



# DIVERSITY & INCLUSION



2018 REPORT



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DIVERSIDAD E INCLUSIÓN



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## MESSAGE FROM SALVADOR ALVA

Our commitment of working towards becoming a more inclusive society is underway. The only way we'll achieve greater results that strengthen the value of diversity in society, is through actions focused on respect and the celebration of our differences. This way, we will be able to create a community where we all feel fully represented.

To develop a culture that represents all of us and that fosters human flourishing, in 2017 we created the Center for Human Dignity.

This center is a place for generating ideas, proposals, and actions for the protection, the promotion and the defense of human dignity. In addition, among other functions, it works to educate the Tec Community on issues such as: the prevention of violence and harassment, disabilities, LGBT+, gender equity, as well as cultural and socio-economic diversity.

We are very excited with this second edition of our *Diversity and Inclusion Report*. We hope it conveys our commitment to creating a stronger, more diverse and inclusive Tecnológico de Monterrey, that works for connecting communities.

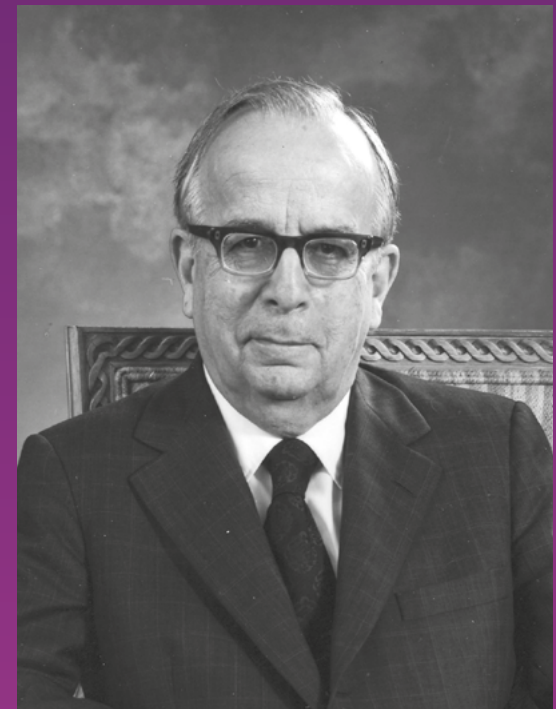
# DIVERSITY AND INCLUSION AT TEC DE MONTERREY

We are a community made up of more than 140,000 students and another 30,000 collaborators; our professors and staff members.

Our community is made up of four Institutions: Tec de Monterrey, Tecmilenio, Tec Salud, and Sorteos Tec.

Since the inception of Tecnológico de Monterrey, its founder Don Eugenio Garza Sada, strongly emphasized the importance of highlighting the talents of others, with tolerance being a touchstone. In his famous *Ideology*, he wrote about respect and valuing differences. These differences, he said, should be catalysts that guide the decision-making within our institution.

As reflected in his words and ideals, we can see that diversity and inclusiveness are interconnected in an organic and natural way, as they are part of the legacy of respect and tolerance on which he founded our organization.



*140,000+ students*

*30,000+ professors  
and staff*

*4 institutions*

Today, Don Eugenio's principles are still alive through our Five Institutional Values:

- **HUMANISTIC OUTLOOK:** We respect the dignity of people and we are in solidarity.
- **GLOBAL VISION:** We live a global culture and we foster diversity.
- **INNOVATION:** We generate ideas and make them a reality, by breaking paradigms, taking risks and learning from our mistakes.
- **TEAMWORK:** We foster collaborative work, and we value collective success over individual success.
- **INTEGRITY:** We behave ethically. We are honest, congruent, and responsible with resources.

These values are the basis of Our Code of Ethics which guide our daily actions and decision-making within the institution

## THE CENTER FOR HUMAN DIGNITY

At Tec de Monterrey we have created the Center for the Recognition of Human Dignity in order to promote a diverse, inclusive, equitable and respectful culture in our community.

The center is independent and impartial, and functions at the national level to ensure that gatherings—be it be studying, working, or socializing, at any one of our four institutions—happen in a safe and inclusive environment.

In addition to recognizing existing efforts and initiatives, this new center will bring together the voices of our various experts to generate training programs, standards, protocols, mechanisms and committees to serve as a frame of reference for all the activities that make up university life.



The Center for the Recognition of Human Dignity works on three strategic areas:

1. Culture
2. Representation, and
3. Safe Community.

Among the actions carried out are:

- Designing and developing an ecosystem of attention to complaints
- Defining of the structure ecosystem so it works the same way in all of the entities that make up our institution.
- Development of awareness and training programs
- Creation of visible and accessible attention centers for the different groups.



