

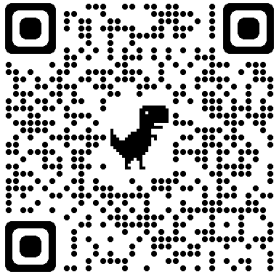
Belonging @ Mendoza

Now Irish / June 2023

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**“Diversity is a richness”
and “God, in His loving
design, excludes no
one.”**

- Pope Francis





“Notre Dame cannot make real progress or be the place it aspires to be unless ALL members of the University community can truly experience that sense of belonging and inclusion - being in *their* home, not merely being welcomed to another’s home.”

- *Board of Trustees’ Task Force Report on Diversity, Equity, and Inclusion*

“As a community of students, faculty, staff, and alumni in pursuit of excellence, [our goal is to] cultivate an engaged, caring and inclusive culture informed by the University's Catholic mission.”

- *Mendoza College of Business Strategic Plan*



**Mendoza is a microcosm for
the real-world and for
business.**

How can **YOU** contribute to belonging?

- **Bridge the divide** among different identities through empathy and authentic relationships.
- Use your talent as a leader to **advance everyone**.

Ground Rules

- Give everyone in your group a chance to speak
- Speak only for yourself
- Do not ask others to speak on behalf of their (perceived) social group
- Listen respectfully, without interrupting, engaging in side conversations, checking smartphones, or other distractions.

(Adapted from a *Harvard Business School Publishing* case study guide)

Just By Looking At Me

“My name is _____ and I am from _____.
One thing you cannot tell just by looking at me is _____. This is important for me to tell you because _____.”

What is something meaningful you learned about your peers because of your exercise?

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Show Some Skin

No Bro, You're Different
Make It Stop (11:25 to 15:40)
I Stay Silent (0:18 - 0:43)



Show Some Skin Discussion Questions

Did any of the monologues personally resonate with you? (empathy)

Scenario: One team member associates another team member from a certain background with low achievement levels. What can you do to **bridge the divide** between your team members?

Scenario: In one of your classes, you see a classmate repeat and take credit for something another student already said. Your professor doesn't seem to realize that the idea was originally someone else's idea. What can you do to **advance everyone** in this situation?

It's Not A Zero Sum Game

Research: Amplifying Your Colleagues' Voices Benefits Everyone

by Kristin Bain, Tamar A. Kreps, Nathan L. Meikle, and Elizabeth R. Tenney

June 17, 2021



David Crockett/Getty Images

**Harvard
Business
Review**

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