

Alumni Class Officers
11/9/21

Diversity, Equity & Inclusion Annual Report

Shawn Maxam and Kevin
Hudson
Office of the Provost



DIVERSITY • EQUITY • INCLUSION
ANNUAL REPORT 2020-21



Our Commitment to DE

Diversity, equity and inclusion are central to Princeton's educational mission and its desire to serve society. The University community has a deep commitment to inclusivity because they know that: diverse environments are more stimulating, fairness is a core value at Princeton. Our students should live and learn in an environment reflective of society.



Last summer, as our nation undertook a needed but also painful reckoning with racism and its consequences, I asked the University's Cabinet officers to open a new chapter in Princeton's continuing efforts to be fully equitable and inclusive. I challenged my colleagues to consider all aspects of our institution — from our academic enterprise to daily operations — and to develop concrete strategies for promoting racial equity on campus and, in partnership with others, beyond our gates.

...These activities represent a step forward, not an end... We will hold ourselves accountable over time and report to you about both our successes as well as our challenges.

Christopher L. Eisgruber

How we got here

- Following the murder of George Floyd and other Black people, the University launched a robust, community-wide process designed to expand on the diversity and inclusion efforts of the past decade (building on 2013's report of the Trustee's ad hoc committee on diversity).
- The process drew on the input of hundreds of students, faculty, postdocs, staff and alumni, prioritizing racial equity.
- During summer 2020, President Eisgruber tasked Cabinet officers with developing bold cross-institutional and unit-based racial equity action plans.

Princeton DEI Strategic Plans

Trustee Ad Hoc Committee on Diversity Report (2013)

Includes recommendations and best practices for diversifying specific campus populations

Graduate Students
Postdoctoral Fellows
Faculty
Senior Administrators

CPUC Task Force Report of Diversity, Equity and Inclusion (2015)

Includes recommendations for improving University policies, practices and programming

The Student Experience
Addressing Bias, Discrimination and Harassment
Academics and Curricular Offerings
Learning about Diversity and Equity Outside the Classroom
Access to and Use of Data
Public Programming

CPUC Special Task Force Progress Report (2016)

Includes updates on recommendations made in previous reports

Appointment of Dean Buck
Provost Fund for Cultural Studies
Campus Conversation on Identities (CCI)
Enhanced funding and staff for CAF, LGBT and Women*s Centers
Enhanced funding and staff for the Graduate School

Wilson Legacy Report (2016)

Includes recommendations based upon the examination of Woodrow Wilson's legacy

Presidential Scholars Program (PSP)
Princeton Histories Fund
Diversifying campus art and iconography
Change of Princeton's informal motto

2013-2020

Since **2013-14** Princeton has redoubled its efforts related to diversity, equity and inclusion. A brief overview of some of those efforts follows; for a more comprehensive accounting, please visit inclusive.princeton.edu



Trustee committee makes recommendations for faculty, staff and graduate student diversity



Working group makes recommendations for undergraduate socioeconomic diversity

New office created for sexual misconduct and Title IX

Task Force makes recommendations for student life and campus climate



Faculty adopts Statement on Freedom of Expression



Student protests called attention to former University President Woodrow Wilson's racism, and the University responded by forming an ad hoc committee of trustees to study Wilson's legacy at Princeton

Vice president for Campus Life appoints inaugural dean for diversity and inclusion



Princeton joins National Center for Faculty Development and Diversity



Carl A. Fields Center renovates, incorporating student feedback



Davis International Center moves to new home



Board of Trustees establishes Committee on Diversity and Inclusion

Women's Employee Resource Group launches



Human Resources launches staff Inclusion and Diversity Certificate Program



THRIVE conference celebrates Black alumni



First cohort of Presidential Postdoctoral Fellows arrives

The Committee on Sexual Climate, Culture and Conduct launches, incorporating feedback from student activists

