Executive Summary

The Equity, Diversity, and Inclusion (EDI) Public Action Plan is a formal initiative to build a diverse, equitable, and inclusive learning environment at Simon.

The plan aims to build a culture of inclusion and belonging; recruit and sustain a diverse student body; increase EDI content in curricula and co-curricular programming; recruit and retain faculty and staff from traditionally underrepresented communities; and make a positive impact in the Rochester community.

The plan also focuses on narrowing the gender gap and ensuring equal opportunity and access to all people, regardless of their gender, race, ethnicity, age, color, sexual orientation, military status, national origin, socioeconomic background, or ability/disability. By design, the plan holds us accountable for progress by setting specific goals, action items, timelines, and key performance indicators. In this document we highlight these areas and make note of our progress. These metrics will help guide our decisions in creating a more diverse, equitable, and inclusive school. This action plan closely aligns to Simon’s 2025 Strategic Plan, and we are committed to working on the following five goals:
**School Goal #1**  
Build and sustain a culture of inclusion and belonging.

<table>
<thead>
<tr>
<th>Action Item #1</th>
<th>Transparent communication from the Dean and across Simon Business School departments.</th>
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<tr>
<td>Metrics and Tracking</td>
<td>Annual report on progress against goals and areas for improvement.</td>
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<tr>
<td>Milestone Timing</td>
<td>2021-23 Academic Year</td>
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**January 2023 Update**  
The Dean, in collaboration with the Office of Equity and Inclusion (OEI), communicates regularly with staff, faculty, and students on issues related to EDI work across the school and the University of Rochester. The Dean encourages staff participation in training opportunities available to the Simon community, as well as acknowledges important days of remembrance and religious/cultural celebrations.

The Director of Equity and Inclusion and Sr. Assistant Dean of Admissions and Programs continue to meet and collaborate on a regular basis with the student-led Racial Equity Task Force (RETF); also, the Director meets regularly with the head of RETF. The Graduate Business Council and Masters Advisory Council VPs of Diversity, Equity, and Inclusion, and the student-led DEI Center of Excellence Board members, meet regularly with Simon’s Director of Equity and Inclusion (who is a member of the National Association of Diversity Officers in Higher Ed). Additionally, the Director is a co-advisor and meets regularly with the CGSM Liaison Board, a student team that leads initiatives for all underrepresented students who are members of the Consortium for Graduate Study in Management.

The Director and Sr. Assistant Dean have partnered with the Director of Admissions and EDI Special Projects, the Sr. Director of Alumni Engagement, and the Executive Director of Advancement, in leading and collaborating with the EDI Alumni Council.

<table>
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<tr>
<th>Action Item #2</th>
<th>Enrich and expand student training and professional development</th>
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<tr>
<td>Metrics and Tracking</td>
<td>Required orientation EDI programming for all MBA and MS students. Offer optional (encouraged) EDI professional development sessions. Attendance will be tracked, and participant feedback will be collected to assess training quality and impact.</td>
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<tr>
<td>Milestone Timing</td>
<td>2022-23 Academic Year</td>
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**January 2023 Update**  
Required orientation EDI programming for all MBA and MS students (offered either in-person or virtually). Participant feedback was as follows:
- MSF and MSA students rated the Introduction to EDI at Simon session 4.30/5.0, and the Breaking Ice with the Pillsbury Theatre Group 4.20/5.0. MSBA and MSMA students rated the Introduction to EDI at Simon session 4.09/5.0, and the Breaking Ice with the Pillsbury Theatre Group 4.27/5.0.
- MBA students rated the Introduction to EDI at Simon session 4.31/5.0.

