



Undergraduate Diversity Services

**FOSTER SCHOOL OF BUSINESS**



# 2024 ANNUAL IMPACT REPORT

**FOSTER**  
SCHOOL OF BUSINESS

**W** UNIVERSITY of WASHINGTON





The University of Washington **Undergraduate Diversity Services (UDS)** Team has been driving their mission to serve as a holistic resource for students from underrepresented backgrounds in order to create pathways for them here at UW Michael G. Foster School of Business.

These students include those of underrepresented, economically disadvantaged, and first generation backgrounds that have historically experienced systemic barriers that provided little access to higher education and exposure to business industries.

# UDS MISSION

Effectively supported within the [UW Foster Undergraduate Programs Office](#) and in partnership with the [UW Office of Minority Affairs](#) and [UW Foster Office of Inclusion & Diversity](#), UDS provides academic and early career readiness programs to support underrepresented students in order to achieve academic and professional success.

The team's mission centers on these following pillars:

- **Business competency awareness**
- **Developing a space for intercultural understanding**
- **Building an inclusive community**

UDS Programs have also been financially supported by community partners and individual donors, and these partnerships have been critical to the success of the team as they build programs to ensure that these students have the resources to prepare them as prospective or current UW Foster students. The team's partnerships with **EY, Deloitte, Amazon, KPMG, RSM** and other community partners are critical to the success of UDS and their pipeline programs.

UDS has two dedicated Recruitment Program Managers that lead pipeline programs which include admissions of their student cohorts and building the curriculum. UDS also has one Community Program Manager to drive retention efforts of these students, including holistic advising, community events to ensure belonging, and continued engagement of UDS graduates.

The team is led by their Associate Director who serves as the liaison between UW Foster, UW Office of Minority Affairs, and UDS community partners. Together with **8 UDS interns** and **30 student mentors**, the team has successfully contributed to increasing representation in UW Foster through their five pipeline programs, admitting **42 students** in this last academic year.

## STUDENT NUMBERS

**8**

**STUDENT  
INTERNS**

**30**

**STUDENT  
MENTORS**

**42**

**STUDENTS  
TOTAL**



# UDS PROGRAMS & COMMUNITY

The UDS team offers five pipeline programs intended to support students who are considering business administration as their major here at UW. These programs are intended for:

- **High school students:** Young Executives of Color (YEOC), Young Women's Leadership Summit (YWLS)
- **UW freshman** (direct and pre-major): Business Bridge, YEOC Seminar
- **Community college students** and/or **UW pre-major students:** Building Networks

Before we highlight outcomes from these individual programs for the 2023-24 academic year, here are some other areas of impact that occurred across the UDS community:

- **Over 450 students** collectively participated in UDS programs or within the community in this last year
- **60%** of these students have opted into the Equal Opportunity Program (EOP)
- Students from this community were awarded high achievement recognition, such as Dean's List, Husky 100, National Diversity Case Competition winners (2nd place), and Hovind Global Leaders
- 7 Affinity Registered Student Organization (RSO) groups; over 15 UDS community events



# AY 2024 INITIATIVES

UDS implemented a couple of pilot initiatives this year. These include leading a Career Forum for Undocumented Students in partnership with UW Leadership Without Borders in order to educate UW Faculty, Staff, and employer partners on resources that can help support undocumented students gain experiential learning and compensation.

Finally, UDS launched a centralized Mentorship Program that offers leadership opportunities for students to participate in one of the pipeline programs as a mentor to one of the UDS student cohorts. The team hired **30 student mentors** for the 2024-25 academic year, giving them leadership opportunities for students to hone their professionalism skills as well as provide support for the UDS community. The following reports provide a closer look within each of the UDS programs and areas of success from the 2023-24 academic year.

[Young Executives of Color »](#)

[Young Executives of Color Seminar »](#)

[Young Women's Leadership Summit »](#)

[Business Bridge »](#)

[Building Networks »](#)



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