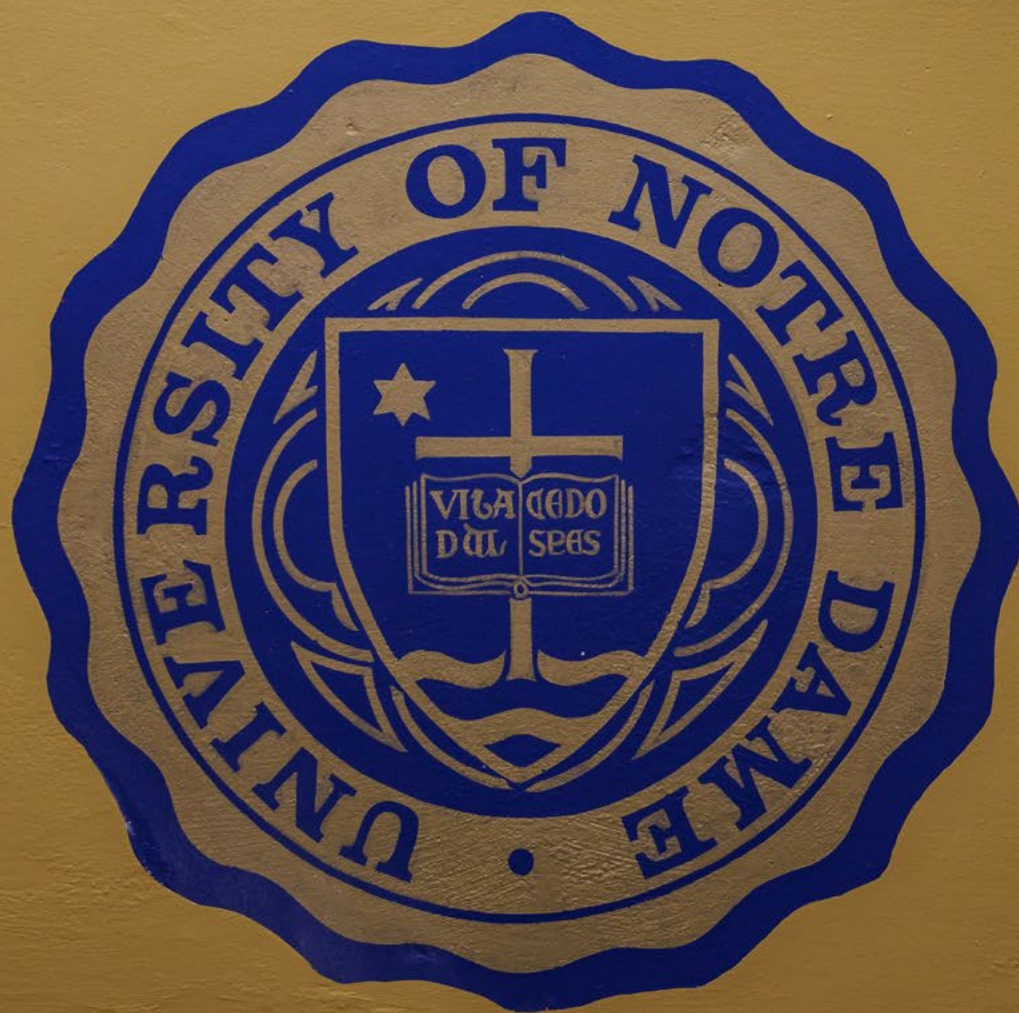




MBA Diversity, Equity and Inclusion

YEAR IN REVIEW 2022-2023





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.

Commitment #1: Increasing **diversity within our community** through active recruitment of diverse perspectives.

Commitment #2: Cultivating **a culture of inclusion** through active engagements, collaborations and partnerships.

Commitment #3: Advancing the **professional development** of all members of our community.

Commitment #4: Integrating DEI throughout the **curriculum** to build awareness and understanding.





