

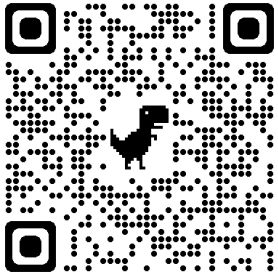
# Belonging @ Mendoza

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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**

proctor.edu



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