



REACHING OUT

**Reaching Out MBA Findings on Business School D,E& I Practices pertaining to the LGBT+ Community
April 2021**

For any questions, please contact us at info@reachingoutmba.org.

Overview: In early 2021, Reaching Out MBA interviewed 23 business schools to better understand their policies and practices in recruiting LGBT+ and other diversity candidates. This Diversity, Equity & Inclusion study will assist students, business schools, and the greater community in understanding the state of LGBT+ and diversity recruitment. We will update this study annually, and include notes on the major changes to policy and procedure year over year.

A series of questions were sent out to the Admissions teams from the ROMBA 2021 Fellowship cohort. Responses were collected by our staff via follow up interviews and via email. The full list of participating schools can be found at the end of the study.

For each question, the most common answers are listed at the top of the section. Names of the schools have been redacted [see highlights] for privacy. Additionally, a list of resources has been added that may aid in terminology and/or research.

Questions

- How can candidates indicate their LGBT+ identity during the application process?
- How can LGBT+ or other diversity candidates connect with club leaders?
- Does your school hold diversity recruitment events? If so, please describe.
- Is your school affiliated with any other diversity or affinity organizations? If so, please describe.

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1. How can candidates indicate their LGBT+ identity during the application process?

Analysis:

Application: Asking these three questions show attention to the variety of responses as it relates to LGBT+ identities. Selections can include pre-set answers along with the option to either A. omit an answer or B. write in their own (which is preferable).

Provide question on gender

Provide question on sexual orientation

Provide question on pronouns

Interview: While this is an option for candidates, overall it appears to be the least popular way to identify. This can be due to fears of backlash, inexperience in actually speaking about identity, or worry that it might negatively affect candidacy.

Resume: Listing any experience working for the LGBT+ community is not always an indicator of LGBT+ identity, but at least can identify an applicant as a strong ally.

Essay: For those who include an optional or required essay, this is a very logical place for candidates to identify as LGBT+ and explain experiences or work within the community.

Additional Signifiers:

Some schools list out scholarship opportunities that are available to individuals of specific identities. They may also have a checkbox question which allows applicants to indicate interest in specific affinity groups.

Responses (edited for clarity and anonymity):

- Self-select areas of interest (Diversity events, Women's events, LGBT+ events, Military Veterans Events)
- We ask optional questions about applicant's gender identity and sexual orientation on the application.
- There is a question on the application to self-identify as LGBT+.
- In our application, we have a menu of identifications for gender identity along the spectrum, along with a menu of answer options for sexual orientation. We collect this data to use to support students as needed.
- Candidates can indicate whether they identify as LGBTQ+ on the application. There is a question that explicitly asks if an applicant IDs as such. It is obviously a completely optional disclosure. We also have a section for applicants to enter their pronouns.
- Individuals can disclose this information with members of the admissions committee, via our online inquiry form, or on our application.
- Self-identify gender and pronouns on application and list identity in essay, resume, or interview.
- We ask the following on applications: Would you like to provide information regarding your gender, pronouns, and/or sexual orientation? Do you identify as a lesbian, gay, bisexual or transgender person? If yes, may we share your contact information with our LGBT+ club?
- Questions throughout the application that ask, "Would you like to provide more information?" for example, with the question of sex. There is also an opportunity for an optional essay in which we invite candidates to introduce themselves to the admissions committee and share more about their personal story.



