

Human dignity achievements: Tec presents 2022-2023 report



The [Tec de Monterrey](#) Center for the Recognition of Human Dignity has presented the progress that the institution has made on issues of **diversity, dignity, inclusion, and belonging**.

[David Garza](#), Rector and Executive President of the Tec, spoke about how important it is for the institution to address these issues, since it seeks to ensure that everyone can **develop to their full potential**.

*“At the Tec, we’re convinced of the importance of **recognizing diversity** and listening to the different voices and ideas that make up our community.*”

*“We aim to make our campuses places where **everyone can develop to their full potential**. Therefore, we present a new edition of the **Diversity, Dignity, Inclusion and Belonging** report,”* explained the executive.

For her part, **Inés Sáenz**, Vice President of Inclusion, Social Impact, and Sustainability at the Tec, presented this report at the **Voices of Human Dignity** event, in the auditorium of the Monterrey campus library.



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*“This report, which is a mosaic of lives and desires and wishes to **create a Tec where we all feel part of a community**, is a cause for pride and joy.”* she said.

Felisa González, Director of the **Center for the Recognition of Human Dignity at the Tec**, said that the institution seeks to impact the community on issues of diversity and dignity.

*“We’re **committed to training**, as well as research, and we want to make a real impact inside and outside the community.*

*“For the Tec, **recognizing human dignity and celebrating diversity** is something that will allow this regeneration and will enable us to move forward,”* she said.

Here we present the progress that Tec has made on **diversity, dignity, inclusion, and belonging**.

“At the Tec, we’re convinced of the importance of recognizing diversity and listening to the different voices and ideas that make up our community.” - David Garza

1. Human Dignity Training

In this area, the Tec has focused on how to make appropriate strategies for each audience within the institution's community.

In terms of human dignity, Tec has implemented the following:

- **Mandatory awareness-raising program:** 6 online courses, in which over 25,000 collaborators and 8,000 professors have participated.
- **Human dignity courses:** over 20,000 high school students, over 17,000 undergraduate students, and over 2,000 graduate students have participated.
- **Discipline Refresher Courses (CADI):** 34 courses have been offered focused on gender, equity, and inclusion.
- **Tec21 Model:** 146 training units were offered addressing issues of gender, diversity, inclusion, and human dignity. This model is based on challenge-based learning.
- **Roundtable discussions:** 33 international and 38 local roundtable discussions were held to delve into issues of gender, diversity, inclusion, and human dignity.
- **Self-directed course for leaders:** Issues of generational diversity, gender equality, cultural diversity, sexual diversity, and people with disabilities were addressed.



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2. I Choose Love Campaign

In June 2022, the first national **I Choose Love** campaign was executed in Pride month and on International LGBT+ Pride Day.

The message to the community was that **diversity and inclusion** are fundamental to the development of society.

In addition, Tec has external alliances including **UNHCR** (the UN refugee agency) where specific programs are offered for **people with low social mobility and refugees**.

The Tec is the first educational institution to sign an agreement with **UN Women** for safe campuses.

3. Inclusion Initiatives

During the presentation of the report, it was explained that the institution has created **guidelines and initiatives with the aim of promoting inclusion**:

- **Guidelines**: such as inclusive language, to create accessible and inclusive content for accessible and inclusive events.
- **Universal design and construction project**: an analysis to identify areas of opportunity and work on them based on national and international standards.
- **Digital accessibility**: an audit was carried out enabling review of the 10 enablers that have the most traffic in the institution, with work being done to make them accessible.
- **Wine and conversation**: these are spaces for discussion where issues of equity, diversity, and inclusion are addressed.



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On issues of **gender equity**, the Tec reported that **51% of its workforce are women, and the number of women in leadership positions** has also increased.

In 2021, **22%** of managerial positions were **women**, by **2023** that grew to **27%** and it's expected to increase to **30% by 2025**.

The institution launched the **Impulsa initiative**, a cross-departmental and intersectional network of women to promote their development.

Regarding the **HeForShe** initiative, this currently has 40 active groups which have carried out over 120 activities, impacting over 3,000 people.

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5. People with Disabilities

The report presents the activities that the institution has carried out for the **inclusion of people with disabilities**.

- **Inclusion Forum for people with disabilities:** to foster inclusion in the cultural, educational, social, and sports fields.

Over 1,000 people participated, and it impacted 700 students.

- **Architectural accessibility book:** Professor Lilia Salazar published a book aiming to bring students closer to inclusive solutions in architecture programs.

- **Human libraries:** A space for reflection on issues of migration, disability, and health, with people who share their stories.

- **Other initiatives:** A Mexican sign language course, wheelchair workshop, and yoga for people with disabilities.

6. LGBTQ+ Community

In 2023, Tec achieved certification as the **best LGBTQ+ place to work and is the only educational institution with this distinction**. It also provides support to companies and training partners to become certified.

The Mexico City campus carried out activities to mark **International Day Against Homophobia, Transphobia, Biphobia, and Lesbophobia**.

Pride Month was celebrated in June 2022 and 2023, with over 60 activities in collaboration with the Student Leadership and Education department.



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7. Socioeconomic Inclusion

On issues of socioeconomic inclusion, Tec presented the following:

- **Campana-Altamira Initiative:** seeking to improve public education in Nuevo León. It has impacted over 4,400 people per year.
- **TecSalud Foundation:** seeking to benefit people in vulnerable situations with medical and hospital care, where over 46,000 people have been impacted.
- **Zero Digital Divide:** Oriented towards digital literacy and development of technological skills.

8. Cultural Diversity

- **Social Innovation Center:** seeking to mitigate social problems such as inequality, poverty, illiteracy, and insecurity. It has impacted over 5,000 indigenous families.
- **Generations:** At Tec de Monterrey, there are 4 generations: Baby Boomers (1.04%), Generation X (31.7%), Millennials (49.97%), and Generation Z (17.32%).

If you'd like to find out more about the report, you can download it [here](#).

READ MORE:

<https://conecta.tec.mx/en/news/national/institution/social-intervention-tec-seeks-digital-inclusion-communities>