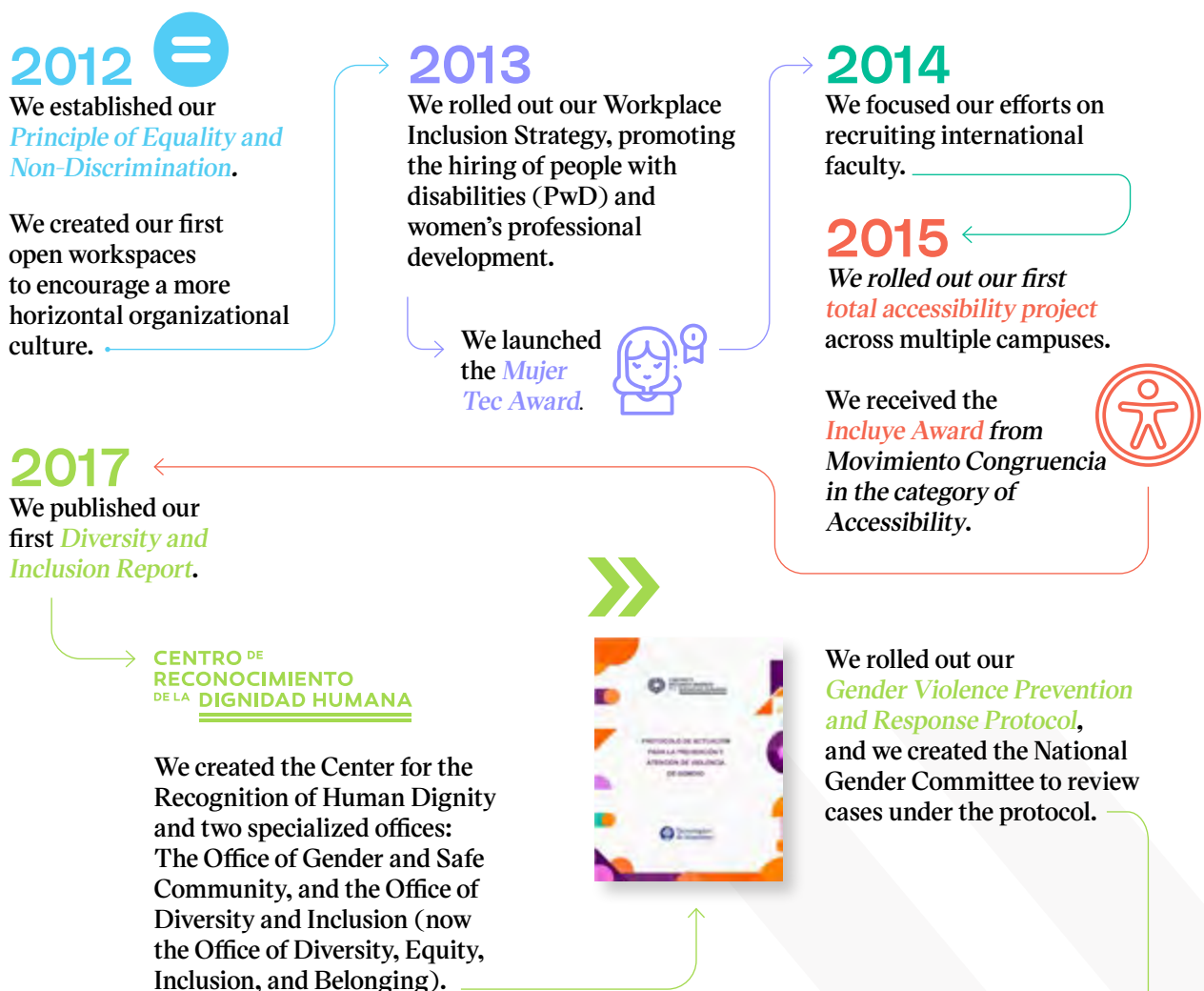


Timeline: Diversity, Equity and Inclusion at the Tecnológico de Monterrey

We continue to build an increasingly safe and inclusive institution - one in which all individuals feel respected in their diversity.

In 2020, we created a timeline to showcase the milestones in equality, diversity, inclusion, and belonging across the three institutions that comprise the Tecnológico de Monterrey system: Tec de Monterrey, Tecmilenio, and TecSalud.

In this report, the timeline has been updated with key progress made through June 2023.



2018

We created the **Impulsa Committee** to support women in leadership roles within the institution. We received another **Incluye Award**, for our Workplace Inclusion Strategy.



We launched the Value Partners Certification program for our vendors, incorporating inclusive practices into the value chain.

We signed an agreement with the Mexican Paralympic Committee to include athletes and former athletes with disabilities as trainers for our students.



We opened the first 9 Regional Support Points for the Center for the Recognition of Human Dignity.

We participated for the first time in the EQUIDAD MX certification by Human Rights Campaign, focusing on workplace inclusion for the LGBTIQ+ community.



We conducted our first internal Diversity, Equity, and Inclusion diagnostic for staff and faculty via **Mi ECO** (Organizational Climate Survey).

2019

We became a signatory of the HeForShe Pledge, in collaboration with UN Women.



We updated our 5 institutional values, highlighting **Empathy and Inclusion** in this report.

We created **Open Dialog Forums** focusing on human dignity across Tec and Tecmilenio campuses.

We launched the first **Human Dignity Awareness Program** for staff and faculty.

2020

We created the Vice Presidency for Inclusion, Social Impact, and Sustainability.

We published the first **Transparency Report** from the Center for the Recognition of Human Dignity.



We created Diversity and Inclusion Advisory Committees (now DEIB Advisory Committees).

We participated in the **Women Matter Mexico Survey by McKinsey & Company**, guiding gender equality strategies at the leadership level.



2021

We launched the *Human Dignity Awareness Program* for students at Tec de Monterrey.

We launched the 2025 Strategic Diversity and Inclusion Project (now the Functional Priority Project: Diversity, Equity, Inclusion, and Belonging).

We drafted the first *Inclusive Guides* (now known as *Inclusion Guides*).



For the first time, we created the first international sustained dialog forum with students from *Universidad Central de Chile* (UCEN) during *Semana Tec* (Tec Week).

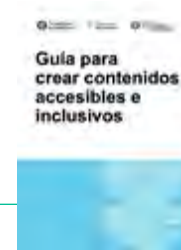
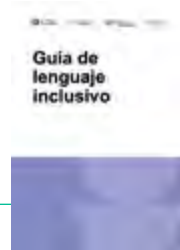


For the first time, we had two women as members of the executive leadership team.

We created our Digital Accessibility Strategy.



We published the *2021-2025 Gender Equality Plan*.



We released three *Inclusion Guides*: *Inclusive Language*, *Accessible and Inclusive Content*, and *Accessible and Inclusive Events*.

2022

We created the HeForShe Support Model for Tecmilenio.

We designed the Center for the Recognition of Human Dignity Strategy for *PrepaTec*.

We created the Office for the Recognition of Human Dignity for high school (*PrepaTec*).

We bolstered the structure of Tecmilenio's Regional Support Points.



We hosted the first *Indigenous Knowledge Workshop* in partnership with the Association of Pacific Rim Universities (APRU) and seven other universities at the Social Innovation Center in San Cristóbal de las Casas, Chiapas.

We participated in the national training initiatives for Tecmilenio faculty during the *Skilling Trip* event.

We offered DEI programs through the Vice Presidency for Continuing Education for companies to share best practices and bolster inclusive work environments.

We launched a pilot Human Dignity Awareness program for Tecmilenio high school, undergraduate, and graduate students.

2023

We signed the *Safe Campus Alliance* with UN Women to prevent gender-based violence.



We coordinated the first national training session for Tecmilenio Support Points.

We transformed the 2025 Strategic Project into the Functional Priority Project: Diversity, Equity, Inclusion, and Belonging.

Advancing DEIB Training

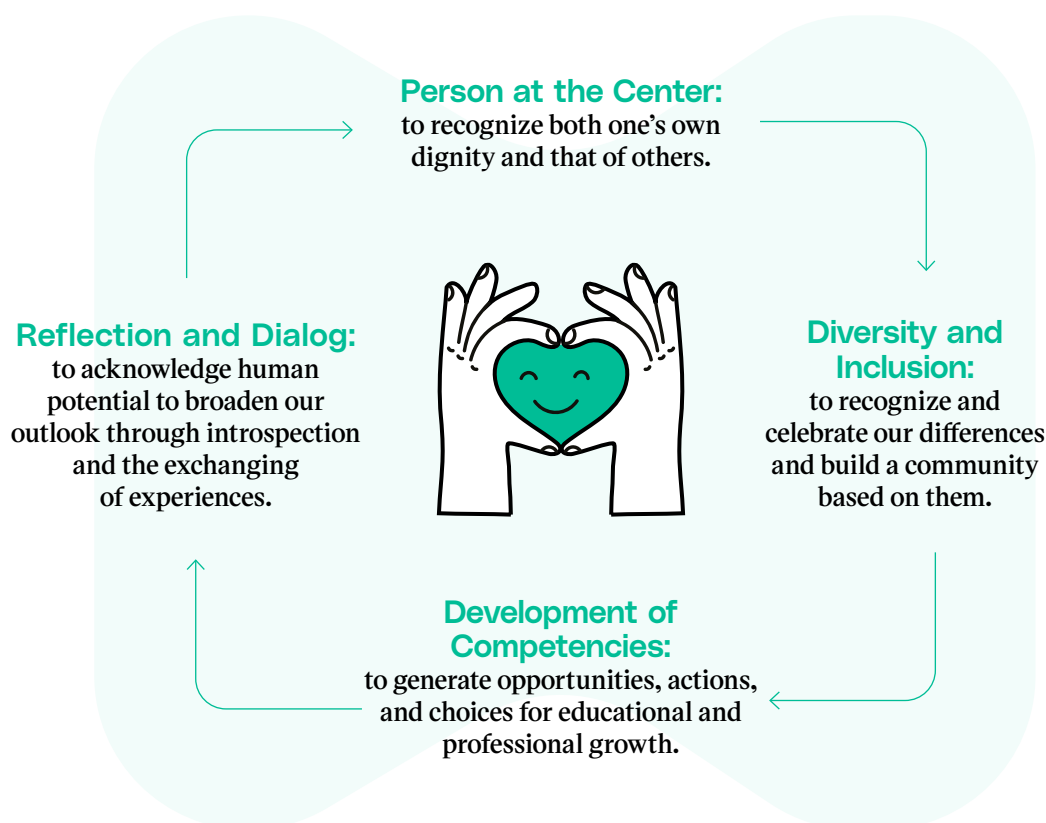
Embodying the Human Dignity Model in our Daily Lives

The Center for the Recognition of Human Dignity has been working to consolidate a Human Dignity Model that promotes respectful and kind treatment for all.

At Tecnológico de Monterrey, human dignity is defined as:

“ An intrinsic and unconditional quality of every human being that requires recognition in all circumstances. People are valuable because they have a story - a life that matters, a life that is unique and inimitable. Our value is not imposed externally, but rather it arises from human attributes such as self - awareness, reasoning, imagination, creativity, and the ability to shape our surroundings. ”

The Human Dignity Model outlines four essential and indispensable dimensions for embodying dignity at our institution:



This model is underpinned by three key pillars based on embodying Human Dignity within the institution:



This model forms the roadmap for driving diversity and belonging in all areas of our institution.

Institutional Human Dignity Training Strategy

To build a culture of inclusion where the entire Tec community recognizes and respects human dignity, we created our **Human Dignity Training Strategy**.

This strategy includes awareness, in-depth learning, and experiential activities to foster cultural transformation and support the development of institutional policies and initiatives that promote inclusive learning and spaces for growth.

To further bolster and expand gender and diversity perspectives across the community, as well as with parents and guardians, we coordinated the following activities between August 2021 and July 2023:

- A program of 6 online awareness courses via the SuccessFactors platform, which were mandatory for both faculty and staff.

25,291 employees
have completed the courses,
8,213 of whom are faculty members.

- Human Dignity courses offered via the Canvas platform: a 6-module version for undergraduate and graduate students, and a 4-module version for high-school students. Among the students who have completed the courses are:

- **20,031** high school students
- **17,371** undergraduate students
- **2,066** graduate students

- We worked with the student mentoring team, which is part of the undergraduate student support model, to encourage students to complete the awareness courses, in addition to asking them to reflect on the importance of these topics in students' personal and professional lives.

- We adapted and launched Human Dignity courses for parents and guardians via the *MiTec* platform.

1,039 parents
have completed the courses.

Discipline Refresher Training Sessions (CADi)

During the winter and summer terms of 2022–2023, we held **34 CADi** (Discipline Refresher Training Sessions) on human dignity, gender, diversity, and inclusion, reaching **1,116 faculty members** at the Tec de Monterrey.



The following courses were offered:

- ABCs of Gender and Sexuality for Preventing and Addressing Violence
- Building a Culture of Peace
- Creating Inclusive Educational Environments in the Classroom
- Bodies, Hegemonies, and Resistance
- Decolonialism: *Mestizaje*, Racism, and Education
- Diversity, Awareness, and Encounters
- Inclusive Language in Educational Spaces
- Foundations of Diversity, Equity, and Inclusion
- Loving and Non-violent Masculinities
- Masculinities, Violence, and Alternatives
- Microsoft's Inclusive Design for Education
- Moderating Sustained Dialog
- Mexican Sign Language (LSM) 101
- Specialization in Sustained Dialog
- Universal Design for Learning (UDL) for the Creation of Inclusive Educational Environments
- Human-centric *Semana Tec* Training: Human Dignity

Transversality at Our Institution

To ensure that internal policies and regulations support the development and implementation of the four essential dimensions of human dignity, we coordinated the following actions:

In November 2022, thanks to our Faculty Office, we held an awareness workshop with 23 faculty members from different schools to analyze the new draft of the Classification Regulation for faculty at Tec de Monterrey and produce proposals that incorporate perspectives on diversity, inclusion, and gender.

In May 2023, we conducted an awareness course to create institutional documents with a gender and diversity and inclusion perspective. A total of 22 people took part, reflecting on these perspectives during the regulation design and review processes.