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- There is an opt-in option where we ask for individual's pronouns with a write-in field as of last year. In our outreach communications, we want to honor those who are not ready to be out. We have worked with [other faculty from the college who focus on diversity and gender]. We discuss and provide education faculty/staff/students about why pronouns are important and how to incorporate them into technology and conversation.
- On our application, we have sex, gender identity, and pronoun section. Sex - Female, Male, and Other. Gender Identity is Agender, Gender non-conforming, genderqueer, man, non-binary, two-spirit, women, prefer not to say and enter your own. Personal Pronouns include He/Him/His, She, Her, Hers, They/Them/Theirs, Ze, Zir, Zir, None (Name only), Prefer not to specify or enter your own. Sometimes students also share in their personal statement or interview.
- There is a myriad of ways for LGBT+ individuals to indicate their identity during the application process. We've introduced a third "Non-Binary" option for gender on our application this year. We've already had a couple applicants identify as such, which is great to see. They can also indicate their sexual identity (Gay or Lesbian, Bisexual). They can indicate their spouse/domestic partner/significant other. They can address it in multiple essay prompts if they find it appropriate to do so. Extra-curricular Activities and indicating interest in our LGBT+ group (although allies indicate interest as well).
- There is an optional question on our application asking if they identify with LGBT+. We also ask if they would be interested in the ROMBA fellowship.
- We reach out to our applicants to let them know about the ROMBA fellowship and tell them what it entails and if they are interested to let us know and go from there. We also identify interest in our LGBTQ+ organization on our application – this identifies both members of the LGBTQ+ community and allies as well.
- Our application offers a checkbox for applicants to indicate if they have an affiliation with ROMBA. And of course, an applicant may include information about their identity in their essay(s).
- There is a section on the application form that candidates can indicate their LGBT+ identity. We also welcome candidates indicating this in any other part of their application and some applicants have drawn on examples for the essay questions in relation to their LGBT+ identity. Applicants can also indicate their interest in the LGBT+ ROMBA Fellowship on the application form.
- We have optional essay questions, including one specific for those who want to apply for the ROMBA Fellowship. We also have a drop-down menu where students can select "Interest in LGBTQ+ initiatives" on their scholarship application, and an option for applicants to include their preferred pronouns. It's our understanding from the University that we are not allowed to ask if candidates identify as LGBTQ+ strictly for statistical purposes. I'd be curious to know if other schools are bound by the same laws.
- Candidates can choose to identify as a member of the lesbian, gay, bisexual, transgender (LGBT) community on the application, and are told that while their response will not affect the admissions decision, it may lead to consideration for the Reaching Out LGBT Fellowship.
- We also remind prospective students to let us in admissions know if they would like to connect with current students or club leaders and facilitating these connections is something we do often.



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- The [school's] MBA application has an optional essay where candidates can share their LGBT+ identity, candidates should inform the admissions professional of their identity and community interests. The interview session is another outlet to share your story.
- We have two questions on our application around sex/gender. There is also a question around interest in different clubs including [our school's LGBT+ club]. We only submit their information to clubs if they have self-identified interest and are okay with sharing their identity with clubs. We also accept the Consortium application as well. Additionally, we have two essays that applicants can choose from, a career-oriented focus or creative focus (Pick 6 images with brief captions about who they are outside of academics).
- We don't have a field for candidates to indicate their LGBT+ identity. We have a field in the application that prompts applicants to indicate which communities at [our school] they would be interested in connecting with/receiving more information on – LGBT+ is one of the options.
- We don't ask for sexual orientation on their application form as it's a protected characteristic. If LGBTQ+ candidates want to indicate this, it would be down to them to highlight in the application itself or something like applying to the ROMBA scholarship.



2. How can LGBT+ or other diversity candidates connect with club leaders?

Analysis:

Most clubs have a website that is listed either on the Admissions page or under student groups and includes the club leaders' contact information. The Admissions team can also make introductions depending on what interests/affinity groups candidates would like to speak with a representative about. Some schools also involve club members in the Admissions process as potential interviewers or applicant mentors.

Responses (edited for clarity and anonymity):

- These applicants can connect with club leaders in a few ways: They can reach out directly to the club leaders of their choice on our website. Or they can attend any event hosted by our clubs and connect with them in that way.
- Our LGBT+ club president is an ambassador and listed on our website.
- The club leader's email is on the website or the admissions team would be happy to make an introduction.
- They may reach out directly to any of our clubs through contact info shared on our website or through recruitment events.
- Located on our website, it breaks down five DEI focused pages (students of color, veterans and military, women, LGBTQIA+, and international students) where it reviews support services, student resource groups, and individuals that they can connect with about life in [our school's] MBA program.
- Club leaders are posted on [our school's website pages], which are accessible to current students only. A list of the MBA-specific student clubs and committees are at the bottom of the school website. If there are specific club leaders that candidates would like to connect with, they can reach out to the Admissions Team.
- Candidates can connect with club leaders via their contact page on their website.
- Club leaders are available via our website under Life at [our school]/Clubs & Organizations. We are in the process of refreshing our Partners Club website and encourage LGBTQ+ candidates with partners, spouses, or significant others to connect with them as well.
- Contact information for club leaders is posted directly on our student clubs' website. In addition to the LGBTQ+ Business Student Association affiliated with [our schools], students can also join the [LGBT+ club for graduate students], which represents LGBTQ+ graduate students. They also have access to programming and resources through [our school's gender and sexuality school].
- We have a list of MBA Student Ambassadors listed online with the clubs they are a part of. Candidates can connect with [our school's LGBT+ club] members via the list. Direct connection to club leaders can also be found online.
- We make it very easy to connect with our leaders at [our LGBT+ club]. The [LGBT+ club] webpage has all the photos, e-mails, and LinkedIn of the Board. They also have two VPs of Admissions and Outreach who are typically the first point of contact.
- Details of our LGBTQ+ Business Club can be found on our website; both have pages with contact details and LinkedIn Groups.
- [Our school's LGBT+ club] has an outreach cabinet that connect with Pre-MBAs and alumni. We have a brand-new website with information about the club and hold coffee chats with