KRISTEN COLLETT-SCHMITT 
Associate Dean for Innovation and Inclusion,
Teaching Professor, Finance

“Our goal at Mendoza is to create an environment where all students feel like they belong. Even more, we strive to celebrate diverse voices and experiences while also providing students with the opportunity to develop into inclusive leaders. After all, diverse, equitable and inclusive workplaces and communities flourish. Pursuing equity is good for all of us.”

COMMITMENT #1

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



The Notre Dame MBA has long-standing partnerships with national organizations that share our commitment to advancing equal access to business education. In July 2021, the Mendoza College of Business began a joint effort with Alpha Phi Alpha Fraternity, the first intercollegiate Greek-lettered fraternity for African American men, to support Alpha Phi Alpha college graduates in pursuing their MBA. Additionally, in November 2022, Mendoza hosted its first annual Solidarity Summit, which welcomed diverse candidates to campus to experience life at Notre Dame and become familiar with what makes Mendoza a remarkable place.

admit.me





Fireside Chat with Dr. Lonzer



Mendoza welcomes Alpha Phi Alpha president to celebrate partnership with the Notre Dame MBA [↗](#)



Dr. Willis L. Lonzer III, general president of Alpha Phi Alpha Fraternity, Inc., the first intercollegiate Greek-lettered fraternity for African American men



Alpha Phi Alpha Fraternity

COMMITMENT #2

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



Students from the Notre Dame MBA are pivotal to shaping Mendoza's inclusive culture through their leadership of student organizations, celebration of affinity and identities, and special interests in the business community. In February 2023, students from the Black Graduates in Management Club hosted a Flash Mob in Notre Dame's Student Center to showcase **Black excellence on campus** [📍](#). Later in the year, the Notre Dame MBA sponsored the first annual Mendoza Diversity and Heritage Ball to celebrate unique experiences and perspectives within the program with dinner, musical performances, a cultural showcase and guest speakers. Other inclusive community initiatives included celebrations for Dia De Los Muertos, Lunar New Year, Holi and the Grow the Good Gala.

Mendoza Diversity and Heritage Ball



Grow the Good Gala



Dia De Los Muertos



Lunar New Year



COMMITMENT #3

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



The Notre Dame MBA is committed to ensuring that the life experience, viewpoints and differences in backgrounds of each student are respected, valued and integrated into career planning and development. In 2022-2023, MBA students were invited with sponsorship by the Mendoza College of Business to attend national conferences and expos associated with the National Black MBA Association, MBA Veterans, Prospanica Conference, Reaching Out and the Latinx MBA Association. Additionally, the Graduate Business Career Development team ensures that the unique challenges faced by international students when it comes to the job search are well supported.



MENDOZA MBA AFFINITY GROUP LEADERSHIP



TANIQUE PHILOGENE
President,
MBA Association



FUNMI OWOPETU
Chief Diversity Officer,
MBA Association



NIKHIL SARAWADEKAR
Chief International Officer,
MBA Association



CATHY CUI
President,
Asian MBA Association



TEMITAYO ADE-OSHIFOGUN
President,
Black Graduates in Management Club



NICK YANEK
President,
Mendoza LGBTQ+
and Ally Club



CLAIRE PROSPERO
President,
Mendoza Women in Business Club



MAUREEN BULLIS
President,
Military Veterans Club



ANDRES VERNAZA BRIGLOVICS
President,
Latin American Club at Mendoza

FOR INTERNATIONAL STUDENTS



Etiquette Workshop



Immigration Information Session



Immigration Dinner with Panelists

COMMITMENT #4

Integrating DEI throughout the curriculum to build awareness and understanding.



Mendoza faculty strive to create inclusive classroom environments by representing diverse perspectives with guest speakers and case studies. New MBA classes such as Climate Resilience in Business & Communities broadened students' understanding of what is considered DEI. Additionally, new experiential learning opportunities showed the power of business in creating equitable and inclusive workplaces and communities.