Review of Institutional Principles

With the aim of updating the institution's principles to ensure that gender perspective and inclusion are part of our vision and educational philosophy, the Center for the Recognition of Human Dignity has been working on proposals that reflect these current values without losing the essence of its founding principles. All proposals are currently being reviewed by the corresponding institutional authorities.

National Faculty Meeting (RNP) – Undergraduate and Graduate

The RNP is a forum for the Tec de Monterrey's academic undergraduate and graduate community, the goal of which is to foster dialog among colleagues, provide tools for teaching development, and kick-start preparations for the upcoming academic year.

In 2022, on the Human Dignity track, we reached a total of **421 faculty members** through the following courses:

- Conscious breathing for self-care (124 participants)
- Getting to Know the Inclusion Guides (70 participants)
- Surfing Neurodiversity (69 participants)
- The Relevance of an Inclusive Classroom: Experiences from Teaching (discussion panel) (64 participants)
- Discrimination and the Danger of a Single Story (54 participants)
- Safe Spaces: How do we prevent discrimination and gender-based violence? (40 participants)

In 2023, on the Human Dignity track, we reached a total of **762 faculty members** through the following conferences:

- Conversation on Human Flourishing (375 participants)
- Practical Tools for Understanding, Promoting, and Maintaining a Culture of Peace in the Classroom (78 participants)
- Inclusive Learning for Sensitive, Empathetic, and Adaptable Classrooms (80 participants)
- Inclusive Language in the Classroom (102 participants)
- *Sexducate* (82 participants)
- Gender and Pedagogies of Care (45 participants)



Tec21 Model

We conducted a quantitative and qualitative mapping of Learning Units (UF) to determine how many of these include content relating to the following Sustainable Development Goals (SDGs): SDG 5 – Gender Equality, and SDG 10 – Reduced Inequalities.

From the quantitative study, we found that, out of 694 UFs, 146 mentioned topics relating to gender, diversity, inclusion, and human dignity. From the qualitative study, the goal of which was to analyze how deeply those 146 UFs addressed these topics, we found that:

- 14 include a gender perspective and focus on reducing inequalities.
- 83 have the potential to expand on these topics.
- 49 do not fully address these topics as they are not relevant to their objectives.

Based on these findings, we submitted development proposals to the Academic Vice-Rector's Office, and we are currently working on a strategy to incorporate SDG 5 and SDG 10 topics across UFs to reach the entire student community.

Sustained Dialogs

To explore the themes of human dignity, gender, diversity, and inclusion in greater depth, we conducted both international and local dialog sessions during 2022–2023, based on the methodology of the Sustained Dialogue Institute.

International Dialogs:

Thanks to the participation of **336 students and 25 moderators**, we held **33 dialogue sessions**, involving the Technological University of Bolívar (Colombia), *Pontificia Universidad Católica Madre*, *Institución Universitaria Mayor de Cartagena*, and the Tec de Monterrey. Topics included inclusive language, gender-based violence prevention, and building gender violence-free development spaces.

Local Dialogs:

- At our **campus in Monterrey**, **8 dialog sessions**, were held on topics such as classroom safety, inclusive campuses, gender-based violence, and peaceful relationships. A total of **80 students** and **8 moderators** participated.
- At our **campus Guadalajara**, **30 dialog sessions** were held on violence. A total of **300 students and 30 moderators** participated.

Diversity and Inclusion Courses for Institutional Leaders

To broaden their understanding of diversity and inclusion, we designed and launched a self-paced online course for leaders at the Tec de Monterrey, covering the following topics:

- Generational Diversity
- Gender Equality
- Cultural Diversity
- Sexual Diversity
- People with Disabilities



1,994 participants successfully completed the course, with an average satisfaction rating of 4.6 out of 5.

National Faculty Meeting (RNP) – High School (*PrepaTec*)

In July 2023, high-school faculty gathered at four campuses - Monterrey, Santa Fe, Querétaro, and Guadalajara – to attend a talk entitled *Reviewing Teaching Tools for Building Peace*.

We also provided training on the **ABCs of Gender and Sexuality** to **50 high-school administrators**.

We reached **1,113 teachers, and student mentors**.

Human Dignity Talk Series

These talks were created in 2018 to raise awareness among the Tec community regarding gender, diversity, and inclusion, within a framework of awareness and responsibility.

This initiative has had a wide-ranging impact on the entire Tec community given its scope.

From August 2021 to July 2023, we held **16 talks**, reaching a combined total of **4,690 views**.



Expanding the Value Chain: Value Partner Certification

The purpose of this voluntary certification is to promote institutional values within the community by inviting our value partners to become examples of transformation and innovation by driving service quality, respect and recognition for human dignity, social responsibility, and environmental conservation.

To achieve distinction in the Value Partners Certification, it is essential to meet the established requirements and measurement criteria. These include reaffirming and adhering to our Code of Ethics, maintaining high levels of quality in the provision of materials and/or services, working together on human dignity issues, and engaging in social responsibility activities to achieve our 2030 Vision regarding environmental conservation and climate change mitigation.

From 2021 to 2022, **15 value partners** achieved **distinction**, and **this number was surpassed from 2022 to 2023**, when a total of **22 value partners** achieved distinction through their efforts to promote diversity and inclusion in their value and operating models.



TecSalud Milestones

- The Bioethics Committee at the *Zambrano Hellion TecSalud* Hospital coordinated the following diversity and inclusion activities:

In 2021:

- Collaboration on a manual entitled *Barriers in Medical Care*.
- Dissemination of the topic entitled *Hospital Ethics Committees: Humanization of Patient Care in the Un Mundo Mejor* Program via *Tec Sounds Radio*.
- Presence at the Bioethics and Sociocultural Changes Symposium, organized by the State Bioethics Commission (CEB).

In 2022:

- Ordinary session entitled *People with Disabilities in Medical Consultations* (these sessions are convened by the *Zambrano Hellion* Hospital Bioethics Committee and open to the *TecSalud* community and the general public).
- Lecture entitled *Code Purple: Violence in Healthcare Settings*.
- Lecture entitled *Hospital Bioethics Committees: Bioethics and Disabilities Course*.
- Organizational Ethics, Quality, and Safety Symposium.
- Lecture entitled *Gender Perspective within the Hospital Environment*.

In 2023:

- Ordinary session entitled *Informed Consent and Special Situations*.
- Course for Hospital Bioethics Committees entitled *Bioethics of Chronic Childhood Illnesses*.
- Ordinary session entitled the *Abuse and Mistreatment of Older Adults*.

Furthermore, the Tec de Monterrey's **School of Medicine and Health Sciences (EMCS)** organized the following activities for faculty across all its campuses::

- 2021: Special session on Inclusive Communication for Individual Identities.
- 2022: EMCS-Talks covering issues of Inclusion, Equality and Diversity; Metabolism through Lego; and Building a Culture of Psychosocial Support and Care.



ETHOS: Reporting Platform

In 2020, and with the goal of consolidating our culture of values, we revamped our ETHOS platform. This tool has allowed us to respond promptly and efficiently to reports made by students, faculty, staff, and parents within our community regarding violations of our Code of Ethics.

Remember that, through ETHOS <https://letica.mx/ethos> you can safely and confidentially report breaches of ethics and our institutional values. By doing so, you contribute to ensuring a culture of respect, honesty, and integrity within our institution..



Furthermore, since 2018, we have been addressing cases of gender-based violence through our **Protocol for the Prevention and Response to Gender-Based Violence**. ETHOS also serves as a platform to monitor and follow up on these cases. The Vice Presidency for Integrity and Compliance ensures that all processes are undertaken with the highest standards of transparency and fairness.

If you would like further information about the elements of our protocol, please click here:

<https://tec.mx/sites/default/files/dignidad-humana/diseno2022/protocolo/Protocolo-Violencia-Genero-Tec-14022023.pdf>



Transparency Report

For the **fourth consecutive year**, the Center for the Recognition of Human Dignity has prepared and published its **Transparency Report**, which outlines the follow-up of cases of violations of human dignity, discrimination, and gender-based violence within our institution. This report also highlights the actions taken in 2022 through the **Office of Gender and Safe Community, the Office of Diversity, Equity, Inclusion, and Belonging**, and the areas of **Human Dignity Training** and **Institutional Networks and Alliances**.

These actions were taken in collaboration with the Talent department (formerly known as the Talent and Experience department), which supports employees across the three institutions that make up our system; the Student Health and Wellness Office, which provides support to *Tecmilenio* students; and the Student Leadership and Development department (LiFE), which supports students from *Tecnológico de Monterrey*.

We trust that the dialog stemming from the Transparency Report will continue to enhance our initiatives and ensure our institution becomes increasingly safer and more inclusive. We would like to thank all those who are involved in this important work on a daily basis.

To read the most recent report, please click here:

<https://tec.mx/sites/default/files/dignidad-humana/transparencia/InformeTransparencia2022v2.pdf>



FUNCTIONAL PRIORITY PROJECT: DIVERSITY, EQUITY, INCLUSION AND BELONGING



Our Vision for 2030

“ Leadership, Innovation, and Entrepreneurship for Human Flourishing: Better People, Better Communities, Better Planet. ”

This vision gave rise to our **2025 Strategic Plan**, which centers on promoting human flourishing by placing the individual at the heart of all our decisions. The plan is structured around **7 strategic initiatives** and **16 functional projects**. One of these key projects is focused on **diversity, equity, inclusion, and belonging**.

Based on this, we defined our **2025 Diversity, Equity, Inclusion, and Belonging Mission**:

“ To consolidate and establish ourselves as a university that values and respects inclusion and diversity, fosters plurality and dialog, and recognizes the dignity of each and every person, with the goal of transforming communities and reducing inequalities. ”

This means that every action we undertake in this area must contribute to achieving this mission.

In the two years since this **priority functional project** began, our team has grown stronger, more numerous, and more diverse. As a result, we continue to roll out **comprehensive measures** that help us fulfill our core task of **institutionalizing inclusion** and making it an everyday part of our culture.



The Functional Priority Project: Diversity, Equity, Inclusion, and Belonging has **7 fundamental pillars**:



From August 2021 to June 2023, we reached **56 milestones** that have had a wide-ranging impact on our institution. Some of these key milestones are outlined below.

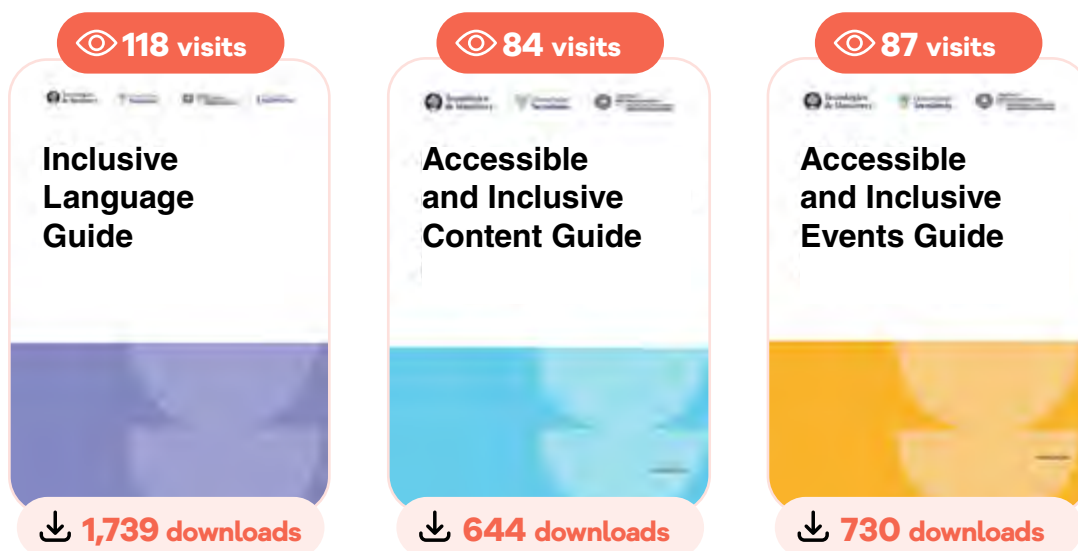
Inclusion Guides

To improve our processes and achieve inclusion and belonging, we have created guides that serve as tools for our community.

In **April 2022**, we began offering socializing sessions with different teams to develop **3 guides** that will help transform our institutional culture into a more accessible and inclusive one. These are::

- **Inclusive Language Guide:** This guide aims to ensure that all our communication materials use inclusive language and gender perspectives to recognize and highlight historically discriminated groups, such as those relating to gender, sexual orientation, physical or intellectual abilities, ethnic-cultural background, and age.
- **Accessible and Inclusive Content Guide:** This guide focuses on ensuring that our communication materials are inclusive and provide equal access to information, especially to groups that have been historically discriminated against or excluded.
- **Accessible and Inclusive Events Guide:** This guide serves as a baseline for designing events open to everyone, ensuring accessibility and equality of experience for all.

To raise awareness about these guides and create spaces for dialog and reflection, we coordinated **16 deployment sessions**, impacting **more than 200 people** from numerous teams. The results of this strategy to June 2023 are outlined below:



Physical Accessibility

As part of our efforts to ensure that all individuals can access and move freely around our physical spaces, we analyzed our current design and construction standards with the goal of aligning them with national and international guidelines on universal design in educational environments.

These standards, applicable across all campuses, focus on access and movement, as well as architectural elements in cafeterias, offices, and various other areas, including sports, education and research, recreation and relaxation, health, and administrative services.

A total of **12 universal design standards** have been reviewed by an international consultant, and we held an **awareness session on universal design** for more than 30 people from the Center for the Recognition of Human Dignity, the School of Architecture, Art, and Design, and three areas within the Vice Presidency of Operations, Infrastructure and Development, and Institutional Image.

Universal Bathrooms

To ensure the inclusion of all individuals in our facilities, we have established standard guidelines for the construction of universal bathrooms across all the **Tec de Monterrey's** campuses.

These bathrooms are designed to be used by anyone, regardless of their identity, sexual orientation, gender expression, or physical condition. They are equipped with all necessary features and the dimensions required to facilitate the autonomous mobility of people with disabilities (PwD).