## OUR PRINCIPLE OF EQUALITY AND NON-DISCRIMINATION

Because we believe in the great value of diversity in our work teams, and in the various talents and ways of thinking and ideas that are born of it, we uphold our institution's value:

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

# SOCIO-ECONOMIC DIVERSITY

Some of the initiatives that stand out in this topic are:



## SCHOLARSHIPS FOR TEC UNDERGRADUATE AND HIGH SCHOOL PROGRAMS

Part of our strategy for attracting the best talent, and delivering an education that transforms lives, is to grant scholarships to certain students, whether they need it for socio-economic issues, because of their high academic potential, or because of their talent and participation in cultural activities, sports and/or leadership.

**+\$1,106 MILLION PESOS**  
invested in scholarships  
(\$1,106,907,016.00)

**46.83%**  
of students have  
scholarships

*Let our context be a catalyst for transformation, and not a barrier.*



**736** Líderes del Mañana

**4** GENERATIONS

### LÍDERES DEL MAÑANA

*(Leaders of Tomorrow)* This program's aim is to create an exponential impact by awarding scholarships to bright young people with the most demonstrated talent at the institutions where they previously attended. These students are from very limited economic conditions, and are social entrepreneurs, actively involved in improving their communities.

To date, we've formed four generations of Leaders of Tomorrow, made up of 736 students in all.



**3,720** graduates of PREPANET

**+3,700** volunteer tutors participate

### PREPANET

Is a flexible program to study high school online for those who don't have easy access to education in Mexico, and is designed for people with limited financial resources, who can't finish their studies through the traditional education system.

To date, 3,720 people have graduated high school via Prepanet thanks to the support of the more than 3,700 volunteer tutors.



### STUDENT SOCIAL SERVICE

**23,761** students registered in the social service program

**3,634** social service projects have been carried out



**390** professors involved



**1,094** institutions benefited

### THE SECOND SUMMIT OF LEADERS WITH A HUMANISTIC OUTLOOK

This is a gathering with a call for the best social programs proposed by students from the 37 Tec de Monterrey high schools nationwide. The students whose projects are chosen participate in local and regional summits where they engage in activities, challenges and develop their social service projects.

In all, more than 7,000 students and 141 teachers took part in the summit.



**+7,000** high school students participated



**+1,100**  
**STUDENT**  
**GROUPS**  
throughout Mexico

**35** student groups  
dedicated to issues of  
diversity and inclusion

**STUDENT GROUPS**

Student groups are self-lead and are created as a venue for young people to be able to put our institution’s values into practice through their leadership, and thus creating a positive impact. These groups are born of the students’ own concerns, and through the students work to spread awareness make the kind of improvements they want to see in the community.

**FUNDACIÓN TEC SALUD**

(*Tec Health Foundation*) provides health services to low-income communities through the Center for Integrated Health, located in Santa Catarina, NL, and at the TecSalud programs at the San Jose and Zambrano Hellion hospitals.

TecSalud programs focus on two lines of action:

- Medical attention via the participating clinic and hospitals, and
- Health education

The Foundation is supported by 123 doctors who donate their time, and more than 50 medical students, residents and interns.



**18,450**  
people benefited

**+\$37 MILLION PESOS**  
invested

**FIRST SEMINAR ON INCLUSIVE EDUCATION**

In partnership with Spain’s *Fundación SM*, we held our first inclusive education seminar in the City of Mérida, Yucatan. It was there we also created the Human Library where, instead of consulting books, participants explored the cultural heritage of living people. The aim was a sharing of stories and experiences of people from different socioeconomic backgrounds and who live with different conditions of ability/disability.



**DISTRITOTEC**

(*Tec District*) This is an initiative of urban regeneration promoted by Tec de Monterrey together with organizations, community members, and state officials committed to collaborating to increasing connection, inclusion and sense of community.

We believe that the actual and future talent, need places that offer them opportunities and great experiences to experience and share with others. That’s why DistritoTec has different outstanding initiatives that promote inclusion and regeneration in the communities where our institutions are located.



**2 MINI PARKS**  
inaugurated

**1 LARGE CENTRAL PARK**  
to be built in 2018

**55**  
editions of outdoor movies  
‘Picnic Cinema’

**26**  
Editions of ‘Callejero’  
block parties







**74**  
TEC VOLUNTEERS

**285** houses  
Built

**9 COMMUNITIES**  
BENEFITED:

: La Nopala and Chalcatzingo, in Morelos; Ocuilan and Joquicingo, in Mexico State; San Gregorio, Tlacoapa, Santa Cruz and Tlalpizaltli, in Mexico City; and Ixtepec, In Oaxaca.