Timeline: 2013-14 • 2014-15 • 2015-16 • 2016-17 • 2017-18 • 2018-19 • 2019-20



Many Minds, Many Stripes conference celebrates graduate alumni

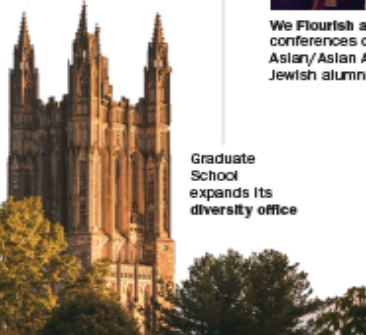


Transgender Advisory Coalition launches



LGBT Campus Pride Index awards Princeton top rating

Princeton begins converting bathrooms to be gender-inclusive



Graduate School expands its diversity office



We Flourish and L'Chaim! conferences celebrate Asian/Asian American and Jewish alumni



Scholars Institute Fellows Program (SIFP) launches

¡Adelante Tigres! conference celebrates Latinx alumni



Toni Morrison Hall and Sir Arthur Lewis Auditorium become the first spaces to be named in conjunction with efforts to expand the range of Individuals honored on campus



Dialogue and Difference In Action student orientation launches

Six academic departments establish the first academic climate committees



HBCU partnerships launch at Library and Art Museum



Graduate School launches Prospective Ph.D. Preview and Grad Scholars Program

First cohort of students arrives under the reinstated transfer program



Princeton receives national Higher Education Excellence in Diversity Award



Graduate School launches Presidential Pre-Doctoral Fellowship Program

DEI/Racial Equity initiatives and activities

- University-wide commitments and activities
- Cabinet Action Plans
- Academic Department initiatives

Annual report themes

- Pride and humility: we are a work in progress
- Accountability and shared ownership
- Transparency
- The necessity of systemic change
- There is a lot of activity! Most of it is carried out in units and departments. Only a small part of the activity can be included in the report.



Climate, Inclusion and Equity: highlights

- Juneteenth became official University holiday
- Woodrow Wilson's name removed from campus facilities
- Trustee-led committee recommends principles for honorific naming
- Public Safety Community Advisory Committee created
- HR launches review of staff benefits plans with focus on ensuring equity
- Employee Resource Groups expand
- Campus Life centers and Graduate School host dozens of programs



The Academic Experience: highlights

- University affirms its aspiration to increase the number of underrepresented tenured and tenure-track faculty members by 50% within five years
- Faculty Advisory Committee on Diversity reconceived and strengthened
- Search for new professor of Indigenous Studies
- Twelve additional scholars named as Presidential Postdoctoral Research Fellows
- New undergrad general education requirement on “culture and difference” goes into effect
- Sixteen academic departments and programs established new diversity, equity and inclusion committees to bring the total to more than thirty



Access and Outreach: highlights



- Provost launches planning for major academic outreach initiative
- Emma Bloomberg Center for Access and Opportunity established
- Graduate School delivers Pre-Doctoral Fellowship Initiative and P3 program
- Finance and Treasury adopts a multi-year supplier diversity action plan
- Community and Regional Affairs expands engagement with Trenton and Mercer County
- RISE grant program provided funding for students to spend the summer working with a campus or community partner
- Communications expands media engagement with Black and Indigenous people and people of color