On the publication of this report, a total of **21 universal bathrooms** have been opened across the Tec de Monterrey's different regions, meeting all necessary design specifications. We also plan to build **25 more universal bathrooms** during the next period to ensure that all our campuses are equipped with these accessible facilities.

Digital Accessibility

As an institution striving to remain at the technological forefront, digital accessibility is a priority. In partnership with *HearColors*, we conducted a digital accessibility audit of our 10 most trafficked platforms (used by students, employees, and parents) to identify the gaps and areas of opportunity of each.

With the support of our IT teams, we developed an action plan to bridge these gaps and make our **platforms universally accessible**.

As part of this first step towards a culture of digital accessibility, from 2022 to 2023, we focused on sharing the audit results with platform owners to make the necessary adjustments based on the recommendations provided by *HearColors*.

The outcome has been positive, with platform owners agreeing to integrate the required changes into their backlogs and work on digital accessibility improvements during the period comprising 2023-2024.



Approved Adjustments in Faculty Processes based on the Inclusion Guides

We developed a workshop to review the new Faculty Classification Regulation from a perspective of diversity, equity, and inclusion, the goal of which was to highlight and eliminate potential inequalities that could be perpetuated by this regulation, ensuring equal access for all individuals. The workshop was attended by **more than 25 people** from our schools, the Vice-Presidency for Faculty, the Talent department, the Center for the Recognition of Human Dignity, and the Institutional Culture department



We also coordinated an awareness course aimed at creating institutional documents from a gender, diversity, equity, and inclusion perspective. This course was aimed at **more than 25 people** from the Office for Regulatory and Academic Management and the Vice-Presidency for Faculty.

Integrated/Standardized STEM Activities between the Tec de Monterrey and Tecmilenio

The roll-out of the **Beautiful Patterns** (*Patrones Hermosos*) camp across 6 Tecmilenio campuses, featuring 7 in-person bootcamps and 1 virtual bootcamp, benefited **175 female middle- and high-school students**. These camps offered these young women the opportunity to experience STEM careers firsthand, highlighting the feasibility of their development in these areas.

Wine and Dialog: (De)constructing Leadership

The Wine and Dialog sessions have been designed for leaders at Tec de Monterrey, providing a space where they can openly discuss issues relating to gender equality, diversity, and inclusion.

During the period comprising 2022-2023, we held **7 sessions** at our campuses in Monterrey and Mixcoac, engaging **over 200 leaders**.





Equidad MX: Best Places to Work LGBTQ+ Recertification

To promote the inclusion of the LGBTQIA+ community in workplace environments across Mexico, the Human Rights Campaign Foundation awards the **HRC Equidad MX: Best Places to Work LGBTQ+** certification.

For the 3rd consecutive year, we are the only educational institution in Mexico to hold this distinction. Furthermore, as part of our 2023 certification, we launched the **Inclusive Leadership** course on our internal training platform, which, by June 2023, had been completed by **over 1,500 leaders**.

Pilot Study on Well-being, Diversity, and Inclusion

Between October and November 2022, we conducted a pilot study on well-being, diversity, and inclusion in collaboration with the University of New Mexico. The goal was to better understand the variety of factors that affect the experiences of students, faculty, and employees across different schools, as well as the impact of diversity initiatives.

Topics such as sense of belonging and the perception of diversity and inclusion actions were explored. A total of **1,102 students, faculty, and employees** from our campus in Guadalajara and the national School of Social Sciences and Government took part in this study.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING AGREEMENTS AND CAMPAIGNS



As part of the Accreditations and Studies pillar of our 2030 Vision, we are constantly working to forge alliances and roll out campaigns that highlight our commitment to promoting diversity, equity, inclusion, and belonging within our institution.

Some of our most notable efforts in these areas during the period comprising August 2021 to June 2023 are outlined below.

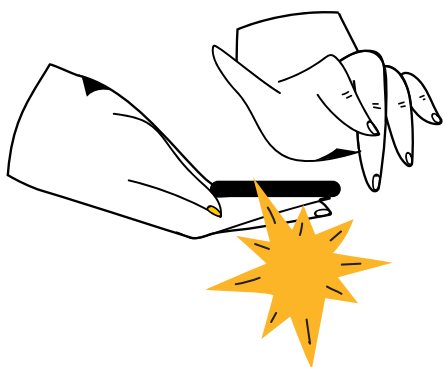
Social Media: A Space for Reflecting on Diversity, Equity, Inclusion, and Belonging

In 2018, we first published the Diversity and Inclusion Report on Tec.mx, via the [website](#) for the **Center for the Recognition of Human Dignity**.

In this report, we shared our institutional commitment to creating a more diverse and inclusive community that fosters equity and belonging, as well as the progress and projects in these areas. We fully recognize, however, that, among our diverse audiences, there are young people who are passionate about social issues and wish to learn more about them.

Therefore, since 2020, the Center for the Recognition of Human Dignity, in collaboration with the Institutional Communication and Marketing department, has developed information strategies to help create spaces for reflection, dialog, and awareness on social media. This has allowed us to take advantage of the evolution of social media in our everyday lives, leveraging its role as an essential communication tool in today's world..

In addition to having [Instagram](#), [Facebook](#) and [X](#) accounts, the Center for the Recognition of Human Dignity designs national campaigns that are also shared via our institutional accounts.



#ElijoAmor (#IChooseLove)



In June 2022, we designed and launched our first national **#ElijoAmor** (#IChooseLove) campaign as part of Pride Month and International Pride Day. The goal of the campaign was to share with the Tec community the fact that diversity and inclusion play a fundamental role in societal development, as they allow us to live free of stereotypes.

Beyond spreading the **#ElijoAmor** message, the campaign brought together students, faculty, employees, alumni, and parents, who not only thanked us for highlighting these issues but also expressed their pride and happiness for the institution's support of the LGBTQIA+ community, in addition to sharing their thoughts on the gap that still exists for historically discriminated populations.

Throughout 2022 and 2023, we have built narratives that reflect our institutional stance and encourage reflection and dialog. Some of the national campaigns we rolled out under the **#ElijoAmor** hashtag are outlined below, embodying our belief that respect for human dignity transcends all differences.



August 2022: Indigenous Peoples

In our first campaign covering indigenous peoples, Silvano Hernández, a **Nahua employee** from Veracruz, shared his memories with our institution. Highlighting his story provides greater representation and commits us to continue offering growth opportunities to the 2% of our faculty and employees who are members of indigenous communities.

December 2022: #CapacidadDeMoverAlMundo (#MovingTheWorld)

We continue to work towards creating an accessible and inclusive space where everyone has the opportunity to transform lives. The campaign entitled **#MovingTheWorld** (**#CapacidadDeMoverAlMundo**) reminds us of the strength of the human spirit - a force capable of driving innovation, achieving dreams, breaking down barriers, and evolving toward a more inclusive world.

February 2023: #ElijoAmorDelBueno (#IChooseTrueLove)



This campaign enabled us to listen to the voices of various people within our community, allowing us to think about love, reflect, and demystify romantic love.

Although there is no manual for love, understanding other perspectives can help guide us toward an educated love, the most important element of which is getting to know ourselves better, feeling good, and offering true love to others.

The **#ElijoAmorDelBueno** campaign reminded us that love is a decision we must make freely, focusing on our own dignity and that of those around us.

March 2023: #ElijoAmorPorTodas (#IChooseLoveForAll)

For decades, women have fought for gender equity. In 2023, the United Nations celebrated International Women's Day by focusing on the theme of Innovation and Technology for Gender Equality.

Similarly, at the Tecnológico de Monterrey, we reflected on participation and the shared responsibility we have as an academic institution to improve conditions for women and gender equality. For this reason, the **#ElijoAmorPorTodas** campaign highlighted the stories of three women from our institution who have experienced across different generations the actions and progress we have made in closing the gender gap.

The campaign highlighted how gender perspective in innovation, technology, and digital education can help **women and girls better understand their rights and exercise them**. It also promoted reflection on the gender gap that still exists in our world.



Margarita, Mildred y Debanhi Aidé
Elijen amor por todas.

June 2023: #BrillandoEnLaDiversidad (#ShiningInDiversity)

This campaign started on the International Day Against Homophobia, Lesbophobia, Biphobia, and Transphobia and culminated in LGBTQ+ Pride Month. Its goal was to reflect on and raise awareness about sexual diversity, in addition to promoting inclusion, denouncing discrimination, and driving the recognition of rights within our institution.

Since diversity enriches all of us, **#BrillandoEnLaDiversidad** created spaces for open and respectful dialog within the Tec community, allowing everyone to share their perspective, story, and vision of the world. In doing so, we demonstrated that diversity is our strength and that, together, we shine brighter.

Partnerships and Collaboration Networks

UN Women

We were the **first educational institution** to sign the **Safe Campus for the Prevention of Gender Violence** alliance with UN Women, a UN organization dedicated to promoting gender equality and empowering women. The goal of this partnership is to prevent gender-based violence and promote gender equality within the student, academic, and administrative communities of the Tecnológico de Monterrey.

The approach of the Safe Campus for Prevention of Gender Violence program is based on three key pillars:



This alliance strengthens who we are as an institution and drives us to continue promoting initiatives to build safer, discrimination-free environments, achieve gender equality, and work toward the eradication of gender-based violence in our community.

Read the press release on UN Women:

[Press Release](#)



In April 2023, we signed an agreement to bolster and formalize recent cooperation between the United Nations High Commissioner for Refugees (UNHCR) and Tecnológico de Monterrey. The goal of this partnership is to foster the joint development of academic, training, social inclusion, monitoring, and/or support activities within humanitarian aid processes for individuals seeking refugee status, recognized refugees, asylum seekers, stateless individuals, internally displaced persons, and those in a situation of mobility in Mexico.

Some of the programs we are working on together include:

- Community service.
- Immersion and awareness projects (Semana TEC).
- Legal action clinic (BUFETEC).
- Revalidation of academic credentials (in accordance with a country's educational legislation and policies).
- Educational, economic, labor, social, environmental, and cultural inclusion.
- Promotion of educational opportunities, with an emphasis on Prepanet (our flexible program for individuals with limited financial resources to study high school online).

As an educational institution, we are committed to actively collaborating in the creation of long-lasting solutions to major social challenges, as well as creating spaces where:

- We discuss, reflect, and raise awareness of these issues.
- We promote the inclusion of refugees to help create a safe environment for immigration processes in the country.

Furthermore, through this agreement, we have reaffirmed our **institutional commitment to the UN Sustainable Development Goals (SDGs) for 2030**, specifically contributing to achieving **SDG 10** - Reducing inequalities within and among countries – and **SDG 8** - Promoting inclusive and sustainable economic growth, employment, and decent work for all.

For more details on the signing of this important agreement, please click on the following links:

Audiovisual Report of the Signing of UNHCR Agreement



Press Release



APRU - Indigenous Knowledges Workshop

In November 2022, we held the 1st Indigenous Knowledges Workshop in San Cristóbal de las Casas, Chiapas. The event took place at the Tecnológico de Monterrey Center for Social Innovation (CIS), a space that fosters connection between the academic community and indigenous groups through social innovation projects.

Participants included the University of Oregon, the University of Auckland, the University of Melbourne, the University of Hawaii at Mānoa, the University of the Philippines, *Universidad de San Francisco de Quito*, Simon Fraser University and the Tecnológico de Monterrey. Over the course of the four-day event, we shared initiatives and projects aimed at improving Indigenous Studies teaching programs.

For further details about this event, please click on the following link:

Press Release 



Se reúnen académicos de APRU en San Cristóbal de las Casas para fortalecer sus vínculos y los conocimientos indígenas en la Universidad del Pacífico

El Tecnológico de Monterrey y la Universidad de Melbourne, en colaboración con el Tecnológico de Monterrey y la Universidad de Melbourne, se reunieron en San Cristóbal de las Casas, Chiapas, para fortalecer sus vínculos y los conocimientos indígenas en la Universidad del Pacífico.

El evento, que se llevó a cabo del 1 al 4 de noviembre de 2022, fue organizado por el Tecnológico de Monterrey y la Universidad de Melbourne, en colaboración con el Tecnológico de Monterrey y la Universidad de Melbourne. El evento se llevó a cabo en San Cristóbal de las Casas, Chiapas, y contó con la participación de académicos de la Universidad de Oregon, la Universidad de Auckland, la Universidad de Melbourne, la Universidad de Hawaii at Mānoa, la Universidad de las Filipinas, la Universidad de San Francisco de Quito, la Universidad de Fraser y el Tecnológico de Monterrey.

El evento se llevó a cabo en San Cristóbal de las Casas, Chiapas, y contó con la participación de académicos de la Universidad de Oregon, la Universidad de Auckland, la Universidad de Melbourne, la Universidad de Hawaii at Mānoa, la Universidad de las Filipinas, la Universidad de San Francisco de Quito, la Universidad de Fraser y el Tecnológico de Monterrey.



DIVERSITY, EQUITY, INCLUSION, AND BELONGING ADVISORY COMMITTEES



Driving action on diversity, equity, inclusion, and belonging involves engaging and consulting with the community, especially with historically discriminated and underrepresented groups.

For this reason, through the Office of Diversity and Inclusion - now the Office of Diversity, Equity, Inclusion, and Belonging - at the Center for the Recognition of Human Dignity, we created 5 Diversity and Inclusion Advisory Committees - now known as the Diversity, Equity, Inclusion, and Belonging Advisory Committees. Their names and the dates they were created are listed below:



(2018)



(2020)



(2020)



(2022)



(2022)

These voluntary and cyclical groups comprise faculty members and employees who share identities, interests, and backgrounds, thereby providing visibility to the specific needs and challenges we face as an institution. Furthermore, and in accordance with the values and objectives of the Tecnológico de Monterrey, they promote recognition and respect for human dignity.

Although each committee has specific objectives, one of their general goals and core functions is to advise and consult on initiatives and proposals within the institution, transforming them into projects that help prevent discrimination and inequalities.

During the period comprising 2022-2023, they issued recommendations on our commemorative campaigns for International Women's Day, the *#ElijoAmorDelBueno* campaign for February, and the *#ElijoAmor* campaign for International LGBTQIA+ Pride Day. As part of the Priority Functional Project: Diversity, Equity, Inclusion, and Belonging, we are currently in the process **of increasingly involving the Diversity, Equity, Inclusion, and Belonging Advisory Committees**.