**9 PARTICIPATING**  
CAMPUSES:

Mexico State, Mexico City, Santa Fe, Cuernavaca, Toluca, Querétaro, Monterrey, Guadalajara and Puebla.

 **2,424**  
hours of volunteering

**VOLUNTEER TEC**

In 2017, at the end the second semester, we launched the first phase of the Volunteer Tec initiative, which, together with the organization TECHO, worked to build houses for people who lost their homes because of the earthquake of September 19.

Volunteers have since participated from nine of our campuses. They donated more than 2.400 hours of their time to contribute to regeneration and inclusion in the communities affected by the earthquake.



**VOCES ANÓNIMAS**

*(Anonymus Voices project)* This is an academic project developed by students, whose objective is to publish a book with stories that give testimony to different social and economic realities. The material is published thanks to support from and collaboration with Editorial Porrúa and the NGO Peace Fund.

Since 2010, four books have been created in all, with the latest edition published in 2017.

**250+**  
STUDENTS  
PARTICIPANTS

**4** editions



# GENDER EQUALITY

Our community is made up of nearly equal parts women and men. These collaborators are divided among the four institutions that make up our organisation. Of them:

 **613** women have leadership roles



Our primary efforts in this area are focused on promoting and strengthening the conditions necessary for us to achieve increasingly higher numbers of women in managerial and top leadership positions in our institution.

*That women be empowered by equal opportunities for development and freedom from violence.*

## WOMEN IN RESEARCH

The National System of Researchers (CONACYT SNI) nationally recognizes the work of people dedicated to producing scientific and technical knowledge. Recognition is granted through peer evaluation and culminates in the naming of the National Investigator.

Level III highlights professors Dora Elvira García-González, from the School of Humanities and Rocío Ortiz López, from the School of Medicine and Health Sciences.

For us, it's a great source of pride to have 19 of our women professors recognized in levels II and III within this system.

**2 PROFESSORS**  
are Level III Tec Researchers

**17 PROFESSORS**  
are Level II Tec Researchers

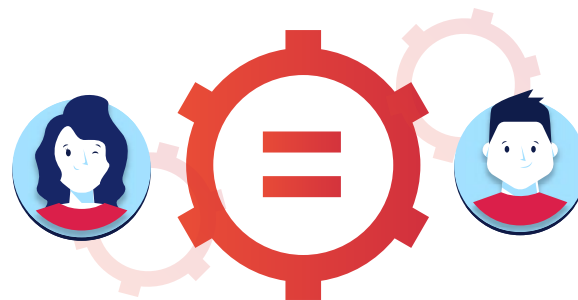


## GENDER VIOLENCE PROTOCOL

Being an institution of higher learning with multiple campuses and installations throughout Mexico, we find it important to adopt this protocol to ensure and promote an environment of respect for dignity and human rights in our community.

This protocol guarantees a transparent and collegiate process in the event of a situation of gender violence, with the purpose being to ensure the safety of those involved.

Is Important to emphasize our Zero Tolerance policy to inappropriate behaviors



that threaten people's dignity. We take firm action to any evidence of violation of the integrity of any member of our Tec community.

See our Gender Violence Protocol In the following link (in Spanish):

[https://tec.mx/sites/default/files/2018-03/protviolgen\\_7mar18.pdf](https://tec.mx/sites/default/files/2018-03/protviolgen_7mar18.pdf)

## PREMIO MUJER TEC

(Mujer Tec Award) it is a distinction that recognizes outstanding work by women leaders, whether they're Tec students, professors or staff from any of our four institutions. Awards are given within the following areas: Art and Culture, Science and Technology, Citizenship, Reconciliation, Entrepreneurship, Transformative Power, Health and Sport, She4She and Trajectory of Achievement.

This edition recognized 20 women from our Tec Community.



**6 EDITIONS OF THE MUJER TEC AWARD**

**101 WOMEN RECOGNIZED**

## WOMEN LEADERS OF MEXICO FORUM

This forum is organized by students at the Monterrey Campus. It's carried out annually and includes participation from national and international leaders who highlight gender equity, as well as challenges women face in different areas.



**+5,500 PARTICIPANTS**

**6 forums held**

**50+ presenters**



### EQUALITY COMMITTEE

The Equality Committee is a group that aims to achieve gender equality through women actively collaborating for equality and women in leadership. From its genesis at our Monterrey Campus; this network has expanded to other campuses through student groups, government initiatives, NGOs, as well as companies.

The committee is involved in issues of:

- **Mentoring:** this area is also known as *Womentoring Tec* which focuses on fostering women’s empowerment and leadership.
- **Networking:** contributes to the strengthening of women’s networks within our institution.
- **Culture:** Promotes inclusive language and education about equality and equity.
- **Research and designing procedures:** Create the Gender Violence Protocol; an equality plan, as well as research into best practices.

