Three-peat: The University is once again on the Forbes Best Employers For Diversity list

University Communications
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Forbes has once again recognized the University of Arizona as a national leader in workforce diversity.

The University made its third consecutive appearance on Forbes' fifth annual Best Employers For Diversity list, placing No. 248 out of 500 businesses with at least 1,000 employees. The University is ranked No. 18 out of the 40 educational institutions on the list, and No. 10 among public colleges and universities.

The 2022 rankings were released April 26.

"We know that having diversity among our employees and our students makes us stronger," said President Robert C. Robbins. "Inclusion is one of the University of Arizona's core values. We have worked hard to develop a welcoming and supportive atmosphere where we seek the experience, expertise and contributions of people from all backgrounds. It is rewarding to see that Forbes has recognized these efforts for three consecutive years."

Forbes described the University as a large public research institution that "boasts a rich tradition in athletics, academics and innovation in space travel research."

The University employs more than 15,500 people. According to 2021 statistics, more than 55% of employees were women and nearly half belonged to a minority group. In 2018, the University was designated as a Hispanic-Serving Institution by the U.S. Department of Education for its success in enrolling Hispanic students and providing educational opportunities to them. Nearly one quarter of the University's employees identify as Hispanic or Latinx, with nearly 18% of Hispanic or Latinx employees in administrator positions.

"Being named one of the nation's best employers for diversity for three consecutive years is humbling," said Helena A. Rodrigues, vice president and chief human resources officer. "Diversity and inclusion are integral to the University of Arizona's employee programs and initiatives. We honor our responsibilities as a land-grant university and a Hispanic-Serving Institution, and we take great pride in serving our increasingly diverse body of students."

Forbes partnered with market research firm Statista to survey more than 60,000 American employees anonymously in order to allow respondents to openly share opinions. Respondents were first asked to rate their organizations on criteria such as age, gender, ethnicity, disability and sexual orientation equality, as well as general diversity. Responses were then reviewed for potential diversity gaps.

The final list ranks the 500 employers that not only received the most recommendations, but also boast the most diverse boards and executive ranks and the most proactive diversity and inclusion initiatives. The survey period ran from September to October 2021.

In October, the University provided all students and employees with an opportunity to voluntarily add their pronouns in UAccess, the system of record for student and employee information in order to help create a campus culture where members of the University community feel welcomed, valued and respected.

Inclusive excellence is the concept that drives the University's approach to practical applications of diversity and inclusiveness. At the center of inclusive excellence is the recognition and acceptance of the talents, worldviews, perceptions, cultures and skills that diverse communities bring to the educational enterprise that can be harnessed to prepare students for living, working and leading in a diverse world.

The University's Office of Diversity and Inclusion offers several faculty and staff workshops while the Disability Resource Center supports accessibility, inclusive workplace practices and universal design.

Read more about the Best Employers For Diversity in this Forbes article.

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