



AIB President's Message on AIB's Commitment to Diversity & Inclusiveness

June 7, 2020

Dear AIB Members,

I am writing to you as the President of the Academy of International Business to reaffirm AIB's position in the current context of anti-racism marches and the demand for equality, diversity, and inclusion across North America and the globe.

Because the AIB has a non-profit charter, it cannot engage in political advocacy. In addition, AIB's Bylaws generally prohibit the organization from taking positions on specific issues: *"To avoid the compromise of the intellectual integrity of its members as well as the independence and impartiality of the entire organization, the Academy shall not adopt a partisan position on any matter involving particularistic interests, either private or public."* As a result, AIB refrains from making statements or taking sides on issues like trade policies, political disputes, or legislative actions.

Yet, on equality and inclusiveness, AIB's Mission-Vision-Values policy document, included on the next page as a reminder, makes our organization's position clear: *"We actively promote equal opportunity, treatment, and access for all. We celebrate and value diversity and strive to ensure that all voices are heard."* AIB's core values of diversity, inclusiveness and the hearing of all voices leave no room for doubt that AIB stands firmly against racism, and for equality and diversity, and supports our members, regardless of group, category, or origin, worldwide.

The Academy is the pre-eminent academic organization in International Business, consisting of more than 3500 members from over 90 countries around the world. We not only embrace diversity and inclusiveness; we wish to lead on it. Wherever in the world AIB operates, we promote our values through our academic activities.

The members of the AIB Executive Board stand firmly behind our shared values of academic freedom, freedom of speech, cross-fertilization of research across national boundaries, regardless of age, gender, race, ethnicity, national origin, religion, and any other basis not related to scientific merit. We are committed to the principles of diversity, inclusion, and the free exchange of ideas.

I should also mention that by becoming a member of AIB, each one of us individually agree to uphold the [AIB Code of Ethics](#). Section 3.2 of the Code addresses Equal Treatment: *"AIB members should promote equal opportunity and non-discriminatory treatment for all persons, including but not limited to students, colleagues, employees, or research participants, regardless of age, gender, race, color, ethnicity, national origin, class, religion, sexual orientation, disability, health condition, marital status, parental status, military status, political orientation, genetic information, or any other basis deemed applicable by the AIB Executive Board."*

At this time of worldwide concern, we, as the AIB organization, *and* as members of AIB, reaffirm our commitment to these values as we conduct our professional activities.

Sincerely,

Jeremy Clegg
University of Leeds
President, AIB



Academy of International Business

Connecting the World of International Business Scholars

WHO WE ARE

AIB is the home of international business scholars worldwide, connecting us across geographic, disciplinary, social, and cultural boundaries.

MISSION: AIB'S FUNDAMENTAL PURPOSE – WHAT WE DO

We create, nurture, and empower a global community of scholars focused on creating, advancing, and disseminating knowledge in international business research, education, policy, and practice.

VISION: AIB'S LONG-TERM GOAL – WHERE WE WANT TO GO

To contribute to a more prosperous, just, and sustainable world by fostering a global, collaborative community of international business scholars, educators, and decision-makers.

VALUES: AIB'S CORE VALUES – WHAT WE SHARE AND PRACTICE

The following values guide our mission and vision for the future:

- **Internationalization:** We believe in promoting openness in borders, ideas, and cultures. Knowledge and awareness of global, regional, cross-border, and cross-cultural issues can be best achieved through actively fostering international collaborations, open-mindedness, and global understanding.
- **Excellence:** We pursue the highest possible professional and scientific standards in our research, education, and professional lives, including an unwavering commitment to transparency, verifiability, rigor, and relevance in our research. We are dedicated to nurturing the creation, advancement, and dissemination of state-of-the-art knowledge.
- **Intellectual freedom:** We are committed to freedom of inquiry and expression in our research, education, and professional lives. We believe in free expression and exchange of ideas and evidence-based recommendations, including the right to seek, receive, and share knowledge regardless of boundaries.
- **Integrity:** We believe in practicing the highest ethical principles in our research, education, and professional lives. We act with honesty, integrity, and professionalism. We hold ourselves accountable for our actions and inactions.
- **Inclusiveness:** We actively promote equal opportunity, treatment, and access for all. We celebrate and value diversity and strive to ensure that all voices are heard.
- **Impact:** We seek to make the world a better place by being responsible, relevant, and forward looking in our research, education, and professional activities. We believe both science and education should be in the service of society. We lead by transcending the boundaries of academic disciplines and managerial functions.