**30+ WOMAN**

participate in the gender equality committee

**+60 PROJECTS AND INITIATIVES**

in the women’s *Track* at the INC Mty (Latin America’s most important entrepreneurship festival)



### OUR SPACES

We strive for our workplaces to be spaces that promote human development and a sense of belonging.

Following the recommendations of UNICEF and the decree specified in Article 64 of the Mexican Health Law, we’ve installed rooms for nursing mothers who wish to use them.

We already have nine rooms installed and eleven more are being created. These rooms are the model that we seek to implement on every campus in our system.



**9 ROOMS** for nursing mothers

### GENDER EQUALITY STUDENT GROUPS

The student groups that are dedicated to gender issues have spurred major initiatives, such as *Feminisms Week* as well as research and forums on gender identity.

Some of the Groups that stand out for their work in the field of gender equality are:

- **Gender Watch**-Campus Querétaro
- **Girl Up**-Campus Toluca
- **He For She**-Campus Ciudad de Mexico
- **He For She**-Campus Estado de Mexico
- **He For She**-Campus Puebla
- **He For She**-Campus Monterrey
- **No somos medias naranjas (We are not other halves)**-Campus Monterrey.



**7 STUDENTS GROUPS**

focused on topics related to gender





*May our backgrounds, our beliefs and the cultural contexts in which we were raised, enrich our community and lead us to innovation.*

# CULTURAL DIVERSITY

According to our Global Vision value, we foster respect and tolerance for diversity. We recognize that it's important to have international experiences, as they allow us to get to know different cultures, races, religions and customs.

In the last year:

**10,618** of our students had an internal experience in foreign countries

**4,714** students from other countries came to study abroad or as part of an exchange program at Tec de Monterrey

**589** foreign professors and staff collaborated with us





**FOREIGN COLLABORATORS**

**1,095** or **3.5%** of our professors and staff from 81 countries work with us on a regular basis at Tecnológico of Monterrey.



**FOREIGN UNIVERSITIES IN COLLABORATION**

**644** FOREIGN UNIVERSITIES, in 53 countries share an academic relationship with us.



**INTERNATIONAL OFFICES**

**18 OFFICES** represent us

In **North America:** Montreal, Vancouver, Dallas, Miami, New Haven, Boston and Silicon Valley, California.

In **Central and South America:** Panama, Colombia, Ecuador, Perú and Chile.

In **Europe:** Madrid and Barcelona, in Spain; o Freiburg and Frankfurt, in Germany and The United Kingdom. And, in **Asia,** Shanghai, China.



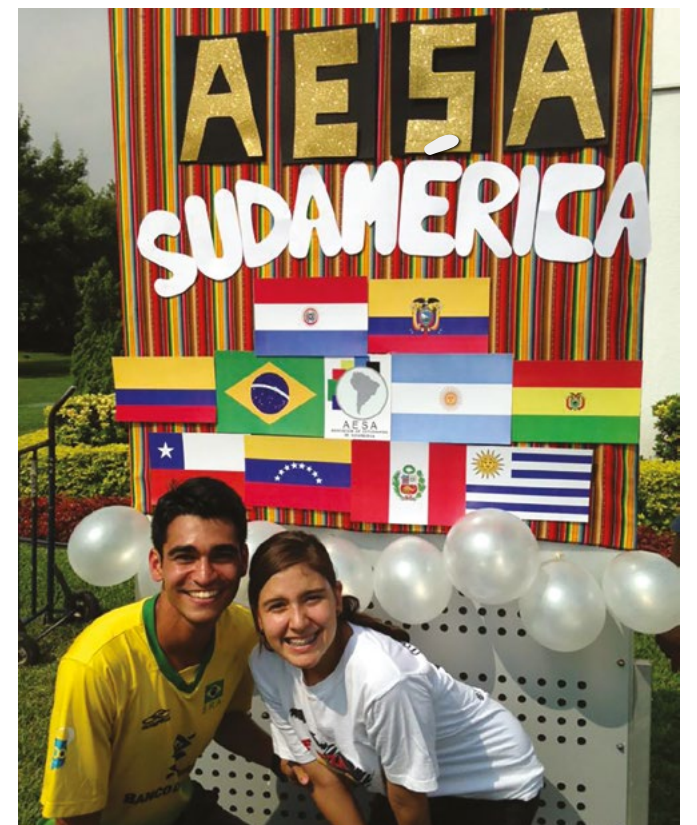
**STUDENT GROUPS OF CULTURAL DIVERSITY**

Student groups that focus on topics of cultural diversity drive initiatives that enrich our community and their participants. Among them are international student networks, international night events, Feminism Week and Indigenous Women, indigenous language workshops, research, panels and the Indigenous People’s Congress.