**Required EDI orientation session for PhD students, including sessions on Matrix Insights Interaction Styles and How Diversity Impacts Communication.**
- This was the first time this orientation programming was offered to PhD students.
Additional voluntary programming was held throughout the year, including:

- MLK dinner and educational session (50+ students and staff as well as a waiting list for the event) (January 2023)
- Partnership with LASOS to host a Cafecito educational session celebrating Hispanic Heritage Month.
- Partnership with Simon Black Student Alliance Rhythm & Beats—educational journey through music of all cultures influenced by the African Diaspora. Simon’s OEI shared about the Afro Latino cultural lens.

Additional student programming efforts:

- For the first time at Simon, all incoming students could opt-in to have pronouns included in their name tents and name tags during the application process for orientation and beyond. Existing students and staff will be given the same opportunity
- MAC added a VP of EDI student leadership position to complement the existing Graduate Business Council’s VP of EDI position.
- Simon created a student Slack channel (#Simon-OEI) to increase EDI-focused communication and community within our student body.

What’s Next?

- Annual EDI training for club leaders will be held in spring 2023
- Simon will host a pronouns workshop for students in March 2023.
- Simon plans to host a Anti-racism training for students and staff in the upcoming academic year

Action Item #3

Provide robust, regular training for Simon staff on EDI.

Metrics and Tracking

- Identify needs each year and provide offering to address critical areas.
- Track individual overall staff attendance.
- Collect session feedback from staff attendees to assess training quality and impact.

Milestone Timing

2022-2023 Academic Year

January 2023 Update

Training opportunities for staff:

- Simon hosted a Generational Diversity Lunch & Learn for faculty and staff (May 2022)
- Simon hosted a Business School Diversity Conference open to the Simon community, which staff members attended (October 2022)
- Staff participated in Simon’s Women’s Conference programming (November 2022)

Simon created an EDI Champions Program. The program outlines EDI-related activities staff can participate in (e.g., attending a Simon women’s conference session, completing an EDI training in MyPath, gaining LGBTQ+ knowledge and awareness and becoming University Certified in Safe Space through MyPath); a form is provided to staff to track their activity participation. EDI Champions (those who complete 8 out of the 29 activities listed) are invited to a celebration with the Dean in June.

What’s Next?

- See School Goal #1, Action Item #2, What’s Next? section.
- Simon will host a preferred pronouns workshop for staff in April 2023
**Action Item #4**  Provide robust, regular training for Simon faculty on EDI

**Metrics and Tracking**
- Identify needs each year and provide offerings to address critical areas.
- Track individual and overall faculty attendance.
- Collect session feedback from faculty attendees to assess training quality and impact.

**Milestone Timing**  2022-23 Academic Year

**January 2023 Update**
- Simon launched a faculty EDI task force, led by the Senior Associate Dean of Education and Innovation.
- The EDI Task Force planned a required training for faculty in March 2023. The training focused on equipping faculty to proactively create inclusive, equitable classrooms, as well as included discussions and resources for best practices in reacting and responding to EDI-related concerns or situations that may arise.

**Action Item #5**  Include EDI values in Simon staff annual performance reviews.

**Metrics and Tracking**  Include EDI values-related content in Simon staff performance reviews.

**Milestone Timing**  2022-23 Academic Year

**January 2023 Update**  Simon’s annual staff performance review includes a section—through self-assessment and manager review—on how the employee is living EDI values in their daily professional lives.

**What’s Next?**
This EDI-related section will continue to be included in Simon’s annual review process.

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**School Goal #2**
**Recruit and sustain a diverse student body**

**Action Item #1**  Sustain application volume and enrollment of diverse candidates in the Full-Time MBA program.

**Metrics and Tracking**  Track application volume levels, admission offers, and enrollments on an annual basis.

**Milestone Timing**  2022-23 Academic Year

**January 2023 Update**
- In 2022, 43% of the enrolled FT MBA student population was female; in 2021, the female population was 42%.
- In 2022, 35% of the enrolled student population was underrepresented minority (Hispanic American, African American, and Native American students, as a percentage of U.S. domestic students); the underrepresented minority student population was 34% in 2021, 46% in 2020, and 40% in 2019.
- International % of enrolled cohort was 46% in 2022 compared to 43% in 2021 and 37% in 2020.
- In 2022, the number of countries of origin grew to an all-time high of 27 compared to 23 countries of origin in 2021 and 19 countries of origin in 2020 respectively.
**Action Item #2**  Promote increased diversity in the Full-Time MS and Part-Time MBA Program.

