



MENDOZA
COLLEGE OF
BUSINESS

ASK MORE OF BUSINESS

DIVERSITY, INCLUSION AND EQUITY

IRIS OUTLAW, DIRECTOR OF MULTICULTURAL STUDENTS PROGRAMS AND SERVICES

PAMELA NOLAN YOUNG, DIRECTOR OF ACADEMIC DIVERSITY AND INCLUSION

AGENDA

- *Diversity At University of Notre Dame*
- *The Business Case for Diversity*
- *Case Studies*
- *Ten Lessons for Taking the Ethical Leadership*
- *Q & A*

DIVERSITY AT UNIVERSITY OF NOTRE DAME



PRESIDENT'S OVERSIGHT COMMITTEE



DIVERSITY AT UNIVERSITY OF NOTRE DAME

President's Oversight Committee

Director of Multicultural Programs and Services

Director of Staff Diversity and Inclusion

Director of Academic Diversity and Inclusion

ND Diversity & Inclusion Initiatives

Town & Gown Initiatives

Professional & Personal Development



Inclusive Campus Student Survey Results

Following Fall Break, read the results of this inaugural campus survey and participate in responding and contributing to a more welcoming and inclusive community.

Over 6,200 undergraduate and graduate students shared their views, experiences, and suggestions as they relate to diversity and inclusion at Notre Dame.

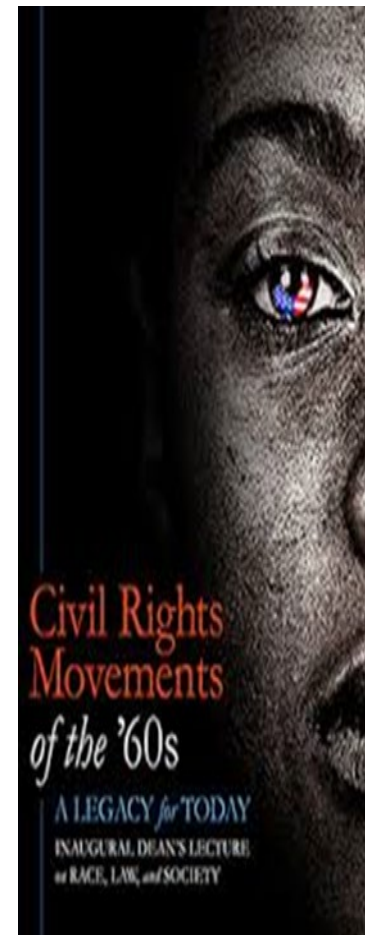
Survey Results Emailed
Monday, October 22

Campus Community Presentations
Tuesday, October 23
8:00–9:00 p.m.

Wednesday, October 31
11:00 a.m.–Noon

"Notre Dame... where differences of culture and religion and conviction can co-exist with friendship, civility, hospitality, respect, and love."
—Fr. Theodore Hesburgh, C.S.C.

UNIVERSITY OF NOTRE DAME



REFRAMING INCARCERATION A CONVERSATION IN THE GALLERY

MAY 13
5:30 PM

**Notre Dame Center
for Arts and Culture**
1045 W Washington St.
South Bend, IN 46601

The exhibit will be on display in the Crossroads Gallery. Artwork will be available for purchase and light refreshments will be provided.

UNIVERSITY OF NOTRE DAME | COMMUNITY RELATIONS



ALESHA SEROCZYNSKI, Ph.D. serves as the Director of College Operations for the Moreau College Initiative, a collaboration between the University of Notre Dame and Holy Cross College offering AA and BA degrees to inmates at the Westville Correctional Facility.



ELLEN G. KYES, J.D. is the director of the Take Ten program: a research-based conflict resolution education curriculum. Ellen also serves as a faculty member at the University Notre Dame and teaches in the Moreau College Initiative.

DIVERSITY: BETTER BUSINESS

[The Business case for diversity is now overwhelming.](#)

A [Boston Consulting Group study](#) found that companies with more diverse management teams have 19% higher revenues due to innovation.