Demographic and climate data

Collecting feedback and measuring our progress

Demographic and Climate Data

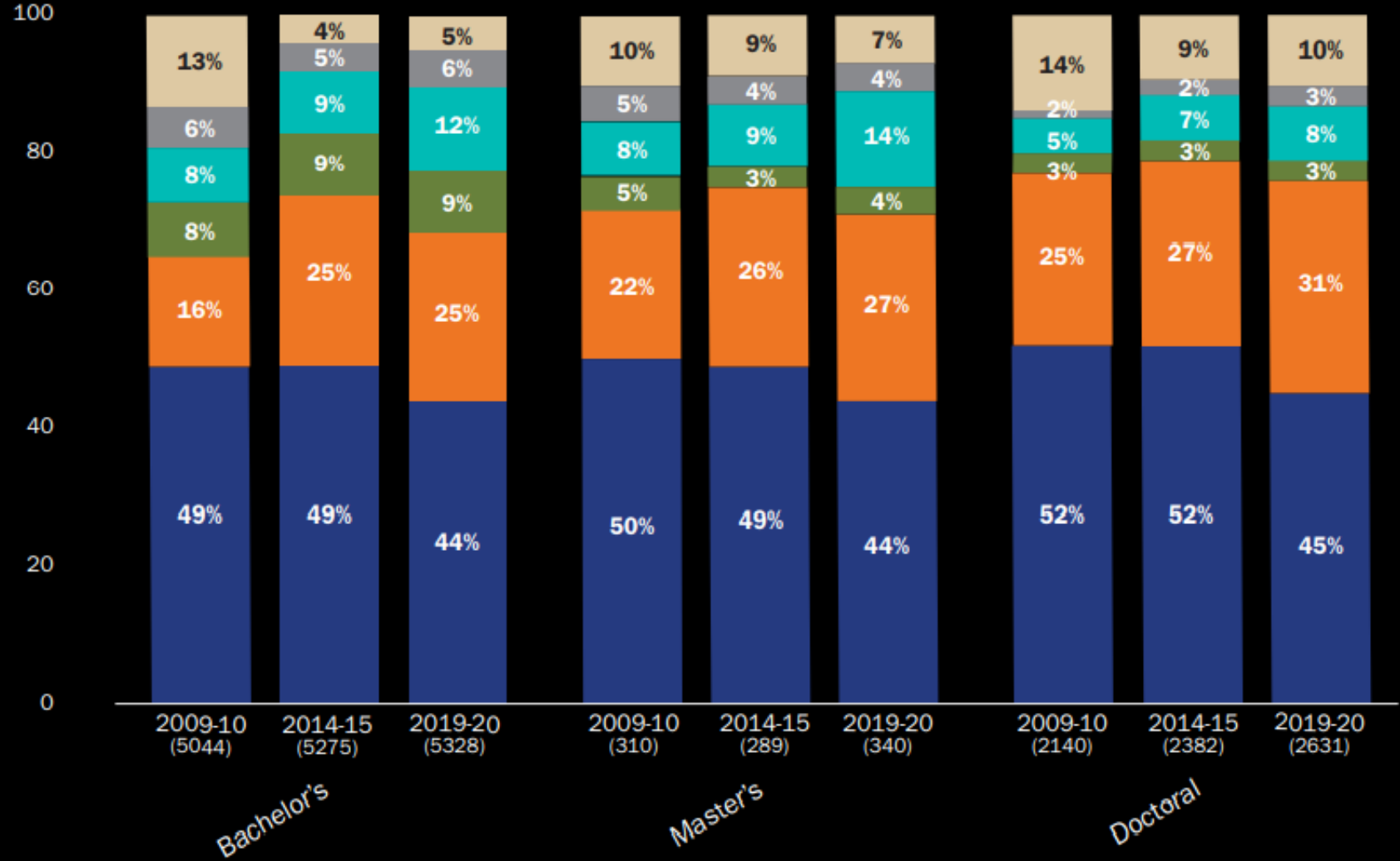
The analysis of data and trends is one part of our larger effort to understand and evaluate our DEI efforts on campus. Princeton uses demographic and climate data to:

- Evaluate demographic progress
- Monitor campus inclusivity
- Surface continuing challenges
- Explore promising opportunities