In the following chapters, we will present some of the specific actions and notable campaigns we have implemented around the themes of each of these committees.

GENDER EQUALITY



When we talk about gender equality, we are referring to the actions we take as an institution to achieve equal conditions for men and women. Inequality of opportunities and the gender pay gap still exist in our country and also around the world.

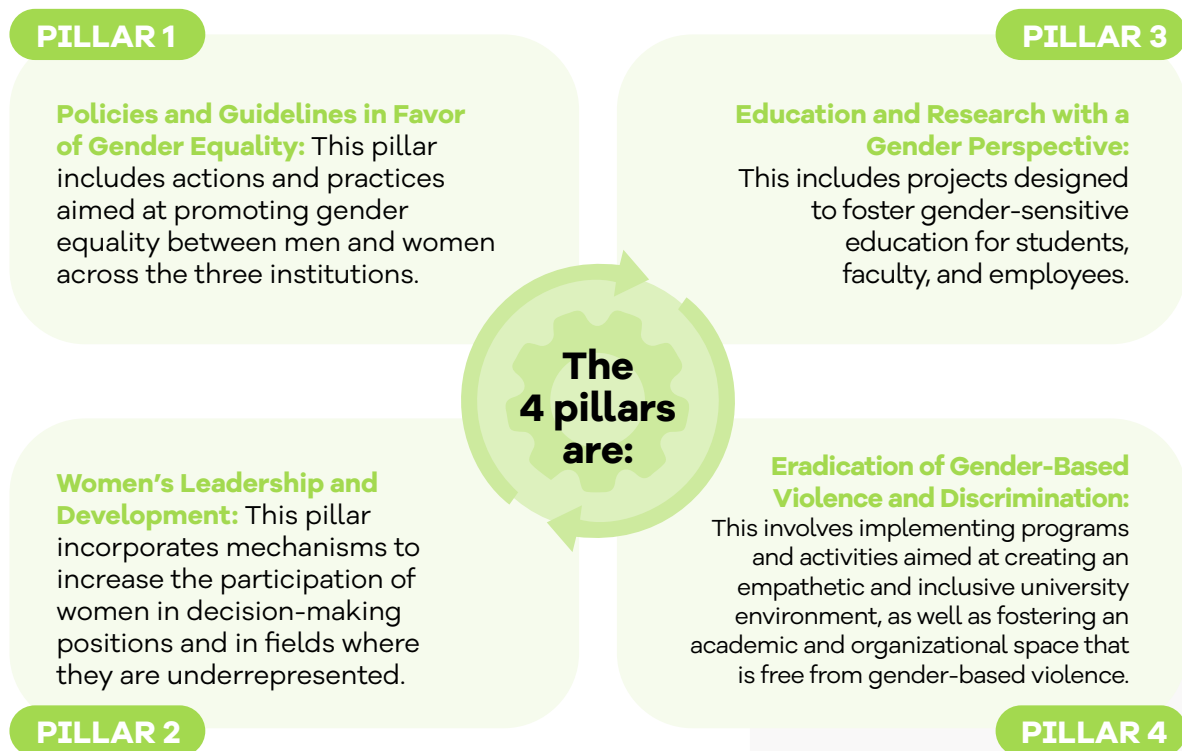
Relevant information that demonstrates our commitment to closing this gap is outlined below.

Gender Equality Plan

In September 2021, thanks to the efforts of the then Equality Committee, we launched the Gender Equality Plan (PLIG). Since its third iteration, it has been endorsed by the *Impulsa Committee*. The purpose of PLIG is to develop and implement policies and actions aimed at advancing equal opportunities, fostering an environment conducive to human flourishing, where all individuals have the same opportunities to develop their potential and achieve self-fulfillment.

Its design - which involved more than 30 people - was based on the methodology used by UN Women, as well as an internal survey conducted in 2020 that focused on gender gaps within our institution.

Following this diagnostic exercise involving the Tec de Monterrey, *TecSalud*, and *Tecmilenio*, we identified four key pillars that have helped guide us in the development of **34 actions essential to narrowing the key gender gaps detected**.



Almost two years after its launch, we have achieved **an overall advance of 35%**, having implemented 12 of the 34 planned measures to reduce gender gaps. Notable accomplishments include:

- Reviewing Talent processes to determine whether they incorporate a gender perspective.
- Establishing regular pay equity analyses and other targeted measures to reduce identified gaps.
- Launching two new programs to support the development of women leaders across our three institutions:
 - *Red Impulsa*, an intersectional network of women leaders that focuses on mentoring and networking.
 - Women in Learning and Leadership (WILL), aimed at further strengthening and developing the leadership competencies and skills of women leaders.
- Conducting workshops to attract female high school students to STEM fields.
- Institutionalizing human dignity awareness courses for students, faculty, and employees.
- Launching the new ETHOS platform and integrating ethical processes to consolidate reporting channels.

Aligned with the Gender Equality Plan (PLIG) and as part of the *Eradicating Gender-Based Violence and Discrimination* pillar, we have also designed **TecSeguro** and **TecmiSeguro**, the goal of which is to prevent gender-based violence and discrimination at Tec de Monterrey and Tecmilenio, respectively.

These important steps toward gender equality have been made possible thanks to the dedication and collaboration of institutional leaders and a huge number of individuals from support areas, academia, and faculty, as well as ongoing support from the Impulsa Committee, the Center for the Recognition of Human Dignity, and the team from the Functional Priority Project: Diversity, Equity, Inclusion, and Belonging.

You can download the Gender Equality Plan at:

<https://tec.mx/sites/default/files/dignidad-humana/impulsa/plan-igualdad-genero-resumen-ejecutivo.pdf>



Leadership, Development, and Pay Equity

The Tecnológico de Monterrey is composed of three institutions: **Tec de Monterrey**, **Tecmilenio**, and **TecSalud**.

Over the past nine years - from 2014 to 2023 - we have made significant progress in terms of gender equality, women's leadership, and job opportunities for women:

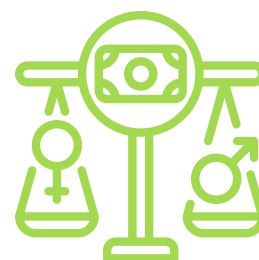
Laboran con nosotras y nosotros
+31,000 personas, de las cuales
el **51% son mujeres**.

- The percentage of **women in leadership positions** increased from 22% in 2021 to **30%** in 2023. This milestone surpassed the goal set for 2023 and met the target originally planned for 2025.
- As of May 2023, **51%** of **middle management roles were held by women**.
- In terms of **faculty positions**, women accounted for 40% in 2021, rising to **45%** in 2023.

In terms of pay equity, we have reduced the wage gap across all levels and seniority ranges - particularly for new hires - with the gap decreasing by 50%, from 12.3% to 6.4%.

From 2021 to 2023, we focused on identifying, recognizing, and developing the talent of women across our institution through the following initiatives:

- In keeping with our values, 63% of promotions and reassessments from 2021 to June 2023 were awarded to women.
- Through our **High Potential** project, which aims to identify and retain key personnel and foster their professional growth, we **recognized** the hard work and dedication of approximately **400 women** during the period comprising 2022-2023.
- To further support the professional development of our female employees, from August 2021 to December 2022 we awarded **144 educational grants to women**, representing just over 50% of all the grants given during that period.



Impulsa Committee

The *Impulsa* Committee was created in 2018 as the first advisory body on diversity, equity, inclusion, and belonging, coordinated by the Center for the Recognition of Human Dignity.

It is composed of women and men in leadership roles from across our institution who aim to bring a gender perspective to institutional and decision-making processes, while integrating the diverse voices and experiences of our employees. The committee's primary goal is to advance gender equality, particularly by increasing the representation of women in leadership roles.

The responsibilities of the *Impulsa* Committee include:

- Analyzing the current situation and identifying opportunities to promote gender equality within the institution.
- Proposing initiatives to close identified gender gaps.
- Actively participating in the implementation of those initiatives.

Through this committee, which forms part of the Priority Functional Project: Diversity, Equity, Inclusion, and Belonging, and thanks to the collaboration of various schools and departments, we are building an increasingly empathetic organization - one that recognizes diversity as one of its greatest strengths in developing equitable and inclusive communities.



Women in Learning and Leadership (WILL)

The **first cohort** of this institutional group mentoring program launched in June 2022, with the participation of **25 women leaders** from Tec de Monterrey, Tecmilenio, and TecSalud.

WILL is designed to **amplify the skills and talents** of its participants, empowering them to drive decision-making and create solutions that help meet our institutional goals. The program guides them through a journey of self-discovery and self-recognition, under the mentorship of Grisell Sordo, a counselor and mentor to professional women with wide-ranging experience in the corporate world.



The first cohort of the WILL program successfully completed the program after six months, reporting a general improvement across key dimensions such as career planning, political know-how, and work-life balance, among others.

In parallel, we organized the first **WILL Seminar** at our campus in Guadalajara to help contribute to the development of women leaders by offering tools made by and for women within a space of sisterhood and solidarity. The seminar brought together **25 leaders and members of academia** from the campus, who were guided by women executives through a dynamic program covering topics such as emotional intelligence, conscious leadership, communication, and professional development.

In June 2023, we launched a new edition of WILL, specifically designed for **academic leaders** from the Office for Undergraduate and Graduate Education. Participants included faculty leaders and directors of departments, divisions, or academic projects.

Once again, Grisell Sordo served as mentor to these **26 leaders**, who engaged in both group and one-on-one mentoring sessions over a six-month period



Highlighted Gender Equality Initiatives

- **STEM Talks:** Ongoing since 2021, this initiative is a collaboration between **LiFE and the School of Engineering and Sciences**. It aims to promote STEM fields among the student and alumni communities (EXATEC).
- **Panel on STEM Research with a Gender Perspective:** This panel was held during the 2021 International Conference on Educational Innovation (CIIE).
- **Panel: Shared Responsibility — Voices of Couples:** This panel featured couples who share teaching and research roles, offering insights on balancing responsibilities and promoting equality in academic settings.

As part of the Tecnológico de Monterrey's 80th anniversary, four immersive cultural exhibits were temporarily installed across our campuses in Monterrey, Guadalajara, Querétaro, and Mexico City. A virtual national exhibit was also launched. These exhibitions celebrate the living memory of women within the institution, highlighting their contributions and experiences.

In 2023, as part of the **11th Mujer Tec Awards**, **187 nominations** were received, with 17 winners being selected. The most popular categories were Science and Transformative Power. Notably, **46 of the nominees were lecturers**, a significant increase from the 16 lecturers nominated in 2022, when 154 total nominations were submitted.

In 2023, **Bootcamp: Women for the Future** was held at our campus in Guadalajara, bringing together **over 60 engineering students** from 19 of our Tec de Monterrey and Tecmilenio campuses. The goal of this program is to inspire future leaders, equip participants with leadership tools, and explore professional opportunities in STEM to help close gender gaps in the field.

Thanks to the leadership of the Cyber security Hub of the School of Engineering and Sciences (EIC) and in collaboration with the Spanish National Cybersecurity Institute (INCIBE), Microsoft, and other institutions, we launched a study focusing on **women's participation in cybersecurity** across Spanish-speaking countries in Latin America-



A total of **349 women** and **455 organizations** across **17 countries** took part.



Networks for Gender Equality

Red Impulsa

This intersectional network of women was created in August 2021 with the goal of driving the development of its members by cultivating their leadership skills, expanding their networks, and sharing experiences to support their professional growth.

In its **second year**, **Red Impulsa** grew thanks to the participation of **105 women leaders** with growth potential. They were accompanied by **22 mentors** - outstanding men and women leaders from within our institution - who helped them to create new connections and envision development opportunities.

In addition to group mentoring, participants have access to inspiring talks, continuous learning workshops, networking spaces, and our women's leadership newsletter.

Furthermore, during their time within the network, participants are tasked with establishing and advancing their development plans - which include self-awareness actions - and with taking advantage of the growth opportunities offered by the institution.



It is worth noting that, in February 2022, we held the **Red Impulsa Summit**, which was attended by over 120 people. This event included talks and simultaneous workshops featuring women leaders in various professional fields, including from finance, sports, and business. Highlights included the **Women Athletes Panel**, with the participation of high-performance student and alumni athletes, as well as a **keynote speech by Penny Locaso**, an international speaker and author of the book entitled *Hacking Happiness*.



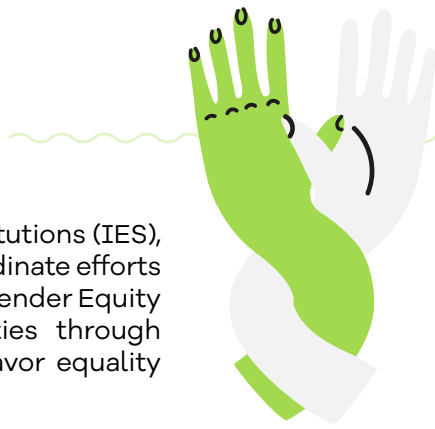
National Network of Higher Education Institutions - Paths to Gender Equality (RENIES - ANUIES)

This national network comprises 53 higher education institutions (IES), including the Tecnológico de Monterrey. Its goal is to coordinate efforts to promote the institutionalization and mainstreaming of Gender Equity Perspectives (PEG) within higher-education communities through structural changes and the promotion of policies that favor equality between women and men.

In 2021, during its 11th annual National Meeting, organized by the Gender Unit Coordination team at Universidad Veracruzana and held online due to the COVID-19 pandemic, several key activities were rolled out:

- **Keynote Lecture:** *Green, Violent, Orange: Rising Tides in Higher Education Institutions.*
- **Dialog on Masculinities:** *Where Do We Start in Higher Education Institutions?*
- **Work Session on Mainstreaming PEG in Higher-Education Institutions**, among others.

For its 12th annual National Meeting, convened by the Office of Equality and Human Rights at the Autonomous University of Tamaulipas in August 2022, the Tecnológico de Monterrey participated in person to acknowledge the progress being made in institutionalizing and mainstreaming gender perspectives, as well as promoting agreements to obtain federal support for the construction of daycare centers within higher-education institutions



TecSeguro and TecmiSeguro

TecSeguro was created in October 2019 with the goal of ensuring and promoting discrimination-free spaces within our facilities. In 2022, Tecmilenio joined this initiative by establishing its own offices, with coordinators across its three regions.

