



## Diversity Recruitment Policy

### ISBR Business School, Bangalore

#### 1. Purpose

ISBR Business School is committed to creating a diverse, equitable, and inclusive campus environment. This policy outlines our strategic approach to recruiting students, staff, and faculty from underrepresented groups, including but not limited to ethnic minorities, low-income individuals, women, LGBT community members, individuals with disabilities, and nontraditional students. This commitment is central to our mission of fostering a community where diverse perspectives and experiences enrich academic and professional growth.

#### 2. Scope

This policy applies to all recruitment and admissions activities for students, as well as hiring practices for faculty and staff at ISBR Business School.

#### 3. Diversity Recruitment Initiatives

- **Targeted Outreach Programs:** ISBR will conduct outreach to schools, organizations, and communities that serve underrepresented groups to raise awareness about our programs and opportunities. Partnerships with educational and community organizations will be developed to encourage applications from diverse backgrounds.
- **Scholarships and Financial Aid:** To reduce financial barriers, ISBR provides targeted scholarships and financial aid for underrepresented students, including those from low-income backgrounds and economically disadvantaged communities. This initiative ensures that financial limitations do not restrict access to our programs.
- **Inclusive Job Posting Practices:** ISBR's job postings will highlight our commitment to diversity, encouraging applicants from all backgrounds. We will use inclusive language in our job descriptions and promote open positions through networks that reach underrepresented groups.
- **Fair and Holistic Admissions and Hiring Process:** ISBR follows a holistic admissions process for students, considering factors beyond academic performance to recognize diverse experiences and perspectives. Our hiring process also emphasizes diversity and inclusion, ensuring fair and equitable consideration for all applicants.
- **Mentorship and Support Programs:** Upon admission or employment, ISBR provides mentorship and support programs to ensure a smooth transition and integration into the

campus community. This includes career guidance, professional development workshops, and peer mentorship for students, staff, and faculty from underrepresented backgrounds.

#### 4. Implementation and Accountability

- **Diversity and Inclusion Committee:** ISBR's Diversity and Inclusion Committee is responsible for implementing and overseeing recruitment efforts, ensuring that outreach, admissions, and hiring practices align with our diversity goals.
- **Monitoring and Reporting:** We will track the recruitment, application, and enrollment/hiring rates of individuals from underrepresented groups to assess the effectiveness of this policy. Regular reporting will be conducted to ensure continuous improvement.

#### 5. Public Transparency

This policy is publicly posted on the ISBR Business School website to maintain transparency and encourage accountability in our commitment to diversity and inclusion. Feedback mechanisms are available for students, staff, and faculty to share insights or suggestions for improvement.

#### 6. Conclusion

ISBR Business School is dedicated to building an inclusive campus community where students, staff, and faculty from all backgrounds can thrive. This Diversity Recruitment Policy reflects our commitment to equity and representation, fostering an enriching environment for academic and professional success.

Approved by:

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