**Metrics and Tracking**
- Track application volumes, admission offers, and enrollments from underrepresented and female populations.
- Track number of countries represented in the Full-Time MS programs.

**Milestone Timing**  2022-23 Academic Year

**January 2023 Update**
- In 2022, all FT MS programs have female enrollment above 45% – 47% (MSF); 52% (MSA); 55% (MSBA); 76% (MSMA)
- Number of countries represented in the FT MS programs dropped compared to 2021 (MSF – 14 VS. 20 in 2021); (MSBA – 12 VS. 11 in 2021); (MSA – 4 VS. 7 in 2021) and (MSMA – 8 VS. 10 in 2021)

**Part-Time Programs data trends:**
- **EMBA** – % women was 28% in 2022 compared to 13% in 2021; % historically underrepresented minorities was 18% in 2022 compared to 8% in 2021.
- **PMBA** – % women was 33% in 2022 compared to 43% in 2021; % historically underrepresented minorities was 14% in 2022 compared to 3% in 2021.
- **MMM** – % women remained flat at 50% in both 2021 and 2022; % historically underrepresented minorities was 8% in 2022 compared with 22% in 2021.

**What’s Next?**
- Simon will develop a new approach to FT MS student team coaching that focuses on increasing student engagement and cultural competency. We will also provide support to faculty about how to create more interactive classrooms that bridge cultural differences.

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**Action Item #3**  Plan, Execute and Participate in EDI-related career and admissions recruiting conferences.

**Metrics and Tracking**
- Participate in conferences and recruiting events of partners.
- Plan and execute school-wide Diversity and Women’s conference events.
- Track number of conferences and student attendance levels (when possible).
- Gather input from conference attendees via a post-event survey (when possible).

**Milestone Timing**  2022-23 Academic Year

**January 2023 Update**
Simon participated in several recruiting events over the past year. The Benet CMC collaborated with other units (e.g., the OP Prep Board and the Simon Black Student Association) to prepare students for the various conferences. This included, for example, hosting a series of webinars and small group sessions for certain conferences, or sending e-resume books of the student attendees to companies in advance of conferences.
### 2022 Consortium for Graduate Study in Management (CGSM) Orientation Program (June 2022)

- **26** students attended
- **19** students completed post-conference survey
- **18** students were contacted by recruiters prior to the conference
- **58%** of students rated their preparedness compared to peers as *Excellent*
- **42%** of students received internship offers

### 2022 Forte’ Annual MBA Women’s Leadership Conference (June 2022)

- **15** students attended
- **7** students completed the post-conference survey
- **57%** of students rated their preparedness compared to peers as *Excellent*
- **86%** of students rated their entire conference experience as *Excellent*
- **6** students were invited for interviews, coffee chats, and/or networking opportunities

### 44th Annual National Black MBA Association Conference and Exposition (September 2022)

- **55** students attended
- **219** company exhibitors
- **15** alumni attending reception

### 2022 Prospanica Conference & Career Expo (November 2022)

- **16** students attending
- **82** company exhibitors

### 2022 Reaching Out MBA Conference (October 2022)

- **15 – 20** students attended
- Over **100** company exhibitors

### 15th Annual MBA Veterans Conference (October 2022)

- **4** students attended
- **95** company exhibitors

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**Action Item #4**  Increase scholarship support for diverse student enrollments.  

**Metrics and Tracking**
- Track the amount of funding raised annually for scholarship opportunities.  
- Track the number of students supported.  
- Track the number of alumni who provide funding toward these scholarships.