In the period comprising 2021-2022, we rolled out the following actions:

TECSEGURO

- Standardizing physical spaces for Human Dignity Access Points (AP).
- Enabling and measuring AP processes.
- Approving 6.5 additional APs on campuses, focusing on *PrepaTec*.

TECMISEGURO

- Approving the working plan and resources for the roll-out of *TecmiSeguro*.
- Training 342 leaders, mentors, coordinators, VIVE coordinators, Talent department employees, and PA personnel on diversity, equity, and inclusion issues.
- Adapting the Access Point Operations Manual.
- Developing processes to foster diversity and inclusion allies through training and upskilling tools.

During the period comprising 2022–2023, we hit the following milestones:

TECSEGURO

- 6 training sessions delivered to 22 Access Points (APs) to bolster their role in addressing and preventing gender-based violence.
- 3 training sessions for 42 participants from advisory committees on diversity, equity, inclusion, and belonging, focusing on the updated Protocol for the Prevention and Response to Gender-Based Violence.
- Socialization session with over 100 members from the LiFE, Talent, *PrepaTec*, and Faculty teams.
- Comprehensive report on findings regarding perceptions of gender-based violence.

TECMISEGURO

- Pilot program for Human Dignity courses at *Tecmilenio*, with a total of 98 high-school students, 104 undergraduate students, and 87 graduate and executive students taking part.
- First training session on the new Operations Manual for 53 APs across 26 campuses.

To learn more about the advances we have made in each of our commitments, please consult the Transparency Report by clicking on the following link:

<https://tec.mx/sites/default/files/dignidad-humana/transparencia/InformeTransparencia2022v2.pdf>



Women in Research

CONAHCYT's National Researcher System (*Sistema Nacional de Investigadores - SNI*) recognizes the efforts of individuals who dedicate their lives to generating scientific and technological knowledge through peer reviews. Once they are inducted into this system, they are awarded the title of *National Researcher*.

As of 2023, 727 faculty members at the Tecnológico de Monterrey are affiliated with the SNI, having been recognized for their work at one of the system's three levels. Of this total, 163 are women: **4 are at Level III, 29 at Level II, and 130 at Level I**. Furthermore, **60 women** are currently candidates to join the system through their research proposals.

This brings the **total number of women working in research to 223**.



HeForShe Tecmilenio



In 2022, as part of its commitment to involve both men and women from the student community in activities aligned with UN Women's goals to achieve gender equality – including the prevention of gender-based violence and awareness surrounding gender equality awareness - Tecmilenio launched its pilot program for *HeForShe* student groups.

During this period, Tecmilenio's Office of Inclusion and Safe Community succeeded in creating the Operations Manual for its *HeForShe* Support Program. This manual outlines responsibilities for jointly organizing the Women's Forum during the national 8M event. Furthermore, 15 campuses participated in the national *Cinedebate* activity.

Throughout the year, 40 groups coordinated more than 120 activities, impacting a total of 3,760 people.

En los 2 semestres de ese año, participaron **40 grupos** que llevaron a cabo **+120 actividades** que **impactaron a 3,760 personas**.



Asia Pacific Women in Leadership (APWiL)

This mentoring program, part of the APRU (Association of Pacific Rim Universities) international university consortium, promotes women's leadership in the Pacific Rim.

In the period comprising 2022–2023, four lecturers from the Tecnológico de Monterrey participated in this program: two from the School of Engineering and Sciences and two from the School of Medicine and Health Sciences.

Through this collaboration, we help foster international spaces for the empowerment, professional growth, and development of women in academic positions. Participants also have the opportunity to build a collaborative network with other professionals from the consortium.

Key Activities from our Access Points

To mark International Women's Day, a panel entitled *Women's Leadership* was held at our campus in Santa Fe, promoting a space to reflect on women's leadership and how it can contribute to gender equality.



Student Gender Equality Groups and their Key Activities

There are currently 27 Gender Equality (GE) groups at the Tecnológico de Monterrey, at both high-school and university levels. Alongside other groups with related activities, they have developed a total of 60 projects. From August 2021 to June 2022, the following key activities were rolled out:

Sin Barreras II (No Barriers II):

A week organized by 8 student groups from our campus in Mexico City (CCM) aimed at informing, raising awareness, educating, and sensitizing the Tec community about the issues that women face in society. In this, the second year of this event, the GEs organized 11 activities, including workshops, conferences, and reading circles. Topics covered included mental and physical health through a feminist perspective, decolonizing feminism, women in STEM, masculinities, and gender-based violence.

Over
400
people
benefited.

Juega como niña (Play Like a Girl):

A series of workshops and conferences organized by Girl Up from our campus in León offered by sports professionals with a feminist perspective. The goal of this initiative is to stop girls from quitting sports at an early age due to a lack of support or inspiration, to promote gender equity in physical training at any level, and to raise awareness of current issues facing women's sports. Some of the topics discussed were menstruation in sports, mental health, violence-free sports, the importance of nutrition, and combating stereotypes.



Wonder Woman in Business

Conferences organized by the Business Women's Alumni Society from our campus in Hidalgo entitled *Panorama of Women's Wealth and Salaries in Companies* and *Stereotypes and Discrimination in Heavy Industry*, aimed at promoting collective empowerment in the labor field and creating gender-sensitive opportunities in business and companies.

Hack4Women:

A hackathon organized by the ADA Women ITC GE student group from CCM around a central theme of gender-based violence. The purpose of this event was to raise awareness about gender inequality and present creative programming challenges to students from engineering and other fields, helping them develop skills and competencies such as teamwork and communication, as well a better understanding of social problems and how to resolve them.

Building a Safe Campus:

A space created by the FETEC 2022 Executive Committee at our campus in Monterrey, where students shared their experiences and opinions on gender, diversity, and inclusion. Institutional leaders also presented the progress made on these topics to help reach mutual agreements and solutions.

From August 2022 to June 2023, the following key activities were rolled out:

A series of activities to promote Equality, Respect, Reflection, and Inclusion within our community:

From January to June 2023, the high-school GE student group *Femme* from our campus in Laguna, coordinated a series of events, including *Do It Like a Girl*, a talk on consent, *Circle of Unity*, a mural entitled *I am a woman, and I am proud of myself because...*, and *The Sisterhood Market*.

These initiatives
benefited over
380
people.

Equity Week:

Organized by the high-school GE student group HeForShe group at our campus in Esmeralda, with the aim of raising awareness about gender equity and International Women's Day.

This event **benefited over 637 people** including students and faculty.

Romantic Love:

A panel held at PrepaTec at our campus in Chiapas, by HeForShe with the support of the regional Public Prosecutor's Office for Women's Affairs. The goal of this event was to raise awareness and sensitize the student community about dating violence.

This event **benefited over 300 people.**

Orange Week:

Developed by the GE student group *Ámbar-Colours* from our campus Toluca, this event aims to raise awareness about the different forms of violence against women and encourage sisterly support through an entrepreneurship fair.

This event **benefited over 260 people.**



If you would like to learn more about the work being done by GE student groups at the Tec de Monterrey and Tecmilenio to promote gender equity, please write to:

CentroDignidadHumana@itesm.mx



Gender Equality Collectives

In addition to the GE student groups, there are organizations within the Tec community that choose not to be formally established or regulated. Through a voluntary and critical perspective, these collectives create spaces for dialog and organized action around a common political goal.

In 2021, through the Center for the Recognition of Human Dignity, we created the National Office of Student Groups and Collectives with the objective of promoting spaces for engagement, listening, and collaboration with the student community.

This Office, in collaboration with the Access Points, creates spaces for dialog, follow-up, and feedback on the wide range of student activities, expressions, and initiatives covering the issues of gender, diversity, and human dignity.

During 2022, the Office and the Access Points provided **27 instances of support to GE groups and collectives** relating to demonstrations, clotheslines, and requests for information.



PEOPLE WITH DISABILITIES



In keeping with our values of **Empathy and Inclusion**, we continue to work towards ensuring that more and more People with Disabilities (PwD) are fully included in our institution.

Below are some of the strategies we developed in the period comprising 2022-2023 period to achieve this goal.

Mexican Sign Language Workshops

Our goal is to include the deaf community by promoting the learning of Mexican Sign Language (LSM). From August 2021 to June 2023, we held:

26 courses and workshops
at our campus in Monterrey.

1,050 people benefited
either in-person or online.

At Tecmilenio, the LSM workshop has been part of the official Arts and Culture program since August 2022. From that date until December 2023, we held:

61 workshops
across different campuses.

940 students benefited.

At our campus in Santa Fe, during the August-December 2022 and February-June 2023 semesters, we offered a LiFE LSM course based on the Common European Framework of Reference (CEFR) for the learning, teaching, and assessment of languages .

**23 students
and 1 employee**
participated.



7th and 8th Annual Disability Inclusion Forums

This annual event, held at our campus in Monterrey, aims to promote a culture of inclusion for People with Disabilities (PwD) across various sectors such as culture, sports, education, social issues, technology, and more. The event features people with disabilities who share their experiences, as well as experts in disability-related topics.

The **7th annual event** took place online in October 2021, with over **1,000 participants from different universities**.

The **8th annual event** was held in October 2022, featuring a Mexican Sign Language (LSM) workshop, a **Human Library™** activity, conferences, and other events to promote inclusion and respect for human dignity. The key themes of this event were gender equality, sports, and workplace inclusion. **Over 100 students participated** as part of their community service.

This event benefited **700 students** from our campus in Monterrey.



Human Library

Inspired by the Human Library initiative, the School of Humanities and Education, in partnership with the SM Foundation, began implementing **Human Libraries** in **December 2017**.

In early 2018, we obtained the license, allowing us to organize 12 Human Library™ events over two years in Mérida, Monterrey, and Mexico City. The topics addressed included migration, disability, sexual diversity, elderly people, and others.

After the pandemic, **in May 2022, we resumed in-person Human Library™ events**, starting with an event on migration at UNAM. During the Monterrey International Book Fair (FIL MTY), we held a Human Library™ on migration. In early November, we organized another one in Mexico City with four distinct collections: Health and Disability, Job Precariousness, Gender Violence, and Migration.

The objectives of the Human Library™ include creating learning and practice communities capable of recognizing and appreciating human diversity, fostering listening, promoting the deconstruction of stereotypes and prejudices, and building spaces where knowledge is accessible to all citizens.



Wheelchair Workshop

We rolled this workshop out in June 2022 at our campus in Puebla, where it was aimed at the varsity sports teams. The goal was to raise awareness among team members and teach them how to properly use a wheelchair, in case they needed it temporarily due to an injury.

This workshop benefited **15 participants from varsity sports teams** and **3 students** from student groups



Yoga Session for People with Disabilities

During the *Semana TQueremos* at our campus in Puebla, in early 2023, we held the first yoga session for people with disabilities. It was led by experts and students from different student groups, and the goal was for everyone, regardless of their physical condition or their state of health, to participate in the exercise. This session helped break down biases and stereotypes surrounding people with disabilities.

This event benefited **30 people** both with and without disabilities.



Architectural Accessibility: Applications for Designing Spaces

This book document was created in response to the lack of coverage in national and international architecture programs regarding universal design and accessible design. This practice is useful for students and professionals in both design and construction, and those interested not only in complying with the law but also in positively impacting society through inclusive infrastructure. It brings readers closer to inclusive solutions within existing regulations from the outset of the design process.

It also offers a series of examples that highlight common mistakes made when creating accessible solutions - such as ramps, bathrooms, stairs - and in terms of the distribution of spaces in homes or offices.

The goal is for this publication to become a living document that, in future editions, will include more examples, in addition to updating standards or adding new ones.

The Tec21 Architecture program has declared Inclusion as one of its four fundamental pillars, which is why, in addition to supporting our students, this publication is available as a free digital book on Apple Books and Google Play.



Student Groups for People with Disabilities (PwD) and their Key Activities

Our institution currently has **8 student groups** nationwide, spanning both high-school and college levels, dedicated to topics relating to the inclusion of people with disabilities. Together with other groups that focus on similar activities, there is a total of **16 projects**.

Below are some of their key initiatives comprising the period from August 2021 to June 2023:

Manual for Identifying Sensory Load:

This document was developed by the student group MIND (Movement for the Inclusion of Neurodiversity) at our campus in Monterrey. Its purpose is to **create more inclusive institutional events**. To achieve this, it proposes providing information about a series of aspects regarding sensory stimuli at events and activities, providing this information to attendees or those who may be affected.

Dinner in the Dark:

Event organized by the student group *Compucampo* from our campus in Puebla, consisting of inviting people to **dine blindfolded to raise awareness** and empathy toward people living with visual impairments.

Extreme Camp Experience:

Camp organized by the student group *Jóvenes de Valor* from our campus Saltillo, featuring recreational and educational activities for people with disabilities (PwD) in order to promote their inclusion in society. **It benefited 150 people.**

Empathizing with Neurodiversity:

A training session regarding psychosocial disabilities and the importance of inclusion was coordinated the student group *Súper Compucampo* from our campus in Puebla in collaboration with Rocío Casco Torres, the mother of a young man with autism and Attention Deficit Disorder.

Rights of People with Disabilities:

A talk given in May 2022 by Martín Pérez Sandoval, a lawyer with a disability who specializes in the topic. It was mainly aimed at the TEC community with disabilities and Law students from the Central-South Region.