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prospective students to give them a glimpse of life on campus and in the club. There is also a LinkedIn page/newsletter that goes out biweekly to update club members and includes ally info.

- Individual student connections are facilitated by admissions or graduate assistants of admissions. Also, club leaders are involved in our affinity visit days.
- Our Connect with a Student Tool allows prospects and applicants to sort current students by a variety of affiliations (industry, concentration, etc.). For those looking to connect specifically with members of the LGBTQ+/broader diversity community, there is also a way to sort current students by their [school] group affiliation – including [our LGBT+ club].
- Each program page on our website includes “Diversity and Inclusion at [our school]” which provides information about scholarships and fellowships, clubs and organizations, and campus resources.
- They just need to ask and if there is a specific club they want to connect with they can tell us. We also have our ambassadors on the website, so if there is a specific person, they can request them.
- We will typically offer to connect those with LGBTQ+ interest, with current or previously [members of our LGBT+ club]. However, their contact info is not available publicly. The same applies to those who identify in other diverse/under-represented groups.
- We recommend starting by connecting to the [student ambassadors], Consortium Liaisons, [our LGBT+ club] Leaders, or International Student Representatives (Int’l).
- Yes, we have annually held several events for women specifically applying to the program through our [event name] where we partner with large organizations in [our city] and hold several talks and networking sessions discussing women’s and gender issues in the workplace. We also attend various [women’s organization] events each year and our Women in Management Association (Student Club) hosts a big conference each year where prospective students are invited to join.
- The Full-Time MBA Program’s Student Resource Groups are led by passionate and supportive students that want to see their colleagues, group, and program grow to its full potential. During the application process, perspective students are connected to current students in the following ways:
 - Attend in-person or virtual presentations on what it is like to be a student in our program.
 - Directly connect with various DEI students and group leaders from the start of the application process through deposit and matriculation. A core foundation of our program is teamwork, and this is shown by the continued comradery from the moment a student shows they are interested in our nationally ranked program.
- [Our school] has a student club for LGBT+ MBA students. Prospective candidates can connect with student leaders of this club. This connection is done both by request and proactively.
- There are lots of opportunities, candidates can reach out to [our school’s LGBT+ club] to start. On our diversity page, we list the partnerships we have with diversity organizations. There are different market leads within Admissions (Asian countries, LGBT+, Southwest US and Veterans) are directed to those leads. There are also office hours. We work closely with [our school’s LGBT+ club] to connect with candidates.
- We have specific LGBT+ events separate from our affinity groups. For women’s events, LGBT+ events, and underrepresented minorities, they can connect with the clubs individually. There is a recruiting event every fall specific to LGBT+ candidates, held in conjunction with the LGBT+ club and Admissions office. If indicated as LGBT+ and okay with sharing their info, the club



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leaders will do outreach at interview/admit level as a touchpoint. This includes prepping for interviews, talking about the community.

- LGBT+ candidates can connect with club leaders in a number of ways, we have events that we host throughout the year that candidates can attend, and we are able to connect applicants with leaders of [LGBT+ MBA club] during the interview/admissions process. Candidates can also reach out to club leaders through LinkedIn.



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3. Does your school hold diversity recruitment events? If so, please describe.

Analysis:

Many affinity groups/clubs have specific diversity events that partner with admissions departments. Among the more popular events are those for LGBT+ people, women, veterans, and people of color (sometimes divided by ethnicity). In addition, there are broader diversity events that invite members from staff, faculty, and students to share personal experiences to demystify stigmas, highlight the diverse population of the school, and show how to conduct difficult conversations. These events can be divided into any combination of prospective applicants and admitted student focus, both occurring in-person and virtually. The diversity events may also invite outside organizations to join their virtual events to talk about opportunities to get involved as a current student.