Race/Ethnicity of Princeton Student Populations

Academic Years 2009-10, 2014-15 and 2019-20

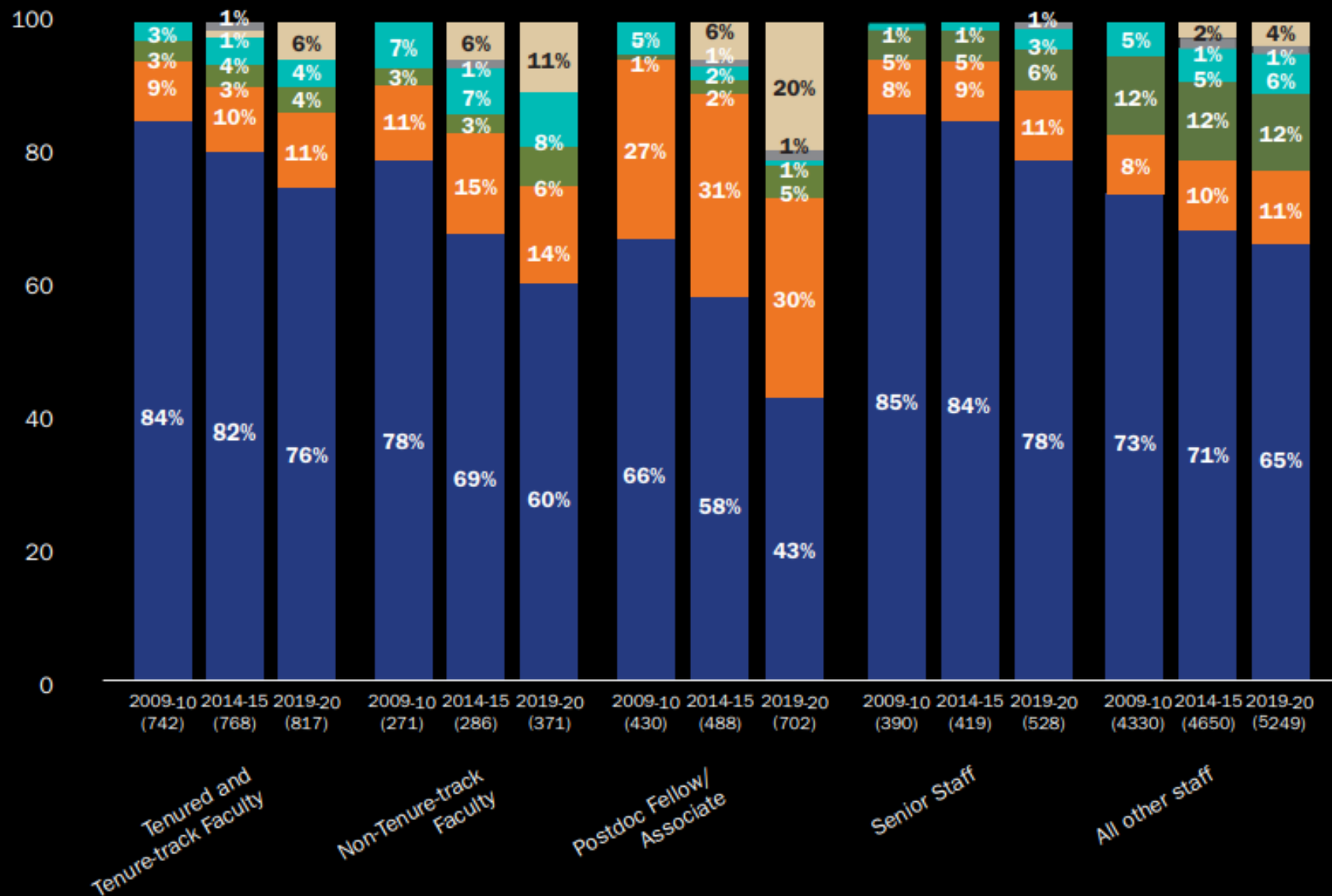
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- Black/African American
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race)
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander
- Individual did not disclose/Unknown



