



PBSN EDI MANDATE 2021 - 2022

Dear members of the Pre-Business Students' Network,

As the Pre-Business Student Network continues to play a huge role in the personal and professional development of undergraduate students, we recognize that our actions as a team carry heavy influence within a greater system. Consequently, we will continue to commit ourselves to practises under **Equity, Diversity and Inclusion** to ensure that we are actively tackling harmful biases, systemic racism and other forms of oppression. After consultation with Western Wellness & Wellbeing Education Student Experience and the PBSN Executive team, we have compiled a list of actions as well as an implementation plan.

The goals of our 2021-2022 EDI Mandate:

1. Commit to equity, diversity and inclusion practices within the PBSN and general business community
2. Continue listening to stakeholders of PBSN on how we can foster a safer environment

Below are the 6 EDI pillars that the PBSN team will be implementing throughout the year. Before anything, our executives (including all directors, VPs and president) will be scheduled to take a **mandatory EDI training from Wellness & Wellbeing Education Student Experience**. This training will include; bias, ally-ship, anti-racism, anti-oppression and intersectionality training.

1. Gender Diversity

While selecting our PBSN Directors team, we will take into consideration the importance of gender diversity. While striving to hire the best applicant for the role, we will take into consideration the need for a diverse team. In the preliminary application form, we will ask all of our applicants to identify their gender identity. PBSN recognizes the value and importance of diversity of thought through representation.

Furthermore, during events and meetings, PBSN representatives will be asked to specify their preferred gender pronoun.

2. Blind Hiring

This year, our team will continue the blind hiring process for all PBSN applications. The team will ensure that we are not holding a bias of an individual's identity. This will enable PBSN to oversee a meritocratic hiring process, allowing individuals with less privileged backgrounds a better



PBSN EDI MANDATE 2021 - 2022

chance to succeed. The blind hiring process consists of removing names, location, school, and other identifiable personal information from all resumes/preliminary applications. This initiative will be further enforced through our project management Taskforce initiative.

3. Diverse Panels and Representation

PBSN holds many panels throughout the year. This year, our team will focus on bringing on more diverse panels to represent our diverse business community. We will encourage them to discuss not only their professional experience but experiences in the workplace regarding their identity. Further, PBSN will aim to have a diverse representation of speakers/company representatives in all initiatives such as the IMPACT Series podcast as well as our SMB Spotlight.

4. Partnerships on Campus

PBSN can do a better job in reaching out to a wider variety of clubs on campus to ensure opportunities are being spread. PBSN will look for partnerships with social and ethnic clubs on campus to remain more inclusive and have greater representation in events such as Panels, and the Women in Business Event.

5. Events Focused on BIPOC Excellence

PBSN will commit to programming that is specific to BIPOC in business. This programming will encourage BIPOC to be engaged alongside a diverse community whilst educating our allies on how we can move forward to be more conscientious of the diversity within our community. An example of this would be an SMB Spotlight featuring a BIPOC-owned business.

6. Financial Inclusivity

We recognize that although PBSN requires pricing of certain events to cover costs, it can take-away opportunities from certain students. Although it is difficult for PBSN to provide subsidy and financial aid due to policy rules, PBSN will look to accommodate and understand individual needs by providing different payment options as well as resources for academic subsidies and other financial aid. PBSN will continue to reach out to organizations that support our similar EDI principle to support the participation of our students.



PBSN EDI MANDATE 2021 - 2022

These actions will be mandated upon the PBSN executive team and all upcoming decisions. We believe in a better future for business at Western, and we ask for the support of our community to work towards this vision together. PBSN will continue to listen to your voices to achieve a more equitable, inclusive, and diverse community.

Thank you,
Michael Zhang

2021 - 2022
Vice-President of External Affairs