

DIVERSITY, EQUITY, AND INCLUSION POLICY

MAKE CHANGE HAPPEN

**Porto
Business
School**

/ University of Porto

INTRODUCTION

Porto Business School (PBS) is deeply committed to fostering an organizational culture grounded in the principles of Diversity, Equity, and Inclusion (DEI). We recognize that diverse perspectives fuel innovation, drive better decision-making, and enhance problem-solving in a rapidly changing world. By embracing DEI, PBS cultivates a respectful, inclusive, and safe environment for all members of our community—students, alumni, faculty, staff, and business partners alike. Our commitment is reflected in inclusive institutional practices and meaningful engagement across all levels, reinforcing our role as a socially responsible institution that contributes positively to society.



Key Concepts



Diversity

Representation of individuals with diverse identity markers, including gender, sexual identity and orientation, ethnicity, religion, culture, language, nationality, age, and other dimensions of difference.



Equity

Commitment to implementing measures that ensure fair access, treatment, and opportunities for all, by identifying and removing systemic barriers that hinder full participation.



Inclusion

Creation of an institutional environment where everyone has active participation, recognized voice, and real influence. Inclusion involves valuing diverse experiences, listening meaningfully to these voices, and removing obstacles that prevent the full integration and development of all available talent.

OBJECTIVES

This Policy aims to:

- Ensure an inclusive, equitable, and diverse environment for the entire PBS community.
- Promote equitable opportunities for academic and professional development.
- Combat all forms of discrimination and prejudice.
- Prepare leaders for multicultural and diverse contexts, aligned with global DEI standards.



PRINCIPLES AND COMMITMENTS

NON-DISCRIMINATION

Principle: PBS upholds a zero-tolerance policy towards all forms of discrimination, harassment, and bias.

Commitments:

- Develop clear procedures for reporting and addressing discrimination and harassment.
- Provide confidential support channels and assistance for those affected.
- Promote DEI awareness and competencies through training across the community.

EQUITABLE OPPORTUNITIES

Principle: Equity is achieved by identifying and addressing systemic barriers that limit access, participation, and advancement.

Commitments:

- Enhance diversity in the recruitment and selection of students, faculty, and staff.
- Implement clear procedures for accessibility and social, economic, and cultural inclusion.
- Create development pathways to support leadership opportunities for underrepresented groups.

EDUCATION AND AWARENESS

Principle: DEI must be embedded in educational experience and institutional culture.

Commitments:

- Integrate DEI principles into curricula, co-curricular, and extracurricular activities.
- Organize workshops, events, and campaigns to promote awareness and community engagement.

INCLUSIVE LEADERSHIP

Principle: Leadership should reflect and foster the values of diversity, equity, and inclusion.

Commitments:

- Support the development and visibility of underrepresented leaders.
- Integrate DEI principles into leadership training and development programs.

RECRUITMENT AND PROMOTION

Principle: Recruitment and career progression must be based on merit and inclusive excellence.

Commitments:

- Set targets for gender balance and broader diversity representation.
- Train decision-makers to recognize and mitigate unconscious biases.
- Promote fair and transparent evaluation and promotion criteria.

PAY EQUITY AND WORKING CONDITIONS

Principle: Fair and inclusive working, learning, and research conditions are essential to institutional excellence.

Commitments:

- Ensure pay equity for equivalent roles and responsibilities across all institutional levels.
- Promote inclusive, accessible, and equitable conditions for work, study, and research across PBS. This includes flexible arrangements, accessible facilities and technologies, culturally responsive environments, and tailored accommodation for those with specific needs.

MONITORING AND EVALUATION

To ensure the effectiveness of the policy, PBS will:

- Implement clear DEI progress indicators.
- Publish annual reports on achievements and challenges.
- Create safe and confidential feedback channels.





CONCLUSION

PBS reaffirms its commitment to being a benchmark in promoting Diversity, Equity, and Inclusion, contributing to a more fair and inclusive society.

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