Race/Ethnicity of Princeton Faculty, Postdoc and Staff Populations

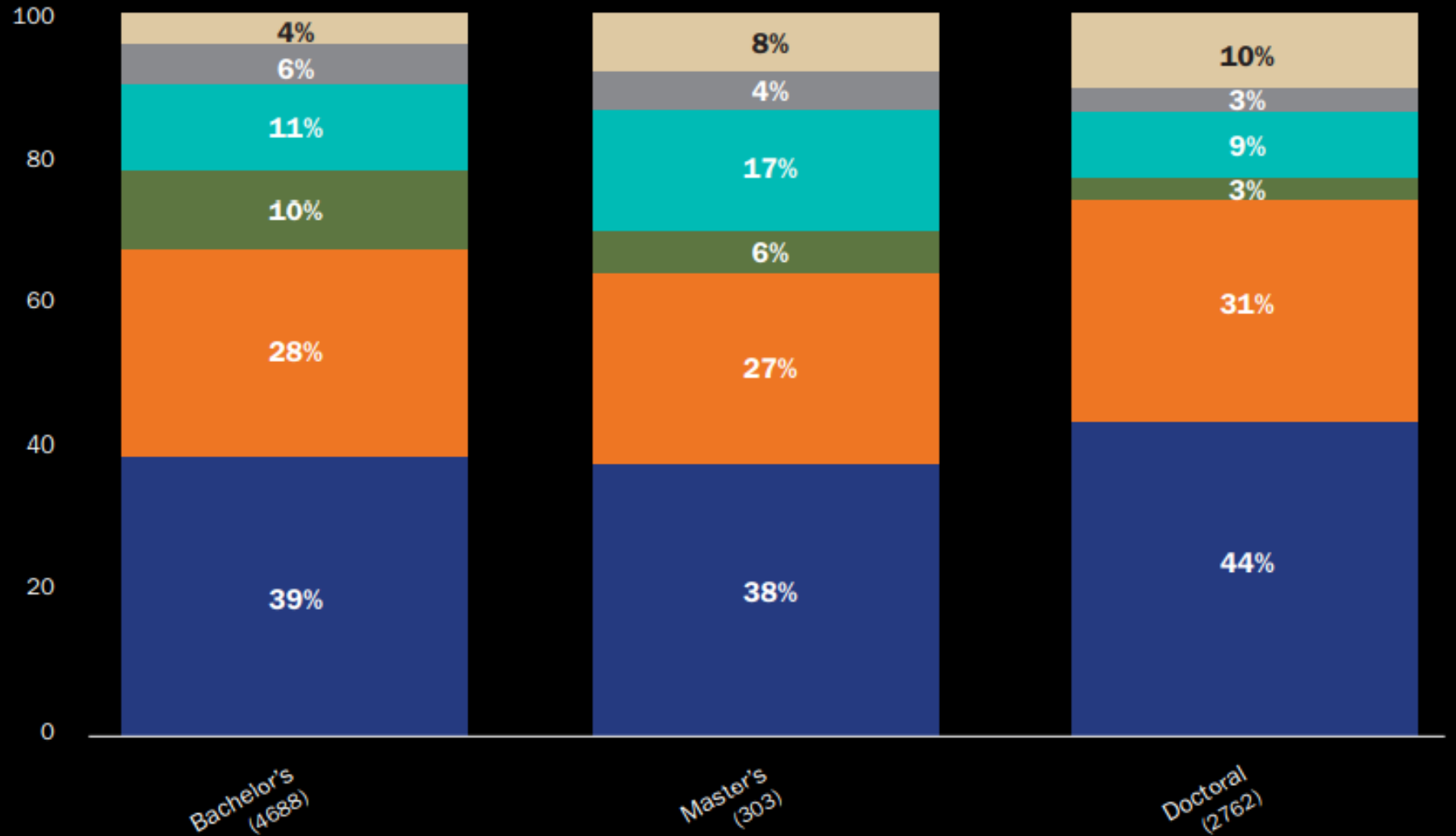
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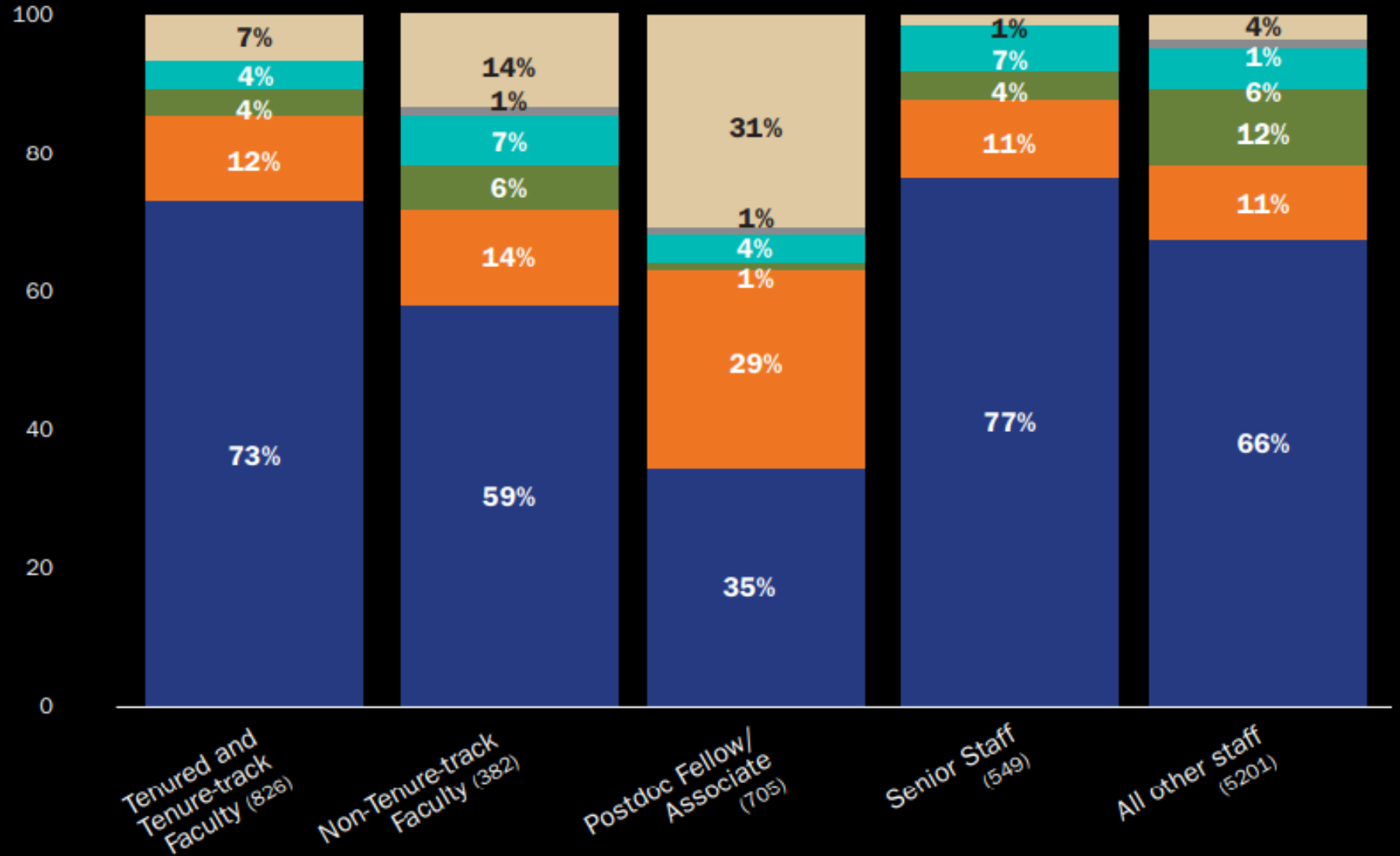
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