**Milestone Timing**  2022-23 Academic Year
January 2023 Update
Alumni giving to the Consortium Scholarship Fund
- Between FY21 and FY22, funding increased by 3%, and the number of gifts increased by 86%
- The scholarship supports 6 MBA students annually

Alumni giving to Simon Women’s Alliance Scholarship
- Between FY21 and FY22, funding increased by 52%, and the number of gifts increased by 25%
- The scholarship supports 3 female MBA students annually
- A new endowed scholarship benefiting women students was established in December 2021

What’s Next?
- Creating a scholarship fundraising initiative in memory of Neftali Morales ’12, ’13S (MS), ’16S (MBA), who was a member of Simon’s EDI Alumni Council.

Action Item #5
Draw national attention to Simon diversity initiatives.

Metrics and Tracking
Develop and publish EDI business case narrative.
Track engagement; digital marketing metrics; press.

Milestone Timing
2022-23 Academic Year

January 2023 Update
Simon’s core value of diversity is woven into many of our digital advertising campaigns, student testimonials, articles quoting the Dean, and marketing collateral.
In 2022, U.S. News and World Report named Simon the #2 Most Diverse among full-time MBA programs ranked within the top 50.

What’s Next?
In April, the Dean will participate as a leading panelist in a webinar hosted by The Consortium, and moderated by the Executive Director and CEO Peter Aranda addressing how business schools and industry can work together to create an equitable workplace. Other panelists include Peter Rodriguez, Dean of Rice Business School; James Fripp, Chief Diversity & Inclusion Officer, Yum! Brands; and Norman Jones, Director, Global University Recruitment, Danaher Corporation. The audience for this event will consist of peer deans and directors to increase visibility into Simon’s EDI expertise. Event promotion will entail paid advertising and email campaigns to peer deans and directors. Media pitches will be mostly targeted to higher-education trade publications and will include a website presence, email communications, and social media.

Action Item #6
Continue to grow applications, enrollment, and graduation of diverse candidates in the Simon PhD program.

Metrics and Tracking
- Identify new markets for applicants through digital marketing campaigns
- Track application volume levels annually, admission offers, and enrollments
- Expand school relationships and direct faculty and administrator connections to institutions with racially and ethnically diverse populations to develop a pipeline of PhD candidates
Milestone Timing 2022-23 Academic Year

January 2023 Update

• For fall 2023, the Simon PhD program received 4 domestic applications and 3 applications from permanent residents. Of those 7 applications, 1 has identified as a diverse candidate.
• An email campaign was sent in October 2022, to approximately 250 faculty and administrator contacts at the top Historically Black Colleges and Universities (HBCUs) to share information regarding the Simon PhD program. The campaign had a 24% open rate.
• We are proud members of The PhD Project. Earlier this year, Simon attended recruiting events at the PhD Project in Chicago (which had 160 participants).
• Simon also attended a DocNet event at Emory University with Spelman (an open house event with 80 participants).

What’s Next?

• Simon will be attending a conference hosted by the PhD Project in March 2023.
• Simon participated in a planned DocNet recruiting event at Spelman, with other HBCUs, in April 2023.

School Goal #3
Increase EDI content in curricula and co-curricular programming

Action Item #1 Increase EDI content in curricula (case discussions, guest speakers, and course content)

Metrics and Tracking

• Increase cases and guest speakers in MBA core classes that will focus on EDI content.
• Offer one full elective course that offers EDI content.
• Refer faculty to EDI case bank and offer guest speaker list identification.
• Develop broader EDI curriculum measures and content support

