



Stanford GSB Action Plan for Racial Equity

Stanford Graduate School of Business commits to addressing racial inequality in society and within our own corridors.

We have listened to the stories of our Black students, alumni, staff, and faculty. We have heard sobering and powerful accounts of bias, including on our own campus, and the obstacles many in our community have overcome to succeed. We have been inspired by the energy of the Stanford GSB community to work together toward racial equity across our country and the world.

These discussions have helped to motivate and inform our Stanford GSB Action Plan for Racial Equity. The goals and strategies in the plan aim to increase representation, build greater inclusion, drive positive change beyond Stanford GSB, and ensure accountability.

Increasing Representation

Building on the momentum of our ongoing Diversity, Equity, and Inclusion efforts, we are committed to increasing the representation of Black and other underrepresented minority teaching faculty, staff and students at Stanford Graduate School of Business.



- Aim to **significantly increase the number of Black and underrepresented minority teaching faculty** by continuing to improve our recruitment strategies and processes; working with alumni to identify talented lecturers who are Black, underrepresented minorities, or from other underrepresented backgrounds; and engaging in Stanford's ambitious [Impacts of Race in America](#) faculty search.

- Amplify our recruitment efforts of **Black MBA, MSx, and PhD students** to ensure these populations continue to increase, including through stronger outreach to historically Black colleges and universities and national groups such as the [PhD Project](#), and by working with our own students and alumni.
- Launch the **Stanford BOLD Fellowship** (Building Opportunities for Leadership Diversity) to augment our need-based financial aid and support MBA students who have shown a deep commitment to obtaining an education in the face of financial hardship.
- Develop a process to **increase Black staff representation** through active outreach, working to eliminate biases in our hiring processes, and developing a **staff internship** program for talented individuals from disadvantaged backgrounds.

Building a Culture of Inclusion and Belonging

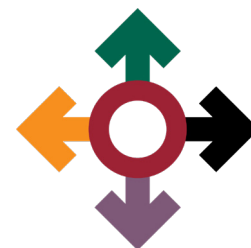
We strive to create a culture where all members of the community and our guests feel welcome, and are able to belong and contribute to their fullest potential.



- Introduce two new courses in the coming year: **Leadership for Society: Race and Power**, to educate future leaders about racial injustice and inequality and to inspire them to make positive change; and **Blocking Bias in Academe**, to educate PhD students to be more effective professors and leaders in diverse university environments.
- Devote resources and encourage faculty to identify **new guest speakers** and to write and teach **new cases** on Black and underrepresented minority leaders, drawing on input from Stanford GSB alumni.
- Host a **Stanford GSB Rising Scholars Conference** for diverse PhD students and postdocs to present their work and interact with faculty from Stanford GSB and other institutions.

Making Positive Change Beyond Stanford GSB

Stanford GSB has the opportunity and responsibility to make lasting, positive change toward eliminating bias and anti-Black racism beyond our campus.



- Create the **Stanford GSB Racial Equity Initiative** in partnership with our alumni to increase representation, strengthen leadership, and drive economic empowerment. Establish a task force to scope and secure the resources necessary to advance this initiative.

- As part of the initiative, support the **Stanford GSB [Alumni Consulting Team](#)** to undertake 50 projects over the next five years for organizations that are committed to inclusion and racial equity.
- Create a **Supporting Black Business Leadership [executive education program](#)** to accelerate and advance the careers of exceptional business leaders and to shape inclusive environments in which diverse leaders can thrive.

Holding Ourselves Accountable

As we begin this journey and implement these initiatives, we must not forget to hold ourselves accountable and measure our effectiveness.



- Create a **Diversity Equity and Inclusion Council**, consisting of faculty, staff, and students to sustain momentum on our broad DEI goals across every area of Stanford GSB, and ensure that we achieve our goals around Black representation and inclusion.
- Continue to publish the **[Stanford GSB Annual DEI Report](#)**, adding additional metrics, including those designed to measure representation and our culture of inclusion, and partner with the University to contribute to, and improve upon, the **[IDEAL Dashboard](#)**.