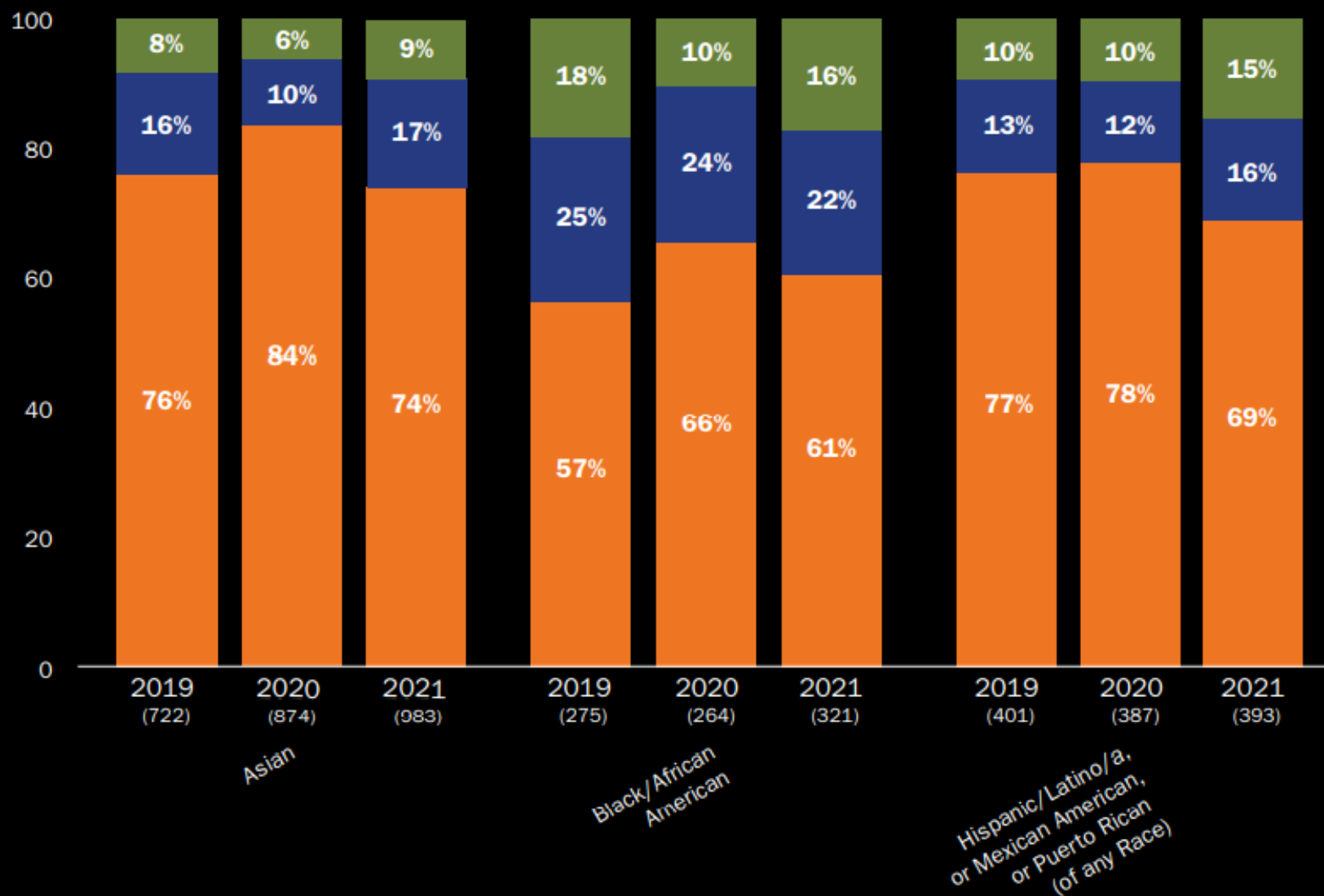


Undergraduate Survey Senior/Year-End Assessment Spring 2019, 2020 and 2021

Would you encourage a high school senior who resembles you when you were a high school senior (same background, ability, interests and temperament) to attend Princeton?

- Would
- Maybe
- Would Not

All climate data collected during 2019-20 and 2020-21 should be considered with care due to the anomalous conditions faced by students, faculty and staff during the past 18 months.