Milestone Timing 2022-23 Academic Year

January 2023 Update

• Simon continues to offer a one-credit elective course: GBA 443: Diversity, Equity, and Inclusion in Business.
• Simon’s new instructional designer is managing an EDI library of materials, and has compiled a set of EDI resources in Blackboard.
• Simon’s Director of Equity and Inclusion has partnered with the Senior Associate Dean of Education and Innovation to create a Diversity Statement to be added to Simon course syllabi.
• A new inclusive leadership course has been proposed.
• A survey was distributed to all faculty to gather information on the number of hours of EDI-related content in all MBA and MS courses. Across all courses, 75 (58%) include some EDI content. Combined, these 75 courses offer 190 total hours of EDI content:
  • 27 courses include up to 1.75 hours of content
  • 37 courses include 2 – 4 hours of content
  • 3 courses include 4 – 6 hours of content
  • 3 courses include 7+ hours of content
  • 5 courses include 10+ hours of content
• From fall 2022 – present, faculty have hosted multiple guest speakers in their classes who were female and/or underrepresented minorities; at a minimum, this includes 7 speakers (5 females and 4 underrepresented minorities).
• The Dean's office is offering support to coordinate diverse guest speakers in courses.
• An award category for EDI was included in Simon’s new faculty innovation awards.

What's Next?
• The faculty training in March 2023 will focus on giving faculty the skills and perspective to make more inclusive classrooms

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**Action Item #2**

Offer experiential learning opportunities and case writing focused on systematically excluded and women-led projects.

**Metrics and Tracking**

Offer 3 case competitions (including a competition hosted by Simon). Track number of student participants.

**Milestone Timing**

2022-23 Academic Year

**January 2023 Update**

**Hosted Thruway Case Competition – April 2022**

Bringing sustainable revenue to the Finger Lakes region during the winter season (November – April) which currently accounts for only 7% of yearly income.

- 7 teams participated
- 38% of team composition were women
- 77% of team composition were people of color
- 100% of Simon-only case competitions include an equity and inclusion of diverse people analysis portion.

**Simon Black Student Alliance (SBSA) Case Competition – February 2023**

Authored case to engage Simon students in a strategic business evaluation and recommendation for a local Black-owned business, Ma’ama Tce’s Catering, as well as supported SBSA in delivery and prize money.

- 4 teams participated in the case competition

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**Action Item #3**

Offer programming that enhances cultural competencies and awareness.

**Metrics and Tracking**

Partner with student leadership organizations to coordinate EDI offerings. Track student and alumni participation and collect post-event feedback (when possible).

**Milestone Timing**

2022-23 Academic Year

**January 2023 Update**

**September 2022**

- **EDI Diversity Fair & Business Bazaar** (27 attendees)
- **ASIAM Midautumn Festival** (24 attendees)
- **Forte Fall Retreat** (22 attendees)
- **Spectrum KSS Dancing Night out** (22 attendees)
- **EDI Women of Color Mixer** (18 attendees)
October 2022
- Diversity Conference (43 attendees)
- Mocktail Night – DEI Coe and SLS KSS, Diversity, Equity, and Inclusion, Simon Life Sciences (21 attendees)
- Membership Mixer - Asian in America (ASIAM) (19 attendees)
- Men As Allies Courageous Conversations - Diversity, Equity & Inclusion & Simon Women in Business (SWiB) (18 attendees)
- Cafecito Hour, Latin American Students of Simon (LASOS and Simon's OEI (36 attendees)

November 2022
- Diwali, ASIAM, MAC, GBC, EDI (146 attendees)
- Women's Conference (40 attendees)
- CGSM Luncheon - Tips & Tricks on Negotiations (19 attendees)
- SBSA Friendsgiving, Simon Black Student Alliance (SBSA) (13 attendees)

December 2022
- Asian Style Networking Dinner, ASIAM (42 attendees)
- Introduction to Allyship, Forte & SWiB (25 attendees)
- CGSM End of Year Celebration, CGSM (16 attendees)
- Get Cozy with Forte, Forte (12 attendees)

January 2023
- Simon Business School MLK Day of Service, CGSM, Simon Net Impact, SBSA (10 attendees)
- CGSM Resume Workshop, CGSM (18 attendees)
- Lunar New Year 2023 (179 attendees)
- Kulture Karaoke, Ainslie OSE, and EDI (42 attendees)
- Discover Forté - Simon MBA and U of R, Forte (11 attendees)
- The Dinner that Never Was... EDI (45 attendees)
- Keynote Conversation with Ernest Adams, Admissions and Simon-OEI (65 attendees across prospective students, current students, staff, and alumni)