Responses (edited for clarity and anonymity):

- Yes, it varies. Last Fall we hosted a Fall Webinar Series focused on highlighting each of our diversity groups, including our LGBT+ community. The webinar was hosted by [our school's LGBT+ group]. We have also hosted mixer type events that coincide with the ROMBA conference. Last year it was virtual and the year before it was in person. We also host networking events throughout the year that are coordinated with [our school's LGBT+ group] and other clubs.
- Yes, we host a number of diversity webinars throughout the year including an LGBT+ webinar and a series of women's webinars.
- Yes. We host diversity recruiting events in the spring and fall. Typically, the fall is designated for in-person (on-campus/off-campus) events. These include: Diversity Weekend – Diversity @ [our school], Women @ [our school], LGBTQ+ @ [our school], Military @ [our school], and our Emerging Leaders Seminar. In the fall, we also host a number of diversity recruiting online panels which include our affinity clubs and the consortium cohort.
- We hold a number of diversity related recruitment events which are advertised on our [school's] MBA Admissions Office events website. We have two LGBTQ+ visit days in particular that may be of interest. One is offered in the spring, typically March/April and another in the fall, typically September/October.
- Yes, we host bi-annual affinity visit days - Women, LGBTQ, Students of Color and Military Visit programs. These visit days include interactions with our student affinity groups of each identity. This we've also added two other events - an all-MBA student and alumni panel to talk about their experiences (March) and an "Ask me Anything: DEI at [our school]" (May).
- Yes, in the fall we host an Equity and Inclusion Summit with our [school] MBA Preview Day. We offer programming from our chief diversity officer, connect candidates with student leaders from the various organizations, and dedicate time to talk about our partnership programs like ROMBA.
- We host a variety of diversity recruitment events, designed to engage both prospective students and recent admits. We host Coffee Chats and 1:1 Office Hours with Admissions staff. We host events broadly designed to engage diverse prospects/applicants – such as Diversity Week. There are also student-hosted events that diverse prospects/applicants are invited to attend.
- Yes, this semester we are hosting a "Noon Networking Series" where we have invited students and alumni to represent different groups/aspects/industries in a 30-minute networking event on Zoom. We are also collaborating with the [local area] MBA Consortium schools to host



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our first annual Diversity Admissions Forum that will include panel presentations from students and alumni. We are also inviting admitted students to attend our "Inclusive Leadership Forum" which is another series of events that facilitate conversations with students and faculty around DE&I. The next forum will have a guest CEO speaker.

- In addition to partnering with ROMBA, Posse, and other affinity organizations, we host diversity recruiting events on a regular basis. We are collaborating with the [local area] Consortium of graduate business programs on an event next month with panelists and prospects across our schools.
- We have an ongoing professional development initiative for undergraduates and early professionals, [which is] a series of diversity, equity, and inclusion programming striving to amplify the voices of diverse groups of students and alumni. Under [this program], there are two conferences that we do focus on early pipeline. [One] is a 4-session virtual summer leadership camp that allows participants to gain personal, professional, and cultural leadership training to prepare for a career in business. Sessions will guide the cohort of participants through graduate school consideration and career exploration through sessions about design thinking, planning for a career in business, leadership, and structured problem-solving. [The other] is a Selective 8-session virtual summer boot camp focused on Full-Time, Part-Time, and Online MBA application and program readiness. Sessions will include a resume workshop, interview preparation, STAR story practice, building your personal statement, GMAT/GRE support, networking best practices, and more.
- There is also a [school]-wide event called Thriving as a Professional of Color (March) which discusses DE&I in the workplace, inviting alumni professionals to discuss the retention and promotion of BIPOC Employees. We've partnered with local [area] organizations like Genesys Works and College Possible, which support underserved communities, to host career-focused or professional skills events with their students about twice a semester. We are a founding partner for the new LinkedIn-like platform, People of Color Careers, and will have events this spring and summer through their platform. We also host events with Corporate ERGs/Affinity Groups. We're a sponsor of Mossier and have attended a career fair with them in the past. Although these events aren't hosted by [our school], this year we've expanded our partnership and will be attending/have a virtual booth at Summit on Racial Justice + LGBTQ Intersectionality, Summit Trans and Nonbinary Inclusion, LGBTQ Career Fairs (x2), LGBTQ Talent Attraction + Retention, and one additional summit. Lastly, we regularly attend Professional Diversity Network events and invite prospective students to visit us at these fairs.
- We have our annual Embracing Diversity Conference. This happens during the fall. Within [our LGBT+ club], they host LGBTQ+ Awareness Week in the spring. Though this is for the greater [school] community, admits and prospective students are invited to attend some of the programming.
- Yes. Pre-COVID we hosted on-campus affinity visit days for different populations. Virtually, we host alumni panels, student networking events, and faculty talks as part of our Identity + Inclusion series.
- Yes - we have our yearly Diversity Symposium, our largest DEI Recruitment event open to all but focused on the experience of underrepresented groups. We have a Women's Recruitment event, also in the fall. We also have a variety of events focused on and partnering with student clubs as listed above, including a series hosted by [our LGBT+ club], partnering intersectionality with Consortium and Women in Leadership.



