



BELONGING INITIATIVE

BELONGING IN BUSINESS EDUCATION

By championing inclusion, businesses, organizations and society benefit from a larger talent pool, increased innovation and new perspectives.

The Belonging Initiative at the Rady School of Management expands access to business and economics education for first-generation, low-income and rising scholars. We envision a world in which all capable students with an interest in business are equipped with the tools and opportunities they need to succeed. To achieve this goal, programs under the Belonging Initiative umbrella expand the business education pipeline, starting with high school students and sustaining support for undergraduates on their academic and career pathways through to postgraduate training.

Students from diverse backgrounds often face obstacles on their way to earning degrees. Fewer networking opportunities, challenges with first-year math placement exams, lack of representation, and limited information about career options may deter students from enrolling as business economics majors and pursuing related careers that yield high returns on investment and significant societal influence. Bringing more students into these pathways and providing robust support helps ensure equitable access to resources for fostering prosperity for themselves, their families and their communities.

BUSINESS ECONOMICS MENTORING PROGRAM (BEMP)

The first program established through the Belonging Initiative, BEMP is designed to expand diversity within the business economics major through a peer mentoring program that pairs student mentors in the major with first-year and transfer students. BEMP participants also receive individualized math preparation, supplemental instruction, ongoing networking opportunities, access to the multipurpose BEMP lounge, and invitations to summer programs. BEMP collaborates with internal partners to conduct outreach and share information about the major with students.

At UC San Diego, we believe that what we don't know today will forever change our tomorrows. Empowered by generosity and fueled by curiosity, we are unafraid to chase the unknown — to ask the questions no one has asked before and to push the boundaries of possibility. Together, we unite diverse people and unconventional perspectives to propel limitless impact. Because we know that when we come together, nothing is beyond us.

60 PERCENT

Female students in the inaugural BEMP cohort (2022)

65 PERCENT

Low-income students in the inaugural BEMP cohort (2022)

4TH IN NATION

Best business school for learning
(*Bloomberg BusinessWeek*, 2022-23)

7TH IN NATION

Best public university for social mobility, research and public service
(*Washington Monthly*, 2023)



INITIAL IMPACT OF BEM P

In fall 2022, 20 first-year students from diverse backgrounds were selected as the inaugural BEM P cohort, with consideration of their status as a first-generation college student, family income and parents' highest education level obtained. The Belonging Initiative also aims to encourage higher enrollment of women in the major. Since program launch, initial BEM P mentees have progressed to becoming mentors, who share their knowledge and experience with future cohorts. Additionally, members of the inaugural cohort have now begun to participate in summer research programs and to consider pursuing graduate degrees through Rady and other acclaimed programs.

“I joined BEM P to get more academic support with my major and seek internship opportunities. I would like to have a career that is closely related to management.” - Camellia Liu '26

BUILDING AN INFRASTRUCTURE FOR SUCCESS

The Belonging Initiative and BEM P are already seeing early signs of impact. Increased funding support would enable the Belonging Initiative to better realize its vision of expanded access to business and economics education by developing and launching additional programs:

» Summer Research and Internships for Undergraduates

Students from underrepresented backgrounds often cannot afford to participate in unpaid internships. Partnering with faculty or local businesses to create summer research and internship opportunities and providing stipends to sponsor students will open critical pathways.

» Support for Predoctoral Scholars (Post-Undergraduate)

Predocctoral scholars work as full-time research assistants after attaining their undergraduate degrees to gain valuable professional experience in preparation for graduate school or industry opportunities. These programs can provide additional training to underrepresented students, making them better prepared and more competitive as they pursue advanced degrees and the next step in their careers.

» College Preparation and Outreach to High School Students

Developing a precollege pipeline is key to increasing the Belonging Initiative's impact. Enhanced outreach to high school students would promote the program and offer ongoing individualized support for college preparation, application preparation, and the financial aid process. Scholarships for UC San Diego's summer programming would help encourage high school students to pursue business and economics at UC San Diego by exposing them to the curriculum, offering opportunities to build a social network, encouraging familiarity with the campus, and providing preparation for academic success.

Together with your philanthropic support, we can develop the infrastructure to ensure the success of our scholars at the Rady School of Management, in the classroom and far beyond.

[Learn more at giving.ucsd.edu.](https://giving.ucsd.edu)

For more information on supporting the Belonging Initiative, please contact:

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