

Are They Ready to Embrace Diversity? Illuminating the Path of Management Undergraduates Towards Inclusive Excellence

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ABSTRACT

Fostering diversity and inclusion is essential in contemporary educational environments to every student's success. This study explores the crucial topic of undergraduate's readiness to embrace diversity in the academic environment. Based on the positivist ideology and emphasizing quantitative analysis, this study looks into the relationship between management undergraduates' attitudes toward inclusion and their willingness to accept different social groups. Accordingly, the questionnaire method was used to gather data from 324 respondents. The results showed that faculty students are quite ready to accept diversity in the university setting. It is interesting to note that undergraduates, whether they grew up in an urban or rural environment, feel more at ease working with classmates from different social backgrounds. Undergraduates, however, appear to be reluctant to involve individuals of other sexual orientations in university activities. Moreover, those who exhibit high levels of inclusion concerning factors like ability, gender, sexual orientation, rural/urban environment, and ethnicity also appear more open to accepting diversity. The implications of this study extend beyond the mere identification of prevalent opinions, offering practical insights for creating a more inclusive university community. The disparities uncovered emphasize the need for targeted campaigns aimed at changing attitudes, especially regarding sexual minorities. This study provides insightful information on the ongoing initiatives to foster inclusive and diverse learning settings, which pave the way for a more peaceful and encouraging campus community. This research underscores the importance of continuous efforts to bridge the existing gaps and cultivate a truly inclusive educational environment. Policymakers should focus on implementing strategies to address the identified disparities, fostering a more inclusive university community. Continuous awareness campaigns and educational programs can play a pivotal role in shaping a positive and accepting campus environment. By addressing specific challenges highlighted in this study, policymakers can contribute to the development of comprehensive and effective policies that support diversity and inclusion in higher education. Therefore, proactive measures and policy adjustments are essential for creating a more harmonious and supportive educational landscape.

Keywords: Attitudes, Diversity, Faculty, Inclusion, Readiness, Undergraduates