MBA DEI Courses

- Climate Resilience in Business and Communities
- Gender Equity in Business
- Sustainable Business
- Ethics in Emerging Markets
- Spirituality of Work
- Social Innovation

2023 DEI GROW THE GOOD IN BUSINESS CASE COMPETITION

Notre Dame MBA students comprised two of the top three teams in the Mendoza-wide 2023 Diversity, Equity and Inclusion **Grow the Good in Business Case Competition** [🔗](#). The competition challenged MBA students, through three rounds of competition, to pitch meaningful business solutions to corporate sponsors on ways to improve financial inclusion in various industries.



MEYER BUSINESS ON THE FRONTLINES PROGRAM [↗](#)

Rebuilding societies damaged by violence, prejudice, poverty and exclusion is one of the great challenges of the 21st century. Focusing on people’s inherent dignity and leading with a good heart is the best place to start. The Meyer Business on the Frontlines Program seeks to imagine new solutions to some of the world’s most pressing problems and to become a forum for all organizations committed to improvement — no matter how diverse — to work together to build stable and prosperous communities. Therefore, DEI is the very heart of the program. For example, students partner with workers who were formerly incarcerated through such organizations as Crossroads Solar or Homeboy Industries and support communities facing poverty and economic exclusion via projects with Accesso and Umgibe.

Course Offerings

- Business on the Frontlines (8 credits)
- Frontlines in America (4 credits)
- Frontlines Engagements (2 credits)
- Ways of Rebuilding Community (2 credits)



Richard Marcantonio [↗](#)
Assistant Teaching Professor
Management & Organization



Kelly Rubey [↗](#)
Assistant Teaching Professor
Management & Organization



Joe Sweeney [↗](#)
Academic Director of the MBA Programs;
Assistant Teaching Professor,
Management & Organization

MBA DIVERSITY, EQUITY AND INCLUSION

By The Numbers

7 # OF AFFINITY ORGANIZATIONS
LED BY NOTRE DAME MBA STUDENTS

6 # OF IDENTITY-BASED CAREER
CONFERENCES AND EXPOS
PARTIALLY SPONSORED BY MENDOZA

10 # OF CORPORATE AND
STRATEGIC PARTNERS FOR THE
2023 DEI GROW THE GOOD IN
BUSINESS CASE COMPETITION

150 # OF MENDOZA GRADUATE
STUDENTS WHO ATTENDED THE
FIRST ANNUAL DIVERSITY AND
HERITAGE BALL

7 # OF MBA STUDENT-PLANNED
EVENTS CELEBRATING DIVERSE
CULTURES AND EXPERIENCES
(Diwali, Holi, Lunar New Year,
Black History Week, Diversity and
Heritage Ball, The Wibby's and
Dia de los Muertos)

35 # OF PROSPECTIVE STUDENTS
ATTENDING MENDOZA'S INAUGURAL
SOLIDARITY SUMMIT IN FALL 2023

72 # OF STUDENTS WORKING WITH
MARGINALIZED COMMUNITIES
THROUGH MEYER BUSINESS ON
THE FRONTLINES

MBA Class Profile

ONE-YEAR MBA CLASS OF 2023

26% Women
16% U.S. Underrepresented Minorities*
10% U.S. Veteran**
26% International

TWO-YEAR MBA CLASS OF 2023

35% Women
10% U.S. Underrepresented Minorities*
13% U.S. Veteran**
35% International

TWO-YEAR MBA CLASS OF 2024

30% Women
24% U.S. Underrepresented Minorities*
17% U.S. Veteran**
31% International

*Underrepresented Minorities refers to U.S. citizens and permanent residents who identify as American Indian/Alaskan Native, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander or multiethnic; reported as a percentage of the domestic student population.

**Reported as a percentage of the domestic student population.

\$12,500

AMOUNT OF MONEY RAISED BY MBA STUDENTS
AT THE 2023 GROW THE GOOD GALA



MARTIJN CREMERS

Martin J. Gillen Dean
Mendoza College of Business

“As a community that recognizes every person’s intrinsic human dignity, it is incumbent on us to contribute to the flourishing of each individual and to contribute to our community, recognizing our reciprocal responsibilities and supporting one another. A spirit of diversity, equity and inclusion reflects this fundamental belief and underlies all that we do.”