The top three benefits of diversity identified by respondents are improved company culture, leadership and greater innovation.

By the year 2025, 75% of the global workforce will be made up of [millennials](#) - which means this group will occupy the majority of leadership roles over the coming decade. The 2018 [Deloitte Millennial Survey](#) shows that 74% of these individuals believe their organization is more innovative when it has a culture of inclusion.

[A survey conducted by Pew Research Centre](#) lists several areas where women are stronger in key areas of both politics and business. Survey respondents noted that women are:

34% better at working out compromises

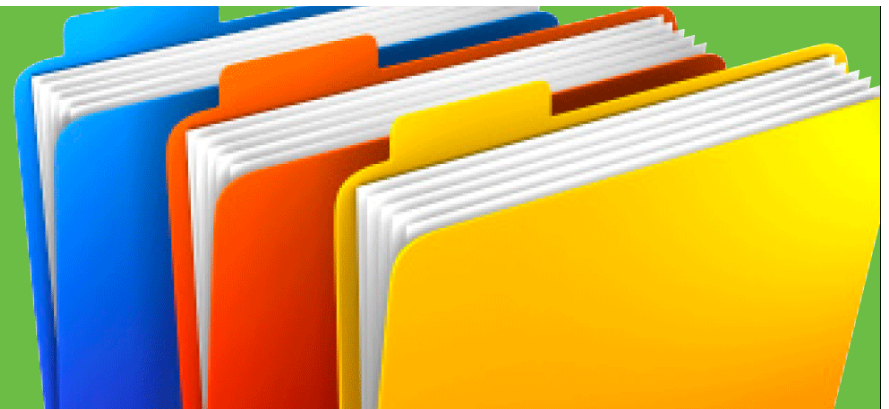
34% more likely to be honest and ethical