Below are some of their key initiatives comprising the period from August 2022 to June 2023:

Congress with Friends:

Organized by the student group *Limitless* from PrepaTec at our campus in Eugenio Garza Sada, its goal was to raise awareness among the PrepaTec community in the Monterrey Region about different disabilities. During the gathering with friends from UNIDOS, a number of dynamic, educational, and recreational activities were organized. **The event benefited 200 people.**



Fundraising Initiative:

Organized by the student group Smile Story from PrepaTec at our campus in Laguna, the goal was to finance cleft lip and/or palate surgeries. This event included selling products on campus, a bazaar, and a FIFA World Cup 2022 sticker swap. **Approximately 275 students participated.**

Series of Events, Courses, and Workshops for Children:

Planned by the student group *Súpercompucampu* from our campus in Laguna for children from different Special Education Centers (CAM) within the region, activities included fundraising efforts, a Children's Day celebration, and a two-week summer course offering classes in computing, swimming, crafts, theater, dance, sports, and cooking. **Around 320 people participated, benefiting 250 children.**

Charity Fair:

Held at PrepaTec at our campus in Santa Anita by the student group 3.14, the goal of this fair was to raise funds for the MACEL rehabilitation clinic, a nonprofit organization in *Tlajomulco de Zúñiga*, Jalisco, that provides therapy for children with disabilities. The donation will help the clinic improve its infrastructure to make it more accessible for patients. **Around 400 people attended the fair, which raised over MXN \$76,000.**



If you would like to learn more about the student groups at Tecnológico de Monterrey and Tecmilenio that work in favor of the inclusion of People with Disabilities (PWD), please write to:

CentroDignidadHumana@itesm.mx



LGBTIQA+ COMMUNITY

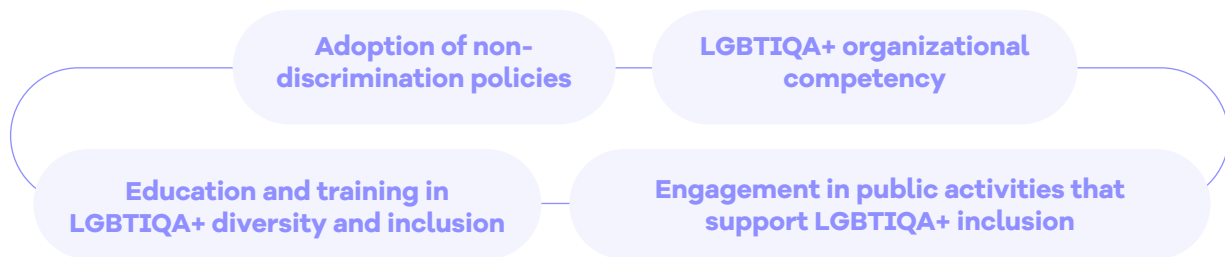


Recognizing our diversity means acknowledging all sex-gender identities and creating spaces that promote respect and inclusion within a framework of human rights. To achieve this, we have rolled out a number of strategies, as outlined below.

Human Rights Campaign Certification

In 2023, and **for the third consecutive year, we received the EQUIDAD MX Best Place to Work for LGBTQ+ certification** from the Human Rights Campaign (HRC) Foundation. That year, 298 companies received this certification, with the Tecnológico de Monterrey being the only educational institution among them.

This certification evaluates four strategic pillars of inclusion:



Furthermore, for the **past four years, we have supported our value partners through awareness and direct mentoring sessions** so they can participate in this certification process, should they choose to.

In August 2022, we supported 24 companies wishing to participate in the EQUIDAD MX certification. In 2023, 18 companies attended our awareness sessions, during which we shared best practices and addressed their questions about the certification.



Read the **2023** press release:

[Press Release](#) 🔍

Read the **2024** press release:

[Press Release](#) 🔍



Key LGBTIQA+ Initiatives

LGBT+ Pride Month and International Day Against Homophobia, Transphobia, and Biphobia

As part of the International Day Against Homophobia, Transphobia, Biphobia, and Lesbophobia, PRIDE organized an IDAHOBIT Week at CCM in both 2022 and 2023. During this week, various activities and events were organized to promote respect for diversity and to share experiences relating to discrimination against LGBTIQA+ individuals.

At our campus in Santa Fe, activities were also held to raise awareness of sex-gender diversity and to reflect on the barriers and violence faced by the LGBTIQA+ community.

Some of these activities included:

- LGBTe forum: *What is it and how does it affect me?*
- Inclusive language workshop: *Non-binary and non-normative identities*
- Talk: *Heteronormative medicine*
- Self-defense workshop
- Workshop: *Experiences and violence against the trans community*
- Exhibition: Human Library™
- Master class: *Diversity and mental health*
- Workshops: *Suicide prevention through inclusion*
- Master class: *Diversity and inclusion*
- Conference: *Historical perspective on sexual diversity*
- Keynote talks on human rights
- Staff training: *Diversity, inclusion, and respect*
- Online talks: *Mental health and the LGBTIQA+ community and LGBTIQA+ youth and the family environment*
- Drag show at our campus in Santa Fe.



Key Activities at our Access Points (AP)

As part of Pride Month celebrations, during June 2022 and June 2023, our Access Points (AP), in collaboration with LiFE, student groups, mentorship programs, and the Student Wellbeing department, organized **over 60 events** at campuses across various regions. Some of the key events are outlined below:

2022

CENTRAL-SOUTH REGION

Our Campus in Toluca

- Panoramic photo of the Tec community to show support for PRIDE Month, and a talk on combating LGBTIQA+ phobias.

2022

Our Campus in Hidalgo

- Pride EXATEC hosted a networking event with Dante Mejía, Paulo Guarneros, and Gustavo Arrieta, three EXATEC alumni who have advocated for diversity within their industries.

CDMX REGION

Our Campus in the State of Mexico

- Talk: *Discrimination based on sexual orientation and gender identity and its impact on academic life.*

Our Campus in Santa Fe

- Talk entitled *Labor gaps in the LGBTIQA+ community* to highlight the professional challenges this community faces.

WESTERN REGION

Our Campus Guadalajara

- LAVENDER Graduation: an experiential event to recognize and celebrate graduating undergraduate students who identify as part of the LGBTIQA+ community.

CENTRAL-SOUTH REGION

Our Campus in Querétaro

- *AIRE Anti-Runway*: Pride Month celebration held in the college quad.



Key LGBTIQ+ Student Group Activities

There are currently **9 student groups** across the Tec de Monterrey system - spanning high-school and undergraduate levels – that focus on topics concerning the LGBTIQ+ community. Alongside other similar organizations, they have rolled out a total of **41 projects**. There are also **4 student associations** at Tecmilenio that coordinate initiatives and activities to supporting this community.

Below are some of their key initiatives comprising the period from August 2021 to June 2022:

Uncensored Dialog:

Spaces for dialog on various topics – racialization, visibility, racism and colorism, LGBTIQ+ marketing and empowerment - organized by GE student group AIRE, from our campus in Querétaro, in collaboration with external collectives

This event featured

24 national and international speakers

2nd Annual UNIDES:

A multi-campus event held at various universities in Mexico City and organized by PRIDE CCM. **Its goal was to** create an interactive space for college students to **highlight and address the needs of young LGBTIQ+** undergraduate students and share their experiences.

Lavender Graduation:

This event, organized by student groups from our campus in Guadalajara, celebrated the graduation of 10 **LGBTIQ+ change agents** to both recognize their accomplishments and increase awareness surrounding diversity within the student body.

Mind and Diversity:

This series of activities, coordinated by *Pride-Psyque* at CCM, addressed the intersection between mental health and the LGBTIQ+ community. Highlights included:

- Talks: *What is happening to me? – LGBT+ Mental Health and Non-binary Identity*.
- University forum: *LGBT+ Mental Health and Risk Factors*.
- Workshop: *Psychological First Aid*, offered by a trained psychologist.

Below are some of the key initiatives comprising the period from August 2022 to June 2023.

Diversifica TEC/Pride mural:

Competition for digital art pieces or drawings, organized by FETEC at our campus in Aguascalientes, the winners of which were shown on the Pride Mural to celebrate Pride Month 2023.

Over 400 students
submitted projects.



LGBTIQA+ Bazaar:

A space for **entrepreneurs from the LGBTIQA+ community to gain exposure** and sell their products on campus. This event was organized by the PRIDE student group from our campus in Guadalajara.

It benefited
500 students.

Picnic for Lesbian Visibility Day:

A **recreational activity** including painting and snacks coordinated by the AIRE student group at our campus in Monterrey, aiming to provide **a safe and recreational** space for members of the lesbian community.

Around
250 people
participated.

Anti-runway:

Held at our campus in Querétaro by AIRE, the purpose of this event was to **make body and sexual diversity visible** and celebrated during Pride Month. There was a runway, lip syncing, and karaoke.

It benefited
250 people.

If you would like to learn more about the GE student groups at Tecnológico de Monterrey and Tecmilenio that work in favor of the LGBTIQA+ community, please write to:

CentroDignidadHumana@itesm.mx



SOCIOECONOMIC INCLUSION



In keeping with our values and principles, we ensure sustained efforts to promote socioeconomic inclusion within our institution and to foster human flourishing.

Below are the key initiatives covering socioeconomic inclusion

Institutional Scholarships

At the Tecnológico de Monterrey, we see talent beyond people's socioeconomic background, which is why we are constantly looking for students with the potential to transform lives during and after their time in academia.

This goal has driven us to grant scholarships that provide opportunities to students who stand out academically or in leadership, sports, and/or cultural activities, and who require financial support to continue their university studies.

From August 2021 to July 2022, we invested over **MXN \$3.25 billion in financial aid** for undergraduate students and over **MXN \$841 million for high school students**. For the period comprising August 2022 to July 2023, these figures rose to over **MXN \$3,490 billion for undergraduate students and over MXN \$845 million for high-school students**.

As a result, **50.8% of our undergraduate students** and **50.1% of PrepaTec students have some type of scholarship** that allows them to continue their studies and build their present and future.

Furthermore, during the **2021–2022 period**, we invested **over MXN \$575 million in postgraduate scholarships**, benefiting **91.2%** of students at this level. For **2022–2023**, this investment increased to MXN \$647 million.

As such, more than **94% of students** receive financial aid to help them pursue their postgraduate studies at the Tecnológico de Monterrey.

At **Tecmilenio** we invested over **MXN \$1.32 billion in scholarships** during the period comprising **2021–2022**, providing support to **83% of high school students, 82% of undergraduate students, and 98% of master's students**. Similarly, in **2022–2023**, we invested over **MXN \$1.45 billion in scholarships**.

We provide financial support to **81% of high school students, 86% of undergraduate students, and 99% of master's students**.



Líderes del Mañana Program

In 2023, the Tecnológico de Monterrey celebrated the 10th anniversary of its *Líderes del Mañana* program, which offers a 100% undergraduate scholarship for students who stand out as a result of their academic merit, leadership, and social commitment. The young people who enter this program coordinate a social project or initiative that benefits their communities.

The academic performance and social commitment of these young people have enabled the Tecnológico de Monterrey to continue fulfilling its mission of making a lasting impact through education and contributing to the development of outstanding social leaders.

Ten years after its launch, the **Líderes del Mañana** community consists of **1,942 young people**, of whom 200 belong to the 9th generation (2022) and 221 to the 10th (2023).

In 2018, students and alumni from *Líderes del Mañana* created the **Líder a Líder Scholarship** so that other aspiring students could also pursue their studies at the Tecnológico de Monterrey. In ten years, they have awarded **10 scholarships** through the **Líder a Líder Prize Draw**, in partnership with *Sorteos Tec*.

In 2022, for the first time, the *Líderes del Mañana* call for applications was opened in 8 Central American countries - Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic - allowing enthusiastic and determined young people who are committed to transforming their environment to study at the Tecnológico de Monterrey. That same year, the program welcomed its first student from the Dominican Republic to our campus in Monterrey.

This means that **the program currently has 958 students and 984 alumni.**



In this, the 10th year of the program, **4 young people from 4 different countries** - El Salvador, Guatemala, Honduras, and Panama - joined the program.

Tecmilenio Scholarships

These **100% scholarships** to study at Tecmilenio **promote social mobility** as they are awarded to talented individuals who are committed to their communities.

Over the past year, more than 80% of scholarship recipients were the first in their families to attend university.

Since the program began in 2018, scholarship recipients have had a **positive impact through more than 70,000 hours of service** to their communities through projects aligned with the SDGs, as part of their commitment to society and their way of giving back to their communities.

To date, the following scholarships have been awarded:
62 in 2021,
56 in 2022 and
66 in 2023.

Prepanet

This social program launched by the Tecnológico de Monterrey in 2004 offers high-quality online high*school education to young people and adults who have been unable to access this level of education as a result of social inequality. Its objective is to help reduce inequality and education gaps in Mexico, as well as to promote upward social mobility.

In the period comprising September to December 2022, a total of **2,104 students were enrolled across 18 campuses**, making this initiative the **third largest high-school program at the Tecnológico de Monterrey**.

This milestone has been made possible as the result of a number of strategies:

My Prepanet Scholarship:

90% tuition support for employees and their children enrolled in the program.

It has benefited
307 people.

Alliance with BBVA Foundation:

From 2022–2023, the second generation of scholarship students from this institution was enrolled.

New partnerships:

With the Ford Civic Committee; the Municipality of Apodaca; the *Banorte* Foundation; *Minas de Oro Nacional*, in collaboration with our campus in Chihuahua; and the Municipality of Cuautitlán Izcalli, in partnership with our campus in the State of Mexico.

Synergy with the Philanthropy Department during 2023:

A total of **MXN \$804,500 in donations** was received from the *Banorte* Foundation, Manpower, and *Pochteca*, providing **scholarships for 60 people**.

Other strategic partnerships:

With the Mexican Institute of Advanced Learning (IMAA) in Sinaloa and with the *Escuelas SER* program.



At the time of this report's publication, **70 students** were in the **admission process** to begin their studies in the fall of 2023.

Furthermore, *Prepanet* promotes the participation of volunteers from the Tec community, as well as students and faculty from the undergraduate programs at Tecnológico de Monterrey and Tecmilenio, who complete their social service as tutors for students enrolled in this educational system.

During the period comprising 2022–2023, the following served as tutors:

- 1,820 undergraduate students from Tecnológico de Monterrey and Tecmilenio
- 200 volunteers from the Tec community.

To date,
5,485 students have
graduated from the program,
and over **12,721 volunteer
tutors** have participated.

Based on a review conducted by the Center for Educational and Social Studies in December 2021, 68% of program graduates go on to begin their undergraduate studies.



Student Social Service

The Social Service model at the Tecnológico de Monterrey places the personal and professional talent of our students at the service of society. Through a focus on Ethical and Civic Commitment, students generate proposals, actions, and solutions to social issues within their communities.