Some of the groups that stand out for their work in terms of Cultural diversity are:

- **AEPI** (Student Association for Indigenous People), Monterrey Campus
- **AECA** (Association of Students of Central America), Monterrey Campus
- **AESA** (Association of South American students), Monterrey Campus.

**3 STUDENTS GROUPS** focus on cultural diversity





*May we feel proud  
of our identity, always.*

# LGBT+

As we mentioned in our principle on equality, non-discrimination is key to achieving inclusion and equal opportunity for all.

## LGBT+ STUDENT GROUPS

These student groups promote a sense of community, well-being and representation of the LGBT+ community in our institution.

They also have spurred the creation of major initiatives, such as art exhibits that help break down prejudices around gender identity, panels, workshops, forums and projects that promote the education around sexual diversity and gender identity.

Some of the LGBT+ groups that stand out for their work include:

- **AIRE** (Association for Integration, Respect and Equity)-Monterrey Campus
- **PRIDE TEC**-Chihuahua Campus
- **PRIDE**-México City Campus
- **AIRE**-Querétaro Campus
- **PRIDE**-Guadalajara Campus
- **ESPECTRO**-Santa Fé Campus
- **EXATEC DIVERSIDAD**-Graduates
- **HUMANO**-Mexico State Campus



**8**  
**STUDENTS  
GROUPS**  
focus on  
**LGBT+ topics**



# PEOPLE WITH DISABILITIES

## EMPLOYMENT INCLUSION STRATEGY

We are working on a job inclusion strategy to be able to add different talents and abilities, without focusing on limitations. Our doors are open to increasingly more people with disabilities joining our teams.

Our inclusion strategy is based on these three action areas:

- Internal Tec de Monterrey hiring
- Hiring through our contacts and suppliers
- Agreements and relationships with civil society organizations and government agencies.

We continue to maintain agreements with different institutions with job boards that promote the skills of people who live with disabilities. These agreements are essential for adding more diverse talent to our teams.

**110**  
**PEOPLE**  
**people with**  
**disabilities**  
**work with us**

**30**  
**PERSONS**  
**with**  
**disabilities**  
**were hired**  
**in 2017**



STPS  
SECRETARÍA DEL TRABAJO  
Y PREVISIÓN SOCIAL



puertas  
abiertas

éntrale  
Alianza por la inclusión laboral  
de personas con discapacidad

→ INCLÚYEME ←

*May our talents and skills,  
and the integrity with which  
we live, be larger than our  
limitations.*





**2 INCLUSION FORUMS** **+1,600 PARTICIPANTS IN ALL**  
 for people living with disabilities were held at our Santa Fé and Monterrey Campuses

### INCLUSION FORUMS

Our Accessible Campus Office at our Monterrey Campus, and the Construyendo Puentes (*Building Bridges*) program coordinated by the Counseling and Well-being area at our Santa Fé Campus, undertake many significant initiatives, including the organization of the Inclusion Forums for people living with disabilities. These forums aim to foster discourse about disability and guide that discourse towards exploring innovation and talent.

### INITIATIVES ON DISABILITY AND INCLUSION

**Construyendo Puentes (*Building Bridges*)**, at our Santa Fe Campus is a project in conjunction with CAPYS, a non-profit Personal and Social Training Center, that works for better integration of people living with disabilities into university life and independent living through their own higher learning at the Tecnológico de Monterrey. It has impacted more than 3,500 people, including family members, professors, students, as well those living with disabilities.

**Our Accessible Campus Office at our Monterrey Campus:** This office was created in order to serve students living with disabilities and to enhance our culture of inclusion. Among its activities, this office runs: a *The Discover and Learn Camp*, which has made a positive impact in the lives of more than 200 people; a course on Mexican Sign Language, with more



than 95 students enrolled, and our Accessible Campus Office also participates in *Semana i* with a project on *Innovations in Inclusion*, where more than 40 students participated. The office also arranged for the cultural events at the theater to have “inclusive shows” that include interpretations in Mexican Sign Language.

**The Inclusion Committee**, comprised of professors and staff, was founded at our Monterrey Campus in 2013. Main accomplishments in 2017 included the creation of the little *inclusion store*, activities supporting senior citizens, and a series of talks called the *Inclusion Dialogues*. They also organized the first *Human Library*.

### AWARDS AND RECOGNITIONS

#### **Inclusion Awards from Movimiento Congruencia**

For the third consecutive year, our efforts in inclusion of people living with disabilities into the workplace has been recognized via *Inclusion Awards* from this organisations- alliance movement.

Also, in 2017 we were recognized for having an *Outstanding Practice* for workplace inclusion strategy.