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- We are also for the first time holding a recruitment event with ICON Talent Partners in a few months to host a recruitment event focused on discussing and creating a safe space for Black and Indigenous talent that are interested in the MBA.
- Somewhat related to this, we have launched a Pride Fellowship at [our school] that is awarded to any applicant that identifies to admissions that they identify as LGBTQ+. This fellowship provides them with a \$500.00 stipend to be put toward expenses to attend the many conferences such as ROMBA or several in [our area] that discuss LGBTQ+ issues in a business context.
- In previous years (pre-COVID), we hosted an in-person Full-Time MBA 360 Diversity Event where perspective students could learn more about our program and interaction with the associate dean and other program leadership. During this event, current students from diverse backgrounds would gather to talk about their experiences in the [school's] MBA program. As our program continues to learn and evolve, we are planning to focus this event with a connected MBA DEI week (name pending) where a live student panel will be there to talk about their experiences and answer questions about being a student along with the identities that they hold.
- Yes, our signature Focus on Diversity event happens every October. In addition to that we host various diversity coffee chats, networking sessions and in the past have posted Out@[our school] info sessions both at [our school] specifically and throughout the entire campus.
- Yes, this year our annual Diversity Workshop went virtual and included presentations with current student club leaders, alumni, and content designed to add value for our pre-applicant audience.
 - Diversity Training during Orientation (virtual)
 - Diversity Content added to Integrated Core classes by all Faculty
 - Diversity Training with external DEI professionals (hybrid)
 - Monthly Candid Conversations (virtual)
 - Monthly “The Commons” diversity series hosted by the Dean (virtual)
 - Diversity Workshop for pre-applicants (virtual)
 - Launch of Diversity Ally Certificate Program (virtual & self-paced)
 - Professional diversity certification training provided to our student Diversity Champions
- We have [school name] MBA Pride Weekend as well as the Women’s Leadership Weekend. Our flagship event is pride weekend which brings in alumni. When in person, we have a questionnaire which isn’t a pre-screening but helps us manage numbers for events and capacity. We also have intersectionality panels at Pride Weekend. In the virtual events, we have greater representation of international students and are increasingly seeing more nonbinary and trans students. Prior to that, we hosted “Out in the [local area]” which usually has current students as speakers and talks about what it’s like to be out in [local area/school], demystifying location worries. Additionally, there are general admissions events that center around conversations of “Can I share this in the admission process?”
- There is an informal group of b-schools with people who have similar roles (including [our schools]). We meet casually and talk about what’s going on at the schools. We are also part of the CEO Action for D&I, and GMAC.
- The school hosts an annual Diversity Brunch in the Fall semester during the Careers and Internship Fair. This is a chance for students to connect with employers, specifically interested in recruiting diverse candidate, in a smaller setting before the fair.



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- There is one every fall at the minimum for the LGBTQ+ community. Our larger affinity groups have a women's weekend, two different diversity weekends for underrepresented minorities, veterans, and specialized recruitment events. For programming within the school, Stern recently implemented opportunities for staff/ students to take a D&I assessment. The Admissions team is doing different initiatives for diversity discussions including reviewing cases we put forward. The Associate Dean of D&I has a priority on hiring and reviewing equity.
- We collaborate with the [local area] MBA Consortium to host events like our upcoming Diversity in Business: [local area] Graduate Management Forum. We also attend recruiting events geared toward LGBTQ+, women and other underrepresented groups.
- In the UK, October 2020: Black History Month, November 2020: Women and Leadership at [school], December 2020: LGBTQ+ event, February 2021: LGBT History month, March 2021: International Women's Day events (x 2), July 2021: UK 2021 Pride
- We do not currently hold specific events, but discuss our diversity in all of our recruitment events.
- Unfortunately, not outside of events that are specifically targeted to increasing gender diversity.
- We currently do not have a specific event focused on LGBTQ+ recruitment, but it is something we are looking at launching soon.



