

# 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***





## The Notre Dame MBA is committed to fostering a welcoming and inclusive community of diverse students, faculty and staff in a culture that respects the dignity of all. Our commitments include:

Increasing **diversity**  
**within our community**  
through active  
recruitment of diverse  
perspectives.

Cultivating **a culture of**  
**inclusion** through  
active engagements,  
collaborations and  
partnerships.

Advancing the  
**professional**  
**development** of all  
members of our  
community.

Integrating DE&I  
throughout the  
**curriculum** to build  
awareness and  
understanding.



MBA candidates can look forward to joining a family here at Notre Dame — one that encourages growth, generosity, fulfillment and a respect for the different perspectives that ultimately benefit the program overall.

TANIQUE PHILOGENE, MBA '23 AND MBA ASSOCIATION PRESIDENT











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

# How can you contribute?

- 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 \_\_\_\_\_.”

**Consider how you can find out something meaningful about your peers in the future.**



# BREAK

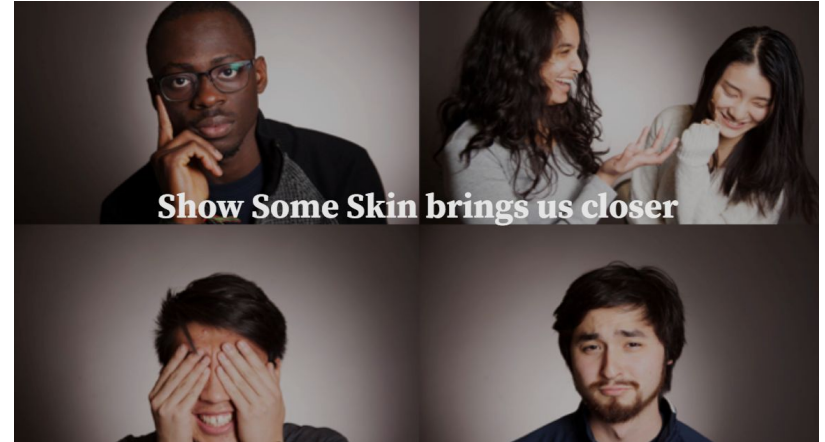
# Show Some Skin

No Bro, You're Different

Letter from Your Female Professor

Housekeeper (12:28 to 14:39)

Make It Stop (11:25 to 15:40)



# Show Some Skin Discussion Questions

What did you learn?

Did any of the monologues personally resonate with you?

As we think of our mission to *Grow the Good in Business*, what can we take away from this experience and how might we apply it in life, in the classroom and in the workforce?

# Advancing Everyone

[I Stay Silent](#) (0:18 - 0:43)

# 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**





Maggie: Why don't we have a records party where we provide snacks





Alex: No, it seems like a waste of resources to pay people for what for we're already paying them to do

# It's Not A Zero Sum Game

Where is amplification taking place?

What are the poor behavior demonstrated in the video?

If you see these behaviors in the classroom, what can you do about it?

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