Our human-centric educational model seeks to form more empathetic and inclusive students who are capable of recognizing the social needs of our country and aware that solutions must be rolled out in collaboration with the community itself.

From August 2021 to July 2023, we achieved the following results in the area of student social service, for those who began their studies prior to 2019:

16,860 students participated in **3,518 social service projects**.

164 faculty members promoted participation in social service projects through their classes.

3,608 partner organizations benefited from more than **2.3 million hours of social service**.

In turn, Tec21 programs (for those students who began their studies after 2019) achieved the following milestones during the same period:

157,688 students participated in Social Service Learning Unit (UF) groups, providing **more than 9.5 million hours** of service.

4,251 partner organizations participated during both regular and intensive terms, within **9,526 UF groups** offering social service experiences.



2,718 faculty members promoted an Ethical and Civic Commitment perspective through social service experiences in their UF groups.

With regard to the SDGs addressed during this period as part of our Social Service UF groups, the most widely covered were:



with 28.5% coverage.



with 18% coverage.



with 16.5% coverage.



with 7% coverage.



with 6% coverage.



Tec Volunteering

Like the UN, we consider volunteering to be a vital mechanism for driving the economic, social, and environmental transformation of communities given its capacity to change people's mindsets, attitudes, and behaviors.

As such, from our Office of Social Impact, the mission of Tec Volunteering is to mobilize our community to drive, from their own scope, high-impact initiatives and experiences that contribute to human flourishing both inside and outside the institution.

Milestones from the period comprising August 2021 to June 2023:

101 permanent
volunteering projects.

13,864 volunteers
participated at a national level.

219,004 people and organizations were served and/or benefited.

26 of our **volunteering initiatives** promoted digital inclusion among these communities.

The SDGs that are most aligned with our volunteering efforts were: **SDG 4-Quality Education, SDG 2-Zero Hunger, SDG 13-Climate Action and SDG 5-Life on Land.**



Key initiatives from the period comprising August 2021 to June 2023:

Volunteer Day 2021:

64,000+

volunteer hours improved learning spaces for 33,500+ children from **105 schools**.



Playing and Learning Without Borders:

11 volunteers contributed 220 hours to the academic development of migrant children at 2 shelters in the state of Nuevo León through this initiative that took place during August and September 2022.

50 people
benefited.

Building a Better Tomorrow:

9 volunteers dedicated 100 hours to promote refugee self-employment and empowerment through mentorships programs aimed at supporting their projects and livelihoods. This program took place during August and September 2022.

9 people
benefited.



Distritotec

This initiative, promoted by the Tecnológico de Monterrey since 2012, has been rolled out in collaboration with institutions, government, and the community. It envisions a city model where people's quality of life and the capacity for innovation come together in actions of urban and social transformation.

From August 2021 to June 2023, the following key initiatives were rolled out:

Distritotec Neighborhood Council:

A volunteer working group that works together to drive improvements to the area and has become a benchmark for active citizen participation. In June 2022, it participated in the 2022 ForoMty, an annual event aimed at catalyzing major collective projects to contribute to social transformation in the state.



Luis Elizondo-Complete Street Project:

Completed in November 2022, this project contributes to local, national, and international efforts to restore the shared nature of streets. This project covers the stretch from *García Roel* to *Junco de la Vega*, maintaining existing traffic lanes and expanding integrated mobility options through safe pedestrian crossings, new street lighting, urban furniture, and the planting of native trees, among other improvements.



Wellbeing 360 – 2022 Cities of Wellbeing:

Distritotec has been a part of this major event since 2022, coordinating content for the *Cities of Wellbeing* section. On this occasion, there were a total of 10 sessions related to comprehensive urban topics that cover the 4 pillars of *Distritotec*: Gathering Spaces, Innovative Community, Sustainability, and District Life.



García Roel–FEMSA Foundation Open Gallery:

This exhibition space showcased *Resonancias* in 2023 – a show that reflects on how the way cities are built impacts the interconnectedness of their inhabitants. It also encourages people and other species to connect by recognizing their lived experiences and discovering how these resonate with others. *Somos*, an exhibition that emerged from *Resonancias*, consists of three cycles aiming to link various communities with themes of diversity and inclusion. The panels for this second exhibit were placed at an accessible height for children and individuals in wheelchairs.

Casa Naranjos:

A space for connection and collaboration that is based around three thematic pillars: City and Citizenship, Art and Culture, and Development and Growth. *Casa Naranjos* reopened in March 2021 following the COVID-19 pandemic. From that date through July 2022, the space hosted mobility awareness workshops, disability awareness sessions, first aid courses, gatherings with Tec neighborhood residents, and town-hall sessions with local authorities on topics such as the Gender Violence Protocol and crime prevention in Monterrey. From August 2022 to June 2023, **4,600 people were benefited** through socio-emotional skills training for preschool teachers from the *Campana-Altamira* initiative; volunteering and social service initiatives; activities with adoptive and foster families; urban gardening workshops with the community; conferences and town halls with representatives from local authorities to monitor the progress of local government projects.



400 users
were benefited.



Cultural Hub–Plaza Arena Borregos:

This meeting space, inaugurated in May 2023, offers a stage of over 1,000 m² for artistic and cultural expressions that foster human flourishing. It is part of the *Corredor de las Artes* (Arts Corridor) within the *Distritotec* initiative and is aligned with the urban improvement strategy of the Tecnológico de Monterrey's campus in Monterrey. This strategy includes relocating the campus's physical barriers to provide public access to shared spaces with the surrounding community.



Junco norte:

A *Complete Street* project designed to promote safe and accessible mobility for all and enhance a sustainable environment through the integration of rain gardens along the street's medians. Currently under construction, this project includes refurbished sidewalks, safe intersections, the planting of native trees, urban furniture, and lighting for both vehicles and pedestrians.

The Power of Encounters:

An open event held in February 2023 to present to the public the conclusion of Phase 1 of the *Distritotec* initiative and its advances. It also marked the official launch of Phase 2, introducing its new strategic pillars, projects, narrative, and visual identity.



Callejero:

An inclusive and open-access platform where we have been coming together, connecting, and bringing life to the streets as a community, primarily on Sundays, since June 2015. The initiative resumed after the pandemic in June 2023, with **2,722 people attending events**.



Campana-Altamira

This key initiative, led by our Urban Planning, Sustainability, and Real-Estate Department since 2015, is supported by institutions such as the state government, the local government of Monterrey, and CEMEX.

Aimed at **improving public education** in the area, the initiative includes the implementation of an Educational Management Program.

During 2021-2022, **1,323 members of the Tec community** - students, faculty, and staff - participated in 68 social service, academic, and/or institutional volunteering projects. Through their efforts, we achieved:

- Support for 23 schools - including childcare centers, preschools, elementary schools, middle schools, and a high school — positively impacting 4,347 students and 241 teachers.
- 519 activities and engagements with the school community, promoting the participation of students, teachers, school leaders, and parents. These efforts focused on improving school infrastructure and community health, contributing to a more peaceful environment.
- 24 hours of training and support provided to teachers and school administrators.

- Creation of middle - and high-school programs through **8 representatives** from the *Enseña por México* organization, supported by the Tec de Monterrey, Fundación FEMSA, and other donors.
- Fundraising efforts to raise **more than MZN \$13 million** through public and private contributions, which were invested in various programs and actions to improve student learning from 2017 to 2022.
- 71% improvement in graduation rates at CBTIS 99 compared to 2016.



To date, we have supported **25 schools** over **6 school years**, impacting **more than 4,400 people** per year.



Following the pandemic, the Tec community resumed in-person engagement in the area, addressing local challenges through a multidisciplinary approach. Between August 2021 and July 2023, the following results were achieved:

- 106 social service projects
- 14 volunteering projects
- 24 academic projects.

These efforts were made possible through the participation of a number of representatives of the Tec community:

- 36 faculty members
- 1,596 students
- 1,168 employees.



TecSalud Foundation

As the social outreach arm of *TecSalud*, this foundation focuses on making healthcare services inclusive and accessible by providing medical and hospital care to people in vulnerable situations through its Integrated Healthcare Center (*Centro de Salud - CeSI*) and the San José and Zambrano Hellion hospitals.

It offers the following services:

Medical Care at CeSI:

Located in Santa Catarina, Nuevo León, CeSI encompasses an Ophthalmology Clinic, a Primary Care Clinic, the Women's Health Unit, and the Academic Center for Comprehensive Wellness Care (CAABI). From August 2021 to June 2023, **it benefited 28,167 patients.**



Medical Assistance Funds:

These funds are used to cover major surgeries and procedures for people in vulnerable situations who require medical and hospital care. These individuals are treated at CeSI, the Zambrano Hellion Hospital, and/or the San José Hospital. From August 2021 to June 2023, **2,063 people benefited from this support.**





PREVER Conference Cycle:

This is a series of free public conferences focusing on health prevention and care. The talks are delivered by volunteer medical professors and physicians, as well as TecSalud employees. From August 2021 to June 2023, a total of 90 conferences were held, **benefiting 16,485 people**.



Medical Volunteering and Student Participation:

A total of **221 volunteer medical professors and physicians** from TecSalud, alongside with **805 residents and students from the TecSalud School of Medicine and Health Sciences (EMCS)**, generously offered their time and experience in service of the most vulnerable communities from August 2021 to June 2023.



Key figures from the TecSalud Foundation:

20,949 people benefited
from August 2021 to June 2022.

25,974 people benefited
from August 2022 to June 2023.

The Foundation also promotes an academic and human-centric approach to the holistic development of EMCS residents and students, as well as students from other programs at the Tecnológico de Monterrey.



Digital Inclusion

Through our projects - and in alignment with SDG 4: Quality Education and SDG 10: Reduced Inequalities - our Digital Inclusion area aims to:

- Create and provide quality education alternatives.
- Offer opportunities that focus on reducing inequalities.
- Empower the people we serve to strive to develop their full potential.



As part of these efforts, we launched our **Zero Digital Divide** campaign, a program focused on digital literacy and the development of technological skills. Once participants are taught how to use digital technologies and resources, they can access online courses - such as Prepanet - that help drive their personal, social, academic, and professional growth.

From January–May 2023, we rolled out a **pilot program** with **130 janitorial staff** from our campuses in Monterrey and Laguna and from our PrepaTec at the Eugenio Garza Sada campus. They received training from **20 volunteers** to help them develop basic digital skills.

During the 2023–2024 academic year, we plan to expand Zero Digital Divide program to all the Tec de Monterrey's campuses

Key Socioeconomic Inclusion Initiatives

To promote social mobility for academically outstanding students, in 2021, the EXATEC Scholarship Committee for the *Líderes del Mañana* program awarded a 100% scholarship to Sarahí Macías, a business student from our campus in Sinaloa, offering her the opportunity her to pursue her university studies.

In observance of World Refugee Day, the EXATEC Chess Club and the *Casa Refugiados* migrant shelter - which operates in collaboration with UNHCR - organized **Chess for Peace Days**. This initiative included **5 workshops** and a chess tournament for the children of refugees.

Highlights from our Support Points

The Support Point (PA) at our campus in Monterrey, in collaboration with UNHCR, organized a talk during Semana Tec at the beginning of 2023 entitled *Me, You, Others, Us*, focusing on diversity, inclusion, human rights, and migration.

The session was **attended by 173 students.**

Key Milestones for Student Groups focusing on Socioeconomic Inclusion

There are currently **10 student groups** within the Tec de Monterrey at a national level, across both high-school and undergraduate levels, that focus on socioeconomic inclusion. Together with other similarly focused organizations, they have developed **35 projects** that promote actions that drive the creation of more empathetic and inclusive communities.

From August 2021 to June 2022, some of these key initiatives included:

Navidad con amor (Christmas with Love):

A holiday event organized in 2022 by the FETEC Executive Committee at our campus in Sinaloa to deliver toys to nearly 400 children from the *Pantulis* and *Cafetales* communities.

Pintando sonrisas (Painting Smiles):

Activities held by the HOPE and ABSART student groups from our campus in Sinaloa, including artistic expression workshops for children and refurbishment projects at a local elementary school.

Bordando nuestras reglas (Stitching Our Rules):

A workshop to create reusable eco-friendly sanitary pads, led by the HeForShe student group at our campus in Santa Fe, for donation to menstruating individuals living in poverty.

Clinic Visit – Cambiando Historias:

An initiative organized by the *Cambiando Historias* student group at our PrepaTec at the Eugenio Garza Sada Campus, aimed at bringing joy, entertainment, and companionship to children in hospitals

From August 2022 to June 2023, some key initiatives included:

Teus' Baskets:

An initiative coordinated by the Philanthropy Department at our campus in Guadalajara, aimed at supporting mothers in vulnerable situations by providing basic items for newborns. **It benefited 200 people.**



Dinner with a Cause:

Organized by the Philanthropy Department, and the Executive Committee and CPE at our campus in Guadalajara, the event included the auction of an artwork to raise funds for the FETEC scholarship in support of the *Líderes del Mañana* program. **It raised over MXN \$75,000.**

Children's Day Games and Activities:

Organized by the *Soñar Despierto* student group at the PrepaTec at our Santa Catarina campus, this event **benefited 600 children.**

Commando Parks:

The B-Eco student group at our campus in Guadalajara spearheaded refurbishment efforts covering parks and public spaces in low-income areas through the use of recycled materials. **The project benefited 500 people** by creating healthy and safe community spaces.

Academic Tutoring in Spanish, Math, and English:

Coordinated by the *Sacbé* student group at the PrepaTec at our Eugenio Garza Sada campus, this initiative focuses on reducing school dropout rates among at-risk middle school students. **It benefited 100 teenagers.**

If you would like to learn more about the GE student groups at Tecnológico de Monterrey and Tecmilenio that work to promote socioeconomic diversity, please write to:

CentroDignidadHumana@itesm.mx



CULTURAL DIVERSITY



Based on our core values of **Global Vision and Empathy & Inclusion**, we promote respect for and recognition of diversity. We also aim to ensure that our students' cultural and international experiences allow them to better understand different contexts, cultures, races, religions, and ideologies.

