

Tec shares 190 actions on diversity and inclusion in 2021 report



As part of a strategy to **consolidate itself as an inclusive university**, [Tecnológico de Monterrey](#) has presented its **2021 Diversity and Inclusion report: Let's create a community: "Nothing about us without us."**

It's a collection of **more than 190 initiatives and actions** that the institution has implemented to **promote equity, diversity, and inclusion**, so that every person feels represented and accompanied.

[David Garza](#), Rector and Executive President of the Tec, highlighted the importance of **recognizing diversity and listening to the voices and ideas of the community**, so that campuses may be places where people can thrive.

*"The **fifth edition of our Diversity and Inclusion report**, a document made by the community for the community, includes the most outstanding initiatives and data that measure the progress we've made over time. These reflect the **actions and priorities of all those who make up the Tec community**,"* said Garza.

The report was presented on December 1 during a virtual ceremony. A **"Diversity and Inclusion in Universities: Challenges and Opportunities"** panel was also held as part of the activities to present the report.



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The Tec seeks greater diversity and inclusion by 2025

One of the outstanding initiatives for this year's report was the launch of the strategic project, **"Diversity and Inclusion by 2025"**.

This initiative **is based on 7 lines of action** which seek to consolidate the institution as an inclusive university that:

- **Values and respects diversity**
- **Encourages plurality and dialog**
- **Promotes recognition of human dignity** in order to transform communities and reduce inequality

Inés Sáenz, Vice President of Inclusion, Social Impact, and Sustainability at the Tec, reflected on the meaning given to the concepts of **diversity, inclusion, and equality**.

*"It's about **recognizing that we are all rooted in different contexts and identities**, and that these do not necessarily place us on the same starting line for access to opportunities and experiences,"* she said.

*"As an institution, **we've emphatically declared the importance of placing people at the center of everything** we do and of all the decisions we make,"* she added.



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Actions for inclusion at the Tec

The **2021 Diversity and Inclusion report** includes actions and strategies that the **four institutions making up the Tec (Tec de Monterrey, Tecmilenio, TecSalud, and Sorteos Tec)** have implemented to create a more just society.

What's more, they demonstrate the Tec's **commitment to promoting respect for human dignity** within the community through **results generated in six areas**, which include:

Socio-economic inclusion

- **Scholarship support has been awarded at high school and undergraduate level.** It was reported that 52% of PrepaTec students and 50% of undergraduate students receive scholarship support.
- There are currently **1,553 students taking part in the "Leaders of Tomorrow" program** that awards full-ride scholarships to bright young people requiring financial support in order to pursue a university degree at the Tec.

People with disabilities

- In 2020, the **Consultative Committee of People with Disabilities** was sworn in, made up of 10 individuals from the Tec's 4 institutions.

- During the International Day of People with Disabilities, the “**Let’s talk about disability: challenges from university**” talk was held together with **New York University**.
- **The first Diploma Course in Disability Perspective and Access to Justice** was given.

Gender equality

- The **Gender Equality Plan 2021-2025** was consolidated, and the **Impulsa Network** was created for 73 women identified with high potential.
- **22% of women** are in **managerial positions** and **50% are in middle management**.
- There are **43 student groups** dedicated to topics of gender equality.



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LGBTIQ+ groups

- In 2020, the **LGBTIQ + Consultative Committee** was sworn in, made up of 10 individuals from the Tec’s 4 institutions.
- It’s **certified by the [Human Rights Campaign - Equidad Mx](#)**, which labels the institution as **one of the “Best LGBTIQ+ Places to Work” in Mexico**.
- During the **International Day Against Homophobia, Biphobia, and Transphobia**, **more than 25 activities** were carried out, and **there were more than 70 during LGBTIQ+ pride month**.
- **4 courses on sexual diversity and gender perspective** have been given to **over 100 teachers**.

Cultural diversity

- The institution has **688 active agreements with universities in 45 countries and 14 international liaison offices.**
- **3,512 international students** have been **received** to study a **full degree**, and **918 have studied seasonal courses.**

Generational diversity

- **People from five different generations collaborate** at Tec institutions: Over 75s (0.1%), Baby Boomers (7.2%), Gen X (44.2%), Millennials (41.1%), and Gen Z (7.4%) who all participate in different areas of the Institution, and on different projects and initiatives.



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Reflecting on challenges and opportunities in inclusion

As part of a space for dialog and listening, members of the Tec community took part in the **“Diversity and Inclusion at University: Challenges and Opportunities”** panel, where they reflected on the impact of having a culture of inclusion.

Yeni Hernández, Welfare and Counseling collaborator at the Puebla campus, and Rocío Gaona, student and President of the AIRE student group, participated on the panel moderated by Maryangel García, Leader of the Tec's Diversity and Inclusion Office.

Agustín Paulín, Director of Digital Transformation at the Tec and member of the **IMPULSA Committee**, and Daniela González, Tec graduate and Co-Editor of Stanford Social University Review, also took part.

The panelists agreed on the **importance of the representation and visibility of all people**, and the **creation of safe environments where they can develop** as part of a culture of inclusion.

“Inclusion is about treating people as such, without prejudice and without bias,” Hernández said.

During the talk, she also spoke about the importance of **creating communities** in order to achieve a greater, faster, impact with more echo. The panelists also reflected on **challenges such as learning** to achieve equal conditions and opportunities.

“To talk about diversity is to talk about everybody, to recognize our human dignity, allowing us to be who we are in a safe space in our community so that we can allow that to permeate outwards,” concluded the moderator.



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Felisa González, Director of the Center for the Recognition of Human Dignity and ombudsperson for the institution, highlighted the meaning of the **2021 Diversity and Inclusion Report**.

*“It’s a **reflection of the Tec’s conviction** that human beings can meet on common ground, which allows us to follow a path of understanding each other to occupy the world through taking the opportunity to **celebrate differences and act in an inclusive way**,” González said.*

The Vice President of Inclusion, Social Impact, and Sustainability recognized that **academia still faces challenges** to contribute to **creating a more inclusive society with less inequality**.

*“We have the task of continuing to learn, continuing to listen to different voices, particularly those that have been ignored for a long time, and of unlearning and re-learning so as to continue with the process of **building our community from within the community**,” said Sáenz.*

* Click [here](#) to see the *Tec’s 2021 Diversity and Inclusion report (in spanish)*

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