25% more likely to stand up for their beliefs

30% more likely to provide fair pay and benefits

25% better at mentoring

Case Studies



FIVE DIVERSITY AND INCLUSION TRENDS EXPECTED IN 2019

1. Executive Apologies
2. # Me Too After Effects
3. Diverse leadership
4. Inclusive Products
5. Celebrities Speaking Out

1. EXECUTIVE APOLOGIES



2. # ME TOO AFTER EFFECTS



3. DIVERSE LEADERSHIP

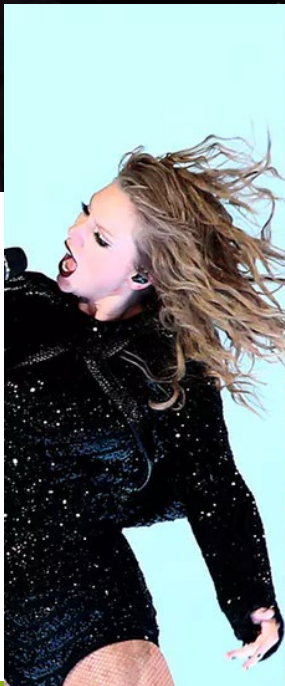
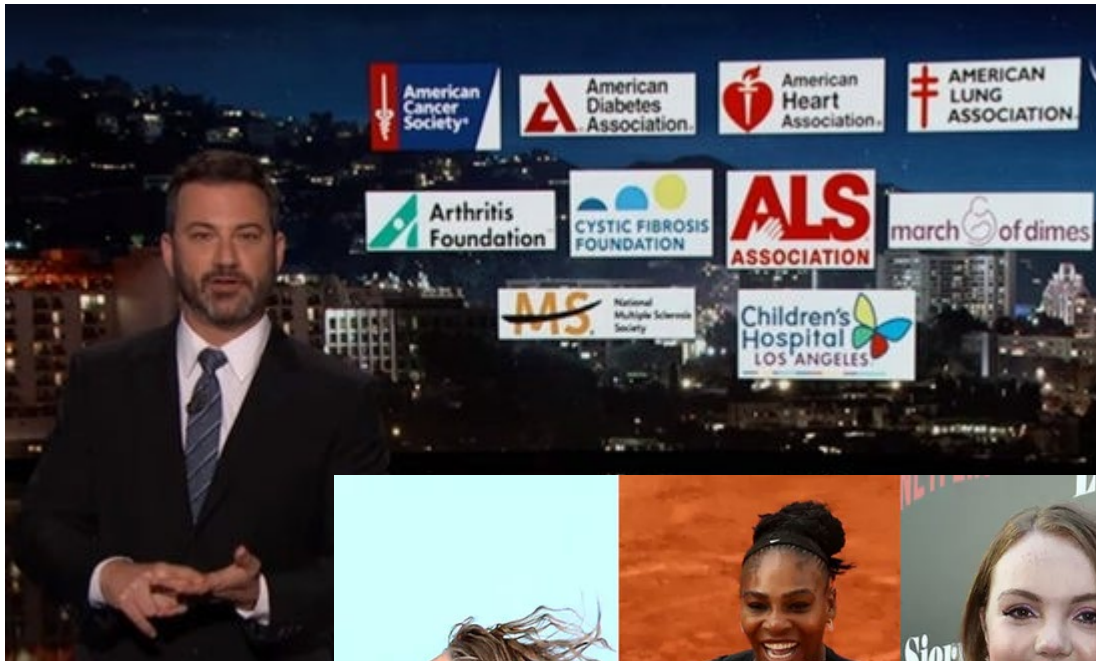
- Thomson Reuters recently came out with their [2018 Diversity and Inclusion \(D&I\) Index](#). Their D&I Index examined company performance based on different factors that embody inclusive workplaces. Seven-thousand publicly traded companies were objectively evaluated on 24 metrics in four different components: diversity, inclusion, people development, and news controversy.

Top Ten	
1. Accenture PLC	84.25
2. Novartis AG	79.25
3. Medtronic PLC	79.0
4. Diageo PLC	78.75
5. Gap Inc	78.50
6. Telecom Italia SpA	77.75
7. Kering SA	77.50
8. Natura Cosméticos SA	77.25
L'Oréal SA	77.25
10. Bristol Meyers Squibb	77.00
10. Acciona SA	77.00

4. INCLUSIVE PRODUCTS



5. CELEBRITIES SPEAKING OUT



HOW CAN YOU BE DIVERSITY CHAMPION

What qualities are needed for culturally competent leadership?

- Ability to relate to people
- Ability to communicate
- Empathy
- Flexibility
- Ability to listen and observe
- Knowledge of other cultures
- Self awareness
- Respect for difference
- Good facilitator

TEN LESSONS FOR TAKING THE ETHICAL LEADERSHIP

1. Start With The Facts

- Ensure everyone starts with a common frame of reference and an objective knowledge base

2. Create A Safe Space For Dialogue And Strategy

- Use a Facilitator, Anticipate concerns, set ground rules for dialogue

3. Emphasize Inequities Are Systemic

- Note inequity does not require intentional acts, many policies, procedures and practices are neutral

4. Counter Stereotypes And Bias

- Stereotypes are pervasive in the media. One must tackle misrepresentations directly.

5. Preach To The Choir.

- Build a critical mass of those willing to identify and work toward progress

TEN LESSONS FOR TAKING THE ETHICAL LEADERSHIP

6. Explore Contradictions

- Explore contradictions between reality and the idea of equal opportunity in society.

7. Engage Other Leaders

- Equity work requires leadership at the highest level to provide: legitimacy, urgency, protection

8. Help People Become Change Agents

- Identify long term goals and map action steps. Seek partnerships, Find spheres of influence.

9. Identify A Person Or Team To Focus On The Work

- Develop and implement plans, Connect with others , Keep your eyes on the prize.

10. Create Synergy

- Prove Success is possible Balance short term gains with long term goals. Keep people on board.

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QUESTIONS



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