#### **Socially Responsible Company (ESR) Award from CEMEFI**

In 2017 we also received the distinction of being a Socially Responsible Company (Empresa Socialmente Responsable, ESR) awarded by the Mexican Center for Philanthropy (CEMEFI).



### DIPLOMADO +TALENTO

The EGADE *Business School*, in partnership with The Congruence Movement, continues to offer certificate programs in the design of projects that foster integration in the workplace for people living with disabilities.

This program arose from the need for more companies to know how to create and implement a plan for greater inclusion in their facilities. The Program is delivered in the two locations of the EGADE Business School: Mexico City and Monterrey.

**4 CLASSES** have earned an Inclusion Talent Certificate

**22 COMPANIES** completed the program

**23 PROJECTS** developed

**300+ hours of training**

## MUSE PROJECT

Our EGADE Business School participates as a partner in the MUSE project (*Moderernity and Disability: Ensuring Quality Education for Students with Disabilities*), with an aim to improve access to institutions of higher learning for students with disabilities, as well as developing employment opportunities through modern practices of inclusion and online work.

The three Latin American countries that are part of The Muse Project are Chile, Mexico and Argentina. The program also receives support from some institutions within the European Union, specifically from the United Kingdom, Spain, Italy and Greece.

Some of the Muse Projects achievements in the last year are:

**National Roundtable by the Muse Project in Mexico entitled:** *Advancement and Challenges in Workplace Inclusion for People Living with Disability*. This drew more than 100 participants.

**Sit Down Comedy**, an awareness event carried out in conjunction with the Mexican Women with Disabilities Movement. In this innovative show, five women with disabilities presented their comedy routines. More than 250 people attended.

**The MUSE Lecture Series:** in each monthly edition, the conferences deal with different topics around disability.



**We started the process of buying** approximately \$40,000 Euros in support equipment for students with disabilities and for the Accessible Campus Office.

**We published The Best Practices Guide** where the participating institutions of higher learning share examples and real case studies of challenges and the solutions implemented, with the aim of helping teams learn from one another and implement some of the best practices that have proven effective elsewhere, in their own institutions, adapting them for their own specific needs.

## CRECE CAMP

(Camp Grow) This initiative is a summer course that promotes the inclusion of children, youth and adults, with disabilities in our common spaces and everyday environments through various activities with volunteer students from Tec de Monterrey.

There are Crece Camps at our:

- Mexico State Campus
- Guadalajara Campus
- Zacatecas Campus
- Chihuahua Campus
- Hidalgo Campus.



## STUDENT GROUPS ON DISABILITY

Student groups that focus on inclusion of people living with disabilities lead inclusion forums, workshops, “Cenas con sentido” (dinners that deliver an experience of visual impairment), courses in Mexican Sign Language, innovative projects in the area of inclusion, and camps for people living with disabilities.

Some of these groups are:

- **Abriendo Caminos** (*Opening Paths*), at our Monterrey Campus
- **Inclusion and Equity**, at our Santa Fe Campus
- **Limitless**, at PREPA Tec high school in Santa Catarina and in Preparatory summits
- **Sillatón**, (Chair-a-thon), at PREPA Tec high school, Santa CatarinaT
- **Together**, at PREPA Tec high school Eugenio Garza Sada.



**5 STUDENTS GROUPS** focus on the inclusion of people living with disability



# GENERATIONAL DIVERSITY

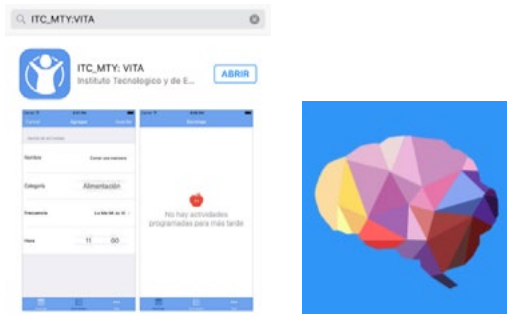
We pride ourselves on being a generationally diverse institution, in which we are united by our shared passion for transforming lives. The diversity of views and visions, as well as the perspective of different generations, enriches teams in the workplace at decision-making time.