School Goal #4
Recruit and retain faculty and staff from traditionally underrepresented communities

<table>
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<tr>
<th>Action Item #1</th>
<th>Increase diversity among faculty</th>
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<tbody>
<tr>
<td>Metrics and Tracking</td>
<td>Improve recruiting practices to ensure reaching available diverse candidates.</td>
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<td>Identify new pipelines for hiring, and track hiring processes, including training on inclusive hiring practices.</td>
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<td>Track number of applications, interviews, offers, and hires with underrepresented minority community members.</td>
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<td>Develop clinical faculty pipeline through adjunct and/or alumni guest lecturers.</td>
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Milestone Timing | Beyond 2022-23 Academic Year |
January 2023 Update

- Relative to 2017, faculty from underrepresented groups increased from 0 to 8%.
- Relative to 2017, female faculty increased from 22% to 26%.
- Currently, Simon’s best practices include expanding job postings to underrepresented candidates through job boards which promote diversity and inclusion. For example, this year, we targeted the American Society of Hispanic Economists, Minority Postdocs, Diversity.com, and HigherEdJobs. Prior to the start of the hiring season, the Dean’s Office stressed the importance of EDI in the hiring of faculty both to the area coordinators, who manage recruiting in their areas, and the faculty at large.
- We have also significantly expanded our faculty talent search from predominantly scholarly academics to those with significant industry expertise coupled with teaching experience or interest. We provide support and training to make these faculty successful in the classroom.

What’s Next?

- Next year, the Dean’s Office will prepare a document similar to Simon’s Guide to Inclusive Hiring mentioned below, for the hiring of faculty; this will be reviewed with the Area Coordinators prior to the start of the hiring season. Copies will be provided to all faculty involved in the recruiting process.

Action Item #2
Increase the percentage of staff who are members of underrepresented groups, with a particular emphasis on positions Grade 52 and above through hiring and promotion.

Metrics and Tracking
- Expand awareness and build relationships with potential diverse candidates.
- Track number of pre-meetings with potential diverse candidates, as well as the number of interviews.
- Track number of offers and related hiring statistics for each open position, as well as annual results.

Milestone Timing
Beyond 2022-23 Academic Year

January 2023 Update
- Simon continues to make progress on our goal to increase the number of staff from underrepresented groups at Simon from 8 to 16 percent: fall of 2020, 8%; fall of 2021, 13%; and fall of 2022, 14%.
- Additionally, Simon set a goal to particularly focus on the number of staff from underrepresented groups in roles at Simon graded at a 52 or higher. The number of URG staff from underrepresented groups at this level has increased from 4 staff members in fall 2017 to 11 staff members in fall 2022.
- Our Assistant Dean of Administration sits down with all hiring managers on the staff side and provides guidance to them by reviewing a written Guide to Inclusive Hiring created in partnership with Simon’s OEI.

School Goal #5
Make a positive impact in the Rochester community

Action Item #1
Partner with wellness and external organizations to create inclusive, accessible wellness opportunities for all students.
Metrics and Tracking
- Create at least one new partnership with outside wellness firm.
- Encourage student involvement in each activity.

Milestone Timing
Beyond 2022-23 Academic Year

January 2023 Update
Ongoing partnership with University Health Services, University Health Promotions, and University Counseling Center
- All Simon students are signed up to receive the monthly University Graduate Student Wellness Newsletter, which serves as a central location for available wellness events and services
- Continue to promote culturally specific UCC counseling group sessions; as well as healing circles, offered when appropriate, in response to events that have had an adverse impact on our community
- Partnership with Rochester’s “Upper-Level Fitness” owned and operated by Kwasi Boaitey, a University partner through the Office of Equity and Inclusion, who has a private practice within the Rochester community. The practice uses wellness and fitness as the focus of ongoing wellness, self-care, and mental health support. During 2022 – 2023 academic year, OSE Student Life has referred 5 full-time MBA students to Upper-Level Fitness and Kwasi Boaitey
- Partnership with VP of Wellness, a new role on the Graduate Business Council Board

Action Item #2
Continue with pro-bono student consulting practice to support local minority, Black, and women-owned businesses.