Students, Internationalization, and International Students

From August 2021 to June 2023:

12,161 undergraduate students from the Tecnológico de Monterrey participated in an **international experience**.

2,593 international students came to the Tecnológico de Monterrey as part of an international exchange.

During the fall semester in 2021 2022:

3,763 international undergraduate students enrolled at the Tecnológico de Monterrey in full-time degree programs..

Furthermore, in 2022, we renewed and updated **868 academic agreements** with **649 universities and institutions** in **54 countries**, including:

- **754** agreements for undergraduate programs only
- **49** agreements for both undergraduate and graduate programs
- **37** agreements for high school programs
- **37** for graduate programs only



Academic Delegations Abroad

We currently have 10 academic delegations, which report to the Office of the Vice President for Internationalization. These delegations **support our internationalization strategy** by fostering strategic alliances with the world's most prestigious universities and by promoting new projects that keep us engaged on the international stage, among other responsibilities.

- Boston, United States
- Chicago, United States
- San José, Costa Rica
- Montreal, Canada
- Madrid, Spain
- Freiburg, Germany
- Sydney, Australia
- Shanghai, China
- Santiago, Chile
- Copenhagen, Denmark

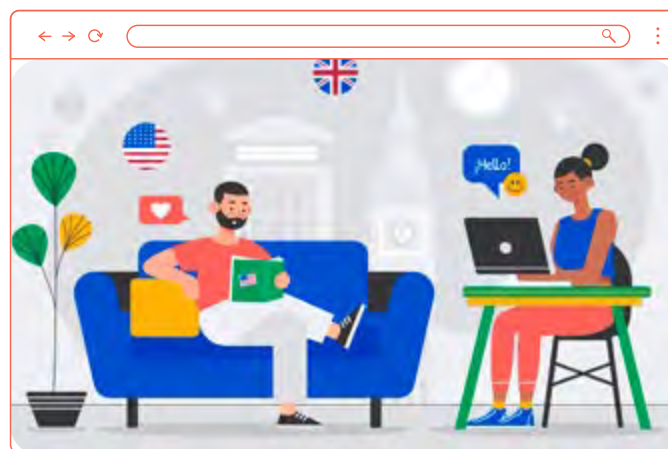
Furthermore, to support cultural diversity projects, we have **4 International Liaison Offices** located in:

- Bogota, Colombia
- Lima, Peru
- Quito, Ecuador
- Guayaquil, Ecuador.



English@Tec

This online course has been offered by the Tecnológico de Monterrey since 2019 to employees seeking to improve their English proficiency. It was created as part of the institutional vision to enhance and accelerate English proficiency among students, faculty, and employees across all areas of the Tecnológico de Monterrey through a comprehensive, certified, user-friendly, personalized, and self-paced platform.



In December 2020, we launched the *English@Tec* for Families program, benefiting **over 1,000 direct family members** of our faculty and employees in their English learning journey. We also use various resources to support the development of the four key language skills - listening, speaking, reading, and writing - and offer live sessions guided by native English-speaking instructors to foster greater interaction in the language.

In 2021, one of the most significant milestones in the program was the roll-out of an inclusive placement test for employees with hearing disabilities, as well as for external candidates participating in talent recruitment processes.

In 2023, we met with these users to follow up on the scope of the course and ask for feedback in order to improve the content and create alternatives based on their needs.

From August 2022 to May 2023, the following enrolled in the program:

- **8,656** employees
- **1,039** faculty members.

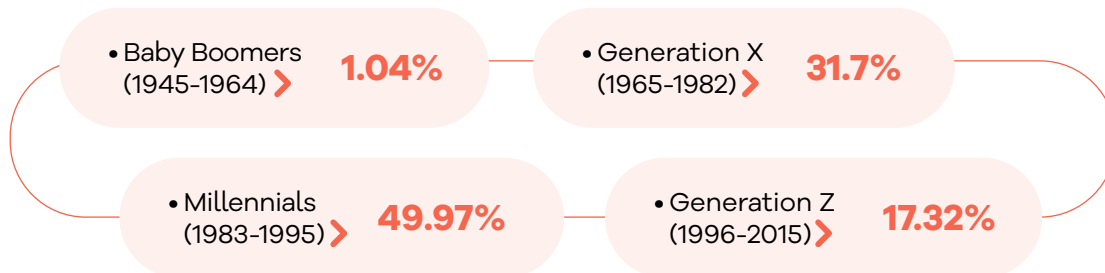


A total of **288 people** have graduated from the program

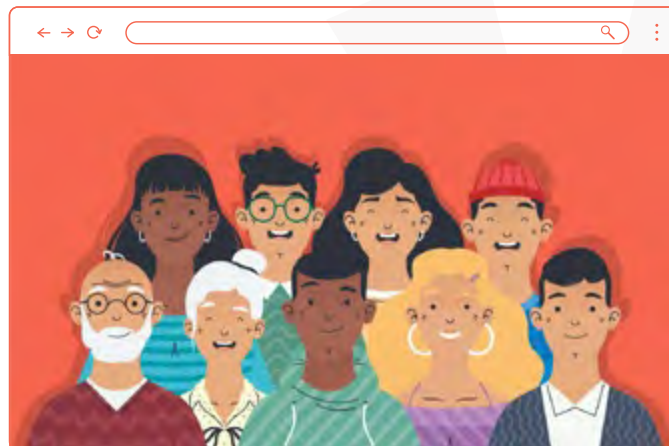
For each registered user, employees receive an additional license for a family member. During this period, we provided a total of **2,259 family packs**.

Generational Diversity

Nationwide, our institution is home to four generations of people:



This diversity enriches us culturally, strengthening who we are as a team and ensuring we remain at the very cutting-edge of innovation.



Key Milestones in Cultural Diversity

Cycling for All 2022-2023

In collaboration with AMA and *Trasciende* A.C., we launched this project in April 2022, offering bike rides with adapted bicycles for both PwD and senior citizens. These rides are held at the weekend at *Parque Fundidora* in Monterrey.

During the first year of the project, **70 undergraduate students** from our campus in Monterrey took part, completing over **500 rides** for people of all ages, conditions, and backgrounds. Participants from 18 states throughout Mexico and from 9 different countries took part.



Recognition of Senior Citizens in Action (AMA) 2022

In commemoration of October 1st, International Day of Older Persons, we held the AMA 2022 Recognition ceremony at the auditorium at our EGADE Business School. In this edition, we recognized **12 senior citizens** from the state of Nuevo León for their valuable contributions in the following areas: artistic/cultural, business/trades, social/civic work, professional work, and volunteering.



2023 Life and Health Seminar

This seminar took place from April 29th to May 27th, 2023, and was attended by **65 people** interested in preparing for an active and healthy aging process. There were a variety of expert speakers, covering areas including physical health, mental health, spiritual health, and financial health.



Indigenous knowledges workshop

The Association of Pacific Rim Universities (APRU), led by the Tecnológico de Monterrey and the University of Melbourne, organized the inaugural meeting of the **Indigenous Knowledges Workshop** in November 2022 in San Cristóbal de las Casas, Chiapas, Mexico.

The seven invited universities were:

- Simon Fraser University, Canada
- University of Auckland, Australia
- University of Hawaii at Mānoa, Hawaii
- University of Melbourne, Australia
- University of Oregon, United States
- University of the Philippines, Philippines
- *Universidad San Francisco de Quito*, Ecuador.

These APRU member universities, in addition to learning about Mexican cultures and traditions, had the opportunity to present topics relating to the Indigenous peoples of their home countries, in addition to the practices and strategies each institution uses to engage with these groups.

During this exchange of shared knowledge, the CIS (Center for Social Impact) at the Tecnológico de Monterrey facilitated a series of experiences that included interactions with textile artisans from *San Andrés Larráinzar*, as well as participation in Mayan and Tzotzil ceremonies.



Compassion and Human Fraternity in Higher Education Facing Global Challenges

This forum was organized by the *Punto Blanco* area at our campus in Monterrey, with the support of the Office of Religious Affairs of the state government of Nuevo León. Representatives from the **Christian, Catholic, Jewish, Hindu, and Muslim communities** took part in this dialog.

The goal of the event was to explore the resources each community offers in the face of the violence, racism, and xenophobia prevalent in today's world.

Approximately **80 people took part**, including students, faculty, employees, and other members of our institution interested in this area



Center for Social Innovation (CIS)

In October 2018, as a result of solid relations and communication with the Indigenous peoples of Chiapas, we established the CIS in San Cristóbal de las Casas. Its purpose is to form a multidisciplinary team that develops educational and research-oriented strategies to address some of the country's main social needs, while also promoting the common good and generating innovative solutions.

From 2016 to July 2023, after 15 intensive periods, 11 academic terms, 12 Tec Weeks, and 5 i-Weeks, more than 2,345 national and international undergraduate students have participated in CIS projects.

CIS has also collaborated with/on:

- **14 social training organizations**
- **115 social projects.**

And has impacted:

- **More than 5,795 families** from Tzeltal and Tzotzil Indigenous peoples
- **Over 25 Indigenous** communities
- **More than 20 municipalities** in Chiapas.

The CIS contributes to the achievement of the following UN Sustainable Development Goals (SDGs):



Given its focus on social issues such as inequality, poverty, illiteracy, insecurity, community disintegration, and environmental neglect.

Punto Blanco

This initiative from the Tecnológico de Monterrey, created by the School of Humanities and Education in collaboration with LiFE, aims to create spaces for silence, reflection, and self-discovery, both within and outside the institution. It is active on **9 campuses** and reflects our vision for 2030, focused on promoting human flourishing.

During the first semester of 2023, *Punto Blanco* held events at our campuses in Mexico City, State of Mexico, Chihuahua, Monterrey, Puebla, Querétaro, Saltillo, Santa Fe, and Sinaloa.

These included:

- **957** events organized by LiFE
- **55** events by the School of Humanities and Education
- **1,085** in-person and **32** online events
- **136** events held in collaboration with other areas or training partners

A total of
24,473
people
participated in
these events.

Cultural Diversity Initiatives at Tecmilenio

At our campus in Toluca, during the 2022 fall semester, a classroom was made available for a Muslim student to use on Mondays and Wednesdays for her prayers, as she had class during the time her religion requires her to pray.

The Office of Inclusion and Safe Community granted her permission to leave class for 20 minutes to pray and then return. The student considers this decision an important step forward in terms of inclusion.

Although the permit was not needed during the first semester of 2023 due to her new schedule, this case set a precedent for others who may need similar accommodations in the future.

Student Groups Focused on Cultural Diversity and Their Key Initiatives

The Tec de Monterrey currently has **7 national student groups**, covering both high-school and undergraduate levels, that focus on promoting cultural diversity both within and beyond our community. Together with other groups working on related themes they have a total of **8 active projects**.

From August 2021 to June 2022, some of their key initiatives included:

Language: More Than an Expression, a Culture

A talk hosted by the CESU GE student group at our campus in Mexico City aimed at raising awareness about dead languages and others that are at risk of extinction, while also showcasing the beauty and diversity of Indigenous languages in Mexico.

Racism and Afro-descendance

A conference organized by the Jaakun GE student group at CCM, which brought together experts to explain what racism is, how it appears in everyday life, and what we can do to eliminate it in our surroundings.

Migration and Violence: Experiences of Migrants in Transit Through Mexico

A talk organized by Jaakun at CCM, delivered with the support of a specialist in child migration, to raise awareness among the Tec community regarding the experiences of migrants as they travel through Mexico.

From August 2022 to June 2023, the following key initiatives were rolled out:

SOS Collection:

A campaign organized by the HeForShe student group at our PrepaTec in Chiapas to collect clothing, non-perishable food, cleaning supplies, and school materials for children and mothers from SOS Children's Villages.



Living a Fulfilled Life:

A series of talks and activities aimed at older adults, organized by the Biosintec student group at CCM. Its goal was to provide tools and information for senior citizens to help them lead a fulfilling life. It had an impact on **48 senior citizens**.

Journey Through the Three Temples:

An event held by the Folk student group at the PrepaTec at our Eugenio Garza Sada campus. It consisted of three days of exhibitions on the Olmec, Maya, and Mexica cultures, **impacting a total of 50 participants**.

Probadita:

A food and drinks fair organized by the CARE student group at our campus in Monterrey featuring both regional and international student associations and showcasing multiculturalism through cuisine. **It reached an audience of 4,000 people.**



Mercadito de Amealco:

An event organized by the *Metamorfosis* student group at our campus in Querétaro aimed at supporting and promoting traditional artisans and entrepreneurs from the community of Amealco, in addition to fostering local economic development and strengthening ties between the Tec community and the creative talents of Amealco. To achieve this, they provided a platform to showcase and sell their products on campus. **This project reached 250 people.**



If you would like to learn more about the student groups at Tecnológico de Monterrey and Tecmilenio that work to promote cultural diversity, please write to:

CentroDignidadHumana@itesm.mx 

BUILDING COMMUNITY



We continue striving to be an inclusive and safe institution, where the identity of every individual is recognized and respected. Since actions in favor of the community cannot happen without the community itself, we continuously open spaces for dialog to listen to the many voices that make us who we are; this is because we believe inclusion is achieved when we embrace diversity.

For the fifth year, we have compiled in this new **Diversity, Equity, Inclusion, and Belonging Report** the key initiatives in these areas across our three institutions. In this report, we share the progress we have made, as well as areas where we still have opportunities to grow and improve. We remain committed as one Tec community to continue building a more just and equitable society.

These achievements are thanks to the involvement of everyone, and we would invite you to contact us if:

- You know of an initiative not mentioned in this report and would like it to appear in the next edition.
- You are interested in collaborating or learning more about the initiatives mentioned in this report.
- You have an idea that could complement the efforts already underway at the institution.
- You require further information about our work on diversity, equity, inclusion, and human dignity.
- You have any suggestions about how to improve any existing process or initiative.

You can contact us via the Office of Diversity, Equity, Inclusion and Belonging, or the Office of Gender and Safe Community, both part of the Center for the Recognition of Human Dignity, or by writing to:

CentroDignidadHumana@itesm.mx



You can also visit the Center for the Recognition of Human Dignity website by clicking the following link:

<https://tec.mx/es/dignidad-humana/la-diversidad-y-la-inclusion-al-centro>



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