



The Culverhouse DEI Model

DEDICATED TO PRODUCING DIVERSE AND DEI AWARE BUSINESS LEADERS

The Culverhouse Diversity, Equity and Inclusion (DEI) Model starts and ends with the idea of promoting productive lives and careers for individuals, allowing them to contribute to organizations and society as they maximize their potential and become their best selves. Cascading mentorship is at the heart of our approach. We engage alumni, professional and community partners, upper and lower level Culverhouse students, as well as high school students, parents, teachers and counselors. By connecting all together in an intentional manner we enhance academic, professional and life skills, to increase the success rates of diverse students and the DEI-preparation of all students, creating a larger, more diverse and better prepared set of leaders for the diverse, global workplace.

DEI RETENTION AND SUCCESS:

Our efforts are designed to mitigate challenges among diverse students and to engage all our students in respect to DEI, shaping their trajectory for academic, career and life success. Built around mentoring and leadership training along with social and financial support as needed, the initiatives form a comprehensive effort to ensure that students reach their greatest potential and become their best selves. *Key elements are summarized or referenced below.*

DEI WOMEN'S LEADERSHIP IN BUSINESS INITIATIVE:

This initiative is designed to bolster and support the presence and success of female students and professionals, with a focus on supporting and developing pre-college and college women who are interested in or are majoring in business. This will build on our [Women's History DEI Speaker Series](#), utilizing the input and skills of some of those participants, along with other alumnae, to build out the initiative. This features similar elements and the same approaches that define the DEI Leadership and Mentoring Initiative, but with an emphasis on Leadership Development, where young women often lack consistent encouragement, mentoring and sponsorship.

DEI LEADERSHIP AND MENTORING INITIATIVE:

This initiative is focused on the development of historically underrepresented minorities who may have challenges relative to retention and success in Culverhouse. Upper level students (Fellows) are provided leadership, mentoring, and other development training, supporting their retention and success, and enabling them to be employed as well-trained peer mentors to lower level students (Mentees). The first class of Fellows is being identified and will be in place for Fall 2021.

While being supervised by DEI professional staff, these well-trained Fellows will be assigned 5-10 mentees. Thus, the DEI Leadership and Mentoring Initiative greatly expands Culverhouse's organizational capacity to foster and maintain the kind of informational, social, and developmental relationships that are critical for the success of challenged students. This effort builds upon our [Black History Month Alumni Speaker Series](#), with some of those participants and other alumni contributing to organizational and mentoring efforts. It also compliments our [Diversity in Business Bridge Program](#).

For more information, please contact:

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