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4. Is your school affiliated with any other diversity or affinity organizations? If so, please describe.

Analysis:

*There are many organizations that provide professional development and a community network for graduate students and professionals. Additionally, they may provide scholarships specifically allocated to tuition costs, living expenses, school materials or any combination of the three. *Denotes relationship with Reaching Out.*

- [Forte Foundation](#)* (women in business/MBAs)
- [Prospanica](#)* (MBA Scholarship for Hispanic MBAs)
- [NMBAA](#)* (Professional Development for Black MBAs)
- [The Consortium](#)* (full-tuition Fellowships for Black, Hispanic, and Native MBA candidates)
- [Harambe Entrepreneur Alliance](#) (education and support for African entrepreneurs)
- [MBA JumpStart](#) (connecting employers to female/minority MBAs professionals)
- [Riordan Fellows Program](#) (MBA prep/Fellowship program)
- [The Toigo Foundation](#) (MBA Fellowship for underrepresented minorities)
- [The Posse Foundation](#) (Professional Development and scholarships for undergraduate students)
- [Service 2 School](#) (Prep for Veterans/Military members to enter graduate programs)
- [Military MBA](#) (Scholarships and Prep for Veterans/Military members to enter MBA programs)
- [Genesys Works](#) (Preparation and Internships for graduating Highschool Students from underrepresented minorities)
- [College Possible](#) (Preparation for low-income and underrepresented minorities to enter college)
- [Admit.Me](#) (Free Fellowship Program for MBA programs)
- [Afrotech](#) (Network for Black people in tech)
- [ICON Talent Partners](#) (Professional Development for Black, Hispanic, and Native students and professionals in consulting, finance, tech, & law)
- [30% Club](#) (Scholarship and Professional Development for Women MBAs)
- [CEO Action for D&I](#) (Develop strategies for affecting societal change through organization CEOs)
- [ALPFA](#) (Professional Organization for Latino Professionals)
- [NABA](#) (Professional Organization for Black Accounting and Finance Professionals)
- [Department of Veterans Affairs' Post 9/11 GI Bill](#) (Scholarship for Veterans pursuing education)
- [Yellow Ribbon Program](#) (Scholarship for Veterans pursuing education)
- [VETLANTA](#) (Club for Veterans in social/business networking in Atlanta area)
- [Women in Technology](#) (Professional organization for women in tech industry)
- [TalentoTotal](#) (Professional Development for men and women from underrepresented communities in Latin America)
- [Athena Swan](#) (Professional organization for helping institutions to achieve gender equality and promote inclusive practices)
- [Disability Confident](#) (a UK a government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions)
- [Race Equality Charter](#) (Professional organization for improving representation, progression and success of Black, Asian and Minority Ethnic staff and students within higher education)



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- Stonewall Diversity Champions Programme (Leading UK employers' programme for ensuring all LGBT staff are accepted without exception in the workplace)
- [Time to Change Pledge](#) (Campaign and pledge to demonstrate our commitment to ending the discrimination and breaking the silence around mental health issues)

Schools that participated in the study

1. Yale SOM
2. American - Kogod
3. Boston College – Carroll
4. Northeastern – D'Amore-McKim
5. UPENN – Wharton
6. Minnesota – Carlson
7. Chicago – Booth
8. UCLA – Anderson
9. Wisconsin – Madison
10. Western – Ivey
11. MIT – Sloan
12. Berkeley – Haas
13. Toronto – Rotman
14. Michigan – Broad
15. Georgetown – McDonough
16. Indiana – Kelley
17. Duke - Fuqua
18. William & Mary – Mason
19. NYU – Stern
20. Brandeis – IBS
21. Georgia Tech – Scheller
22. Cambridge – Judge
23. Imperial College – Business School

Other Resources

[Human Rights Campaign - Identification of LGBTQ Employees](#) -This article provides the latest standards for how employees can indicate LGBT+ identity and can be modified or copied for recruitment purposes.

[Campus Pride Index](#) – This site provides overall indicators of institutional commitment to LGBTQ-inclusive policy, programs and practice.