



Undergraduate Diversity Services
FOSTER SCHOOL OF BUSINESS



2024 ANNUAL IMPACT REPORT

FOSTER
SCHOOL OF BUSINESS

W UNIVERSITY of WASHINGTON



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The **University of Washington Foster Undergraduate Diversity Services (UDS)** Team's 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.

The UDS team includes two dedicated Recruitment Program Managers who develop and execute pipeline programs. In addition, the Community Program Manager drives student retention, by providing holistic advising, planning community events to ensure belonging, and engaging 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 four pipeline programs, admitting 42 students in this last academic year.

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 UW Foster's Corporate & DEI Partners, individual donors and other community partners are critical to the success of UDS and our pipeline programs.



STUDENT NUMBERS

8

STUDENT
INTERNS

30

STUDENT
MENTORS

450+

STUDENTS
TOTAL



UDS PIPELINES & COMMUNITY

The UDS team offers four 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
- **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:

- YEOC Seminar: 1-credit Autumn Quarter course
- **Over 450 students** collectively participated in UDS programs or within the community in this last year
- **60%** of these students have opted into the UW 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, UW Office of Minority Affairs & Diversity Spark Award
- **7** Affinity Registered Student Organization (RSO) groups; over **15** UDS community events



YEOC
2 to 4-year national college admission rate



YWLS
First-generation students preparing for college



BUSINESS BRIDGE
65% Foster Freshman-Direct



BUILDING NETWORKS
Community College & UW pre-business major students admitted into UW Foster

AY 2024 INITIATIVES

UDS piloted two initiatives this year:

(1) The team partnered with UW Leadership Without Borders to host a Career Forum for Undocumented Students to educate UW Faculty, Staff, and employer partners on resources that can help support undocumented students gain internships and compensation.

(2) UDS launched centralized hiring for their 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. In Spring 2024, the team hired 30 student mentors for the following academic year (2024-25), 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 »](#)



*The Undergraduate Diversity Services team wants to acknowledge the UW Foster DEI Partners who have generously contributed to the success of our programs and students: **EY, Deloitte, Amazon, KPMG, and RSM**. We thank you for your support!*