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STAR Awards

2023

2023 TSIA STAR Awards
Featured Application

Ellucian Application - TSIA Star Awards 2023 - Best Practices in Diversity, Equity, and Inclusion

At Ellucian, we put our people first, meaning we prioritize the well-being, fulfillment, and success of all employees. We put our people at the forefront of all decision-making and business practices, prioritizing the human element above all else and recognizing that the success of the company is intrinsically tied to the engagement of its people. A large part of this effort relies in our steadfast commitment to Diversity, Equity, and Inclusion (DE&I) and fostering a culture that celebrates and encourages individuals' differences, attracts diverse talent, and enables all employees to do their best work as their full selves. We embrace the diversity of our employees and are also dedicated to using our resources to combat inequities in our communities through charitable contributions. Ellucian's DE&I initiatives are applicable to every aspect of our work environment and are a top priority for leaders across the company. Our employees have a responsibility to always treat others with dignity and respect, and are expected to exhibit conduct that reflects inclusion during work, at work functions, and at all other company-sponsored and participative events. In 2022, more than **65%** of Ellucian employees actively participated in events focused on DE&I. Our commitment to DE&I makes a difference not only for our workplace, but also for our business and ultimately, our customers. It has also led to Ellucian **ranking above portfolio company benchmarks** with both of our private equity owners – Vista Equity Partner's ESG assessment and Blackstone's DE&I assessment.

A fundamental element of Ellucian's DE&I story is our **Employee Resource Groups (ERGs)**. Ellucian's **11 ERGs** foster safe spaces for employees to network, collaborate and develop a genuine sense of belonging. They are intersectional, employee led, funded by the company and strategically aligned to influence key business decisions. Our ERGs include **PRISM**: [Celebrating](#) our LGBTQIA+ community and allies, **Ubuntu**: Impacting change and elevating Black voices, **CARES**: Supporting employees who are caregivers, **Harmony**: Asian & Pacific Islanders building a community to promote growth, encourage learning, and empower connections, **Wepa**: Educating and advancing Latinx diversity, as well as making space for Spanish-speaking employees in Latin America, **Women in Technology (WiT)**: Bringing together women and their allies to empower and support advancement, **Lean in Circles**: Peer mentorship, skill building, and inspiration for women, **Go Green**: Creating and promoting more sustainable and eco-friendly practices, **Salute**: Recognizing and supporting veterans, active-duty military personnel, military families, and supporters, **Next**: Offering early career professionals opportunities to network, develop, and grow, and **Orbit**: Supporting and connecting remote workers. Ellucian's ERGs often work collaboratively to host an event or campaign, such as a children's story time recently co-hosted by PRISM and CARES for Pride Month. **60%** of our global workforce are ERG members, and in [Q1 of 2023 alone](#), ERGs hosted **44** events with **1,100** cumulative attendees, with **5** of these events being co-hosted by more than one ERG. Most events and meetings are open to all employees, regardless of their ERG membership or self-identification, but occasionally an ERG will hold a closed session to encourage safe, honest and open engagement for employees identifying with a specific community.

In 2021, we launched **Real Talk** – a series of honest conversations open to all employees meant to broaden perspectives and facilitate healthy candor – in an effort to cultivate and maintain a work environment where employees can feel more comfortable engaging with one another to gain greater awareness of each other's lived experiences and perspectives. Led by our global head of DE&I, Camilla Collins, Real Talk encourages an ongoing dialogue, building trust, compassion, open-mindedness, and reinforcing our commitment to a culture of inclusivity. On average, about **1,200** or **1/3 of our global workforce** attended each of the four sessions on various topics including: Dimensions of Diversity, Speak Up Culture, Allyship and Culture Shock.

Our efforts aren't just focused on current employees, but also the future workforce. In 2022, Ellucian created a **Student Career Accelerator Program** specifically designed to connect with and engage students from historically underrepresented groups attending Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs). This program was a collaboration between Blackstone and Ellucian's DE&I, Learning & Development, and Talent Acquisition teams, and the most recent workshop in May 2023 was attended by **378 students**. Ellucian also has a 5-year+ partnership with Year Up, a non-profit dedicated to offering students from all

backgrounds a pathway to economic success. In 2022, we continued our commitment to hiring **Year Up interns**, bringing in three throughout the year and hiring all of them as full-time employees at the conclusion of their internship. And in 2023, our global student internship program placed **tenth overall** in the Vault 100 best internships list.

In support of women reentering the workforce after stepping away for various reason, including caregiving responsibilities, Ellucian is piloting a program in India, called **ReStart** to increase female representation and support women returning to the workplace. The program offers eligible women intensive job training for a full-time role at Ellucian. ReStart has been a success in India, with four women participating and two being hired full-time since its launch in 2022. Throughout 2023 and beyond, we plan to scale this program to other parts of the world to create gender equity.

Ellucian's commitment to DE&I carries through to our customers, as [we serve 70% of HBCUs](#) and **49% of Hispanic-Serving institutions**. In fostering a more diverse and inclusive workplace culture, our employees are better equipped to understand the unique challenges these institutions and students of diverse backgrounds are facing. And in 2022—for the sixth year in a row—Ellucian participated at the **White House HBCU Conference**, which is attended by HBCU representatives and student scholars from all 50 states. Through networking and panel discussions, the conference is an opportunity for Ellucian to meet with HBCU leaders, deepen relationships, and develop initiatives with this critical part of the higher education community.

Established in 2020 by The Ellucian Foundation, the [PATH Scholarship Program](#) distributes grants to institutions to help students cover necessities such as housing, tuition, and food, so that they can keep their education on track. In 2022, The Foundation focused on funding scholarships for students enrolled in four-year and two-year MSIs in the U.S. A total of **37 U.S. institutions** were awarded scholarship grants between \$10,000 and \$25,000 in 2022 (\$500,000 total). Those institutions then distributed the scholarships to students based on financial need. To date, the PATH Scholarship Program has provided over **\$1.6 million** in scholarship grants to more than **1,900 students** in financial distress.

Our **Supplier Diversity Program** embeds inclusion and opportunity in the strategic sourcing process, aiming to grow its economic impact on historically marginalized communities. The procurement team currently measures diverse spend with businesses that are 51%+ owned by women, minority, LGBTQ+, military veteran, and/or disabled persons. Ellucian's 2022 diverse spend was **2.65% (\$6M)** of total U.S. addressable spend, and we have a 3-year roadmap to expand the program.

Our CEO and Executive team regularly discuss the importance of DE&I and it's impacts on our business at quarterly company all-hands meetings and other communication channels. Ellucian leaders foster the spirit of workplace culture and prioritize DE&I to drive greater inclusion for all employees. Additionally, our weekly internal company newsletter, *In The Know*, also promotes DE&I and ERG events and their impacts. Our Leaders promote a culture of fearless feedback, in which employees can feel comfortable speaking up about the issues most important to them and how Ellucian can be even more diverse, equitable, and inclusive. And in Q3 of 2023, we also plan to launch an Ellucian DE&I council to develop broader accountability and leadership.

For the past two years, Ellucian has published an annual [Impact Report](#) outlining our ESG activities and results from the year, which includes DE&I initiatives. These reports are on our website and accessible to customers, employees, and prospects alike, and help publicly demonstrate progress and reinforce our commitments to DE&I. Our customers want to partner with companies that support and understand DE&I, and the Impact Report is just one way we are transparent with our commitments and policies, holding ourselves accountable each year and building greater trust with our customers.



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