Age distribution of our professors and staff:

<b>GENERATIONAL DIVERSITY AT TEC DE MONTERREY</b>	<b>30,499</b>	<b>%</b>
<b>Baby Boomers</b> 1945-1964 (ages 73 to 54)	<b>2,181</b>	<b>7.1</b>
<b>Generation X</b> 1963-1982 (ages 55 to 36)	<b>15,088</b>	<b>49.4</b>
<b>Millennials</b> 1983-1995 (ages 35 to 23)	<b>12,322</b>	<b>40.4</b>
<b>Generation Z</b> 1996-2015 (age 22 or younger)	<b>908</b>	<b>2.9</b>

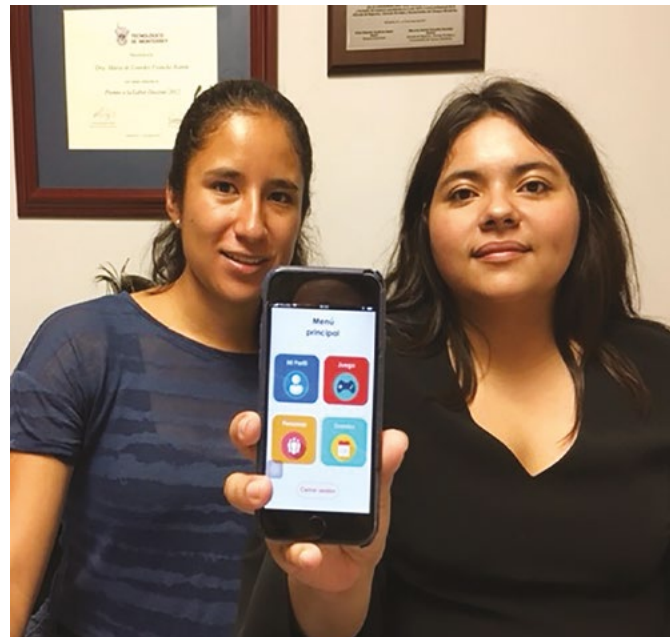
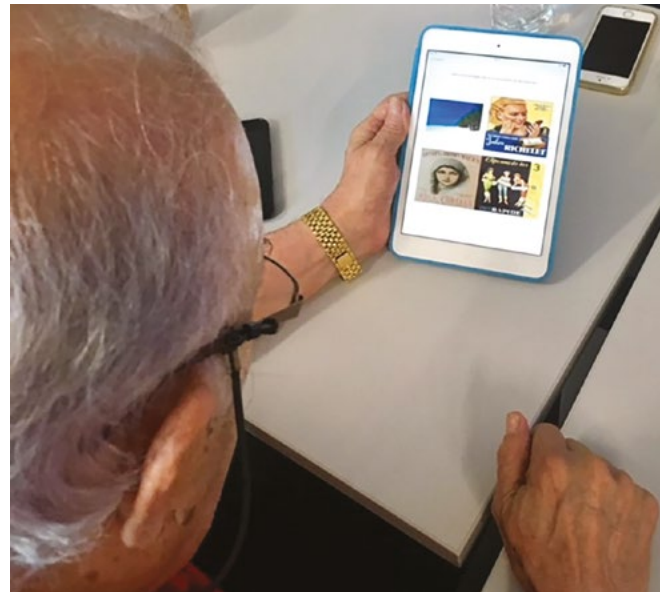
(The year each generation starts and the period it covers correspond to the most popular version).

*May generational differences enrich our learning and enhance our mutual respect.*



## GENERATIONAL DIVERSITY PROJECTS

**Apps for helping care for senior citizens:** Students in the Engineering and Computer Technologies department created five applications for mobile devices that allow greater integration of the elderly in public everyday life.



**Seniors Awards:** Different institutions collaborated in this event including Tecnológico de Monterrey, in its role as a university, nonprofit AMA and Trasciende, the company Xignux; and the Nuevo Leon State Office on Social Development. In this event, we recognized thirteen seniors—ages 65 to 103— for their current contributions in various fields: business, entrepreneurship, for works or projects, for artistic, cultural, or athletic performance or contributions, or in the area of civic engagement. The awards also recognized the musical group *Marilú and her Bohemians*.

**INC MTY 2017:** Conference of Senior Entrepreneurs...*Age Is Not An Obstacle To Overcome*. This was led by then President of the nonprofit institution *AMA y Trasciende*, Max Garza Valle, Professor Emeritus at Tecnológico de Monterrey, and also by Lourdes Francke Ramm, current president of the Association and professor at our Business School.



# EXATEC / ALUMNI

We aim for our graduates, through their education and experiences at Tec de Monterrey, to become ambassadors of the values of diversity and inclusion and, therefore make a positive impact on the communities where they live and work.

Here we highlight several projects organized by Exatec (Tec alumni) in 2017.

## EXATEC INITIATIVES FOCUSED ON GENDER EQUALITY FIVE OUTSTANDING INITIATIVES:

**Reto 4 mil (The 4 Thousand Challenge):** Financial education program for women who live in subsistence economies. The objective was to provide them with knowledge and tools to help break the cycle of poverty and violence in the family environment, training them on how to be better consumers, administrators and income generators. This program takes a practical, hands-on approach so that the recipients can adapt the tools to their own situations. The program is based on the *Marketplace Literacy Project* methodology. Exatec (Tec Alumni): Elena Olascoaga, Cristina Azuara.



