



TEPPER TOGETHER MBA

Carnegie Mellon University
Tepper School of Business



Better Together Is Best

These days, everyone is making a commitment to Diversity, Equity & Inclusion. Arrange the letters in any way you'd like (DEI, DI, IDEA), and one thing will remain true — commitments to these values are often more about the institutions themselves than they are about you.

At Tepper, we recognize our obligation to create a more inclusive community. As an MBA student at Tepper, you will learn the science of management and the art of leadership.

You will also be surrounded by a system of support that offers an array of growth opportunities as diverse as the classmates and future colleagues you will encounter. This is part of our continued care for you.

We understand that the real work is not issuing the best statement, but ensuring you can achieve your goals, armed with the support of deep networks, advocacy, and acumen necessary to lead.

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It is easy to commit; it's harder to C.A.R.E.

What if DEI stood for Doing Everything with Intentionality?

At Tepper, four themes have risen from our strategic planning process that will enable us to make sure you achieve your best as we become better. Our commitment to C.A.R.E. includes transforming our work through tangible metrics

that will help assess our success over time to better serve your needs. All of the work is aimed at addressing systemic bias and barriers that have a negative influence on achieving our DEI goals.

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Climate, Culture and Community.

We commit to assessing and structuring staff and resources devoted to driving the DEI work of the school, and we will establish a school-wide DEI Council charged with implementation and accountability for the DEI strategic plan.

Access and Equity.

We commit to expanding our partnerships with our community and collaboratively developing positive social innovations that expand access, opportunity and economic empowerment in the Pittsburgh region and reverse the trends of injustice and inequality. We also commit to establishing partnerships with organizations to enhance our pipeline of women and racially underrepresented MBA applicants.

Recruitment and Retention.

We commit to increasing the representation of women and racially underrepresented staff, faculty and students by putting forth intentional strategies for pipeline development, recruiting and retention.

Education and Scholarship.

We commit to broadening the terms to include necessary and basic principles of diversity, equity and inclusion. We will also identify opportunities to incorporate DEI content into the academic experience and existing course offerings across all Tepper School academic programs.

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Our core tenets are intended to transform management education and research, and to advance our reputation as the leading business school at the intersection of business, technology and analytics.

With appropriate and just resources, you can embrace all aspects of this educational opportunity, taking innovative risks along your journey as inclusive global leaders.

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Jordan Olee



"The Master's Career Center, the Consortium and my fellow Tepper classmates provided amazing guidance and support during the entire recruiting process."

Jordan is the opposite of a shark. She would rather work together to win as a group than to run someone over to win herself. This is why her sister knew Tepper would be a fit for her, even before she did. Through coaching, accountability and workshops, Jordan sharpened her communication and leadership skills. With all that she learned, Jordan planned a successful Black in Tech event for the Black Business Association in partnership with a Pittsburgh-based tech company. The Consortium's Orientation Program helped her secure an internship before the school year started, and Jordan was able to take up leadership positions on club boards, the DEI Committee and the Graduate Business Association. A recently announced McGowan Fellow, Jordan's story is one of progressing as a leader. Transparent conversations with colleagues and administrators have also aided Jordan in finding her voice and she continues to make her mark at Tepper.

Diego Manrique



Diego is active in both the Consulting, Data Analytics and Latin American Business clubs. He is also a part of the Out&Allied club, known for its Coming Out Stories event. Within Out&Allied, Diego was able to find a supportive network. He realized during his time deeply networking and actively listening to his classmates that people want more than a good story — they also value the numbers behind the story. In his business career as well as in his effort to support inclusivity at Tepper, Diego believes in developing structures that help to identify goals and enable people to assess where they are in relationship to achieving success. He urges students to make the connections between Tepper's DEI goals and the advancements taking place in affinity groups, clubs and activities.

"Tepper's close knit and inclusive community provides a competitive advantage that no other school has. DEI is one of the spaces where we can make strides. Within the clubs, I have met so many phenomenal people who reached out to me when I first arrived on campus."



Want to learn more?

Explore our [MBA Journey video series](#) or [contact our MBA Student Ambassadors](#) to hear directly from more students.

We're here to help and we invite you to [reach out to our Admissions team](#). You'll find email links for our admissions officers with their profiles.

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