Metrics and Tracking
Continue to grow the number of Simon Vision Consulting - an initiative to build relationships between Simon’s graduate students and Rochester’s professional community—projects, focused on consulting to underrepresented, Black, and women-owned businesses.

Milestone Timing
2022-23 Academic Year

January 2023 Update
- Simon Vision Consulting projects grew 10% in the number of consulting engagements with local and international firms, after a 40% increase last year.
- Engaged with Greater Rochester Black Business Alliance, Out Alliance, Rochester Hispanic Business Association, Rochester Women’s Network, Webster Chamber of Commerce, in an effort to diversify the business owners that students are working with
- The demographics of the clients is:
  - 56% were woman-owned businesses
  - 50% were Black-owned businesses

Action Item #3
Continue partnership with Habitat for Humanity

Metrics and Tracking
- Engage and involve members from all parts of the Simon Community.
- Track participation and attendance levels.

Milestone Timing
2022-23 Academic Year

January 2023 Update
Habitat for Humanity partnership continues through 2022 – 2023 academic year.
- Held MBA Class of 2024 Orientation “David Reh ’67S (MBA) Day of Service” Habitat for Humanity build on Saturday, July 23
- MBA Class of 2024 students split up into 5 different ongoing Habitat projects in the Beechwood Neighborhood of Rochester, New York
• MS Class of 2023 Orientation “Simon Serves” community engagement program launched and will be an annual community engagement program for MS students during orientation moving forward.

• In July, roughly 75% of MSMA students participated in various locations around Rochester (County Park Pick-Up, Mt. Hope Cemetery Pick-Up, Clean Sweep 19th Ward, Church of Love, and Habitat for Humanity)

• “MLK Day of Service” took place on Saturday, January 14 in collaboration with Simon CGSM, Simon Black Student Alliance, Simon Volunteers, and Net Impact. 43 students, staff and partners volunteered.

• MBA 2024 students have created their own #habitat#humanity Slack channel with 21 total members. Groups volunteered twice on their own this fall with Habitat.

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**Action Item #4** Create school-wide opportunities for growth and service by leveraging student and alumni networks

**Metrics and Tracking**

- Build volunteer opportunity pipelines, and network with Rochester-based business organizations which serve women, minority-owned businesses and/or urban redevelopment.
- Track number of projects and participation rates.

**Milestone Timing** 2022-23 Academic Year

**January 2023 Update**

- For the second year in a row, Simon Business School and Simon Marketing Association collaborated with BookBag Express for the Simon Turkey Bowl. Through this, the Simon community was able to provide BookBag Express with 35 turkeys for families affiliated with their organization during the Thanksgiving Holiday.

- Simon Volunteers and CGSM hosted a Giving Tuesday event. During the event, donations of winter garments, non-perishable foods, and financial donations were gathered for a local non-profit organization, Center for Youth, to be distributed to families and children in need. To encourage participation and donations, the event included a competition between the MBA Classes of 2023/2024, the MS Class of 2023, and faculty/staff. In total, over 1400 items were donated.

- Project-based learning, Innovation, Exploration, Critical Thinking, Equity, Social Justice (P.I.E.C.E.S) and ROC Education Equity Program strive to close classroom achievement gaps and create racial equity educational programming for the Rochester City School District. Simon coordinates a call for volunteers, as well as the P.I.E.C.E.S teaching schedule. 6 Simon staff members are volunteering with P.I.E.C.E.S. this year.