*May the values of diversity, inclusion and a sense of humanity be reflected in what we do for the community.*

### Parvada' Community Strategies:

works with women living in informal housing or settlements, and co-creating with them, tools for gaining the knowledge they need about their rights and tools for tackling the problems they face. The initiative It takes advantage of local knowledge and builds links among those who inhabit the settlement. EXATEC: Ana Gabriela Farías Calderón (LPL, 09 y DPP, 16).



**The Powerful Women radio program:** “Poderosas” is an overtly feminist radio space. Exatec: Angélica Maldonado (LPL) and Paulina Garrido (LRI).

**Code Party:** Teaches girls and boys to be creators of technology through coding parties where they learn the language of computers. Exatec: Daniela González (LCC, 12).

**EXATEC Association of Women Entrepreneurs and Executives:** Aims to foster and facilitate the integral development the women alumni of our institution through a comprehensive support network.



## EXATEC INITIATIVES ON DISABILITY ISSUES

### THREE OUTSTANDING INITIATIVES INCLUDE:

**IIDEA (Integration, Inclusion and Adapted Sport):** a nonprofit created to support all kinds of people living with disabilities, to be better able to participate in cultural, artistic, athletic, educational activities and integrate into the labor market. This is accomplished by awarding grants, medical or sports aids or equipment, including prosthetics. They also educate people living with disabilities about the different sports they may be able to play, publicly or on their own. Exatec: Felipe Robledo.

**ARENA (Association of Autistic Children):** This organization works to help children and young people (ages 2-18) living with autism to develop life and learning skills. ARENA also promotes more inclusion in the family, in education, in social areas for these children and adolescents through parent education and with the support from therapists and professionals. Exatec: Edna Padilla Muñiz.

**CIEAAC (Integrated Education Center and Help with Support/Companion Animals):** This nonprofit works to positively influence the integral well-being of diverse groups of people with disabilities, through an interdisciplinary board of social leaders and professional staff committed to its values and goals. CiedACC has the infrastructure needed, as well as research and training center, and follows world class procedures for training support animals and their handlers to add quality to the lives people living with disability.



## EXATEC INITIATIVES IN SUPPORT OF LGBT+ COMMUNITIES

**EXATEC Diversity Association:** This is an alumni association for LGBT+ alumni from our undergrad and post-graduate programs, who aim to inspire new generations of LGBT+ students to participate actively in various events, especially in networking, forums with LGBT+ themes, Campaigns like *It Gets Better*, where graduates share their experiences of openly recognizing their sexual orientation; The LGBT+ Pride March in Mexico City; Volunteering at the Papalote Children’s Museum; collaborating in the *#SoWhat* campaign, and the organization of Coffee Nights with leaders, and *Business Box*. The association works with international business organizations experts in Organizational Psychology.



## EXATEC WORLD DAY

It is an annual volunteer day where alumni from all over the world work to improve their environment.

In 2017, this included:

**73 INCLUSION**

and transformation projects carried out (52 in Mexico and 20 internationally)

**13 PROGRAMS**

focused on diversity and inclusion

**49 EXATEC**

associations involved

**18 NONPROFIT**

organizations benefited

**10,412 PEOPLE POSITIVELY IMPACTED**

**2,601 VOLUNTEERS INVOLVED**



# OUR COMMITMENT

Our daily actions to expand and strengthen the culture of diversity and inclusion speak to our commitment to constructing a society where differences, rather than limiting, can inspire and empower development.

At Tec de Monterrey, inclusion is a daily practice, it's the only way to enhance the diversity that enriches us.

The compilation of these initiatives was made possible thanks to the participation of our professors, staff, students and alumni.

If you want to publicize a project that is underway, and not mentioned in this report and would like it to appear in its next edition, or you are interested in receiving more information about our work on diversity and inclusion, and you are a student, graduate, staff member or community member connected to Tec de Monterrey, feel free to email us at:

**[CentroDignidadHumana@itesm.mx](mailto:CentroDignidadHumana@itesm.mx)**

We will continue to work to be an institution that transforms lives, always striving for respect for human dignity, equal opportunities and social justice.

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

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**The Center for Human Dignity · Talent and Culture**

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*Respect, the celebration of our differences, and the culture of inclusion should be intentional practices throughout the entire Tec community.*



# DIVERSITY & INCLUSION

2018 REPORT



Instituto Tecnológico y de Estudios Superiores de Monterrey  
Monterrey, NL Mexico  
2017 Report. Published 2018.