

MARTIJN CREMERS: ‘DIVERSITY, EQUITY AND INCLUSION ARE FOUNDATIONAL’

As the business school of the University of Notre Dame, we reassert the [University’s continued commitment](#) to diversity, equity and inclusion:

“We affirm the transcendent dignity and worth of every human person, from conception to natural death, regardless of race, nationality or ethnic group, religious tradition, gender, socioeconomic class, immigration status, sexual orientation, or anything else.”

At the Mendoza College of Business, diversity, equity and inclusion are essential for our imperative to Grow the Good in Business™: to educate business leaders who focus on contributing to everyone in society, to cooperating in solidarity and to creating a culture where we succeed and grow together.

This extends across the College, to faculty policies that seek to diversify our candidate pool and successfully hire faculty from underrepresented groups, including minority and female faculty; to the recruitment and support of underrepresented students; and to the establishment of a workplace culture that recognizes the well-being of each and every person as vital to the well-being of all.

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.

It is also incumbent on us to act in this spirit — individually and in our roles at the College — so that diverse voices, experiences and backgrounds are valued, respected and nurtured in ways that shape the educational experience at Mendoza.

Building an even more diverse, equitable and inclusive community is a work in progress. I am thankful for the many students, faculty, staff and alumni who have contributed to our efforts, and I welcome any input from those who share this goal.



Martijn Cremers

Martin J. Gillen Dean & Bernard J. Hank Professor of Finance
Mendoza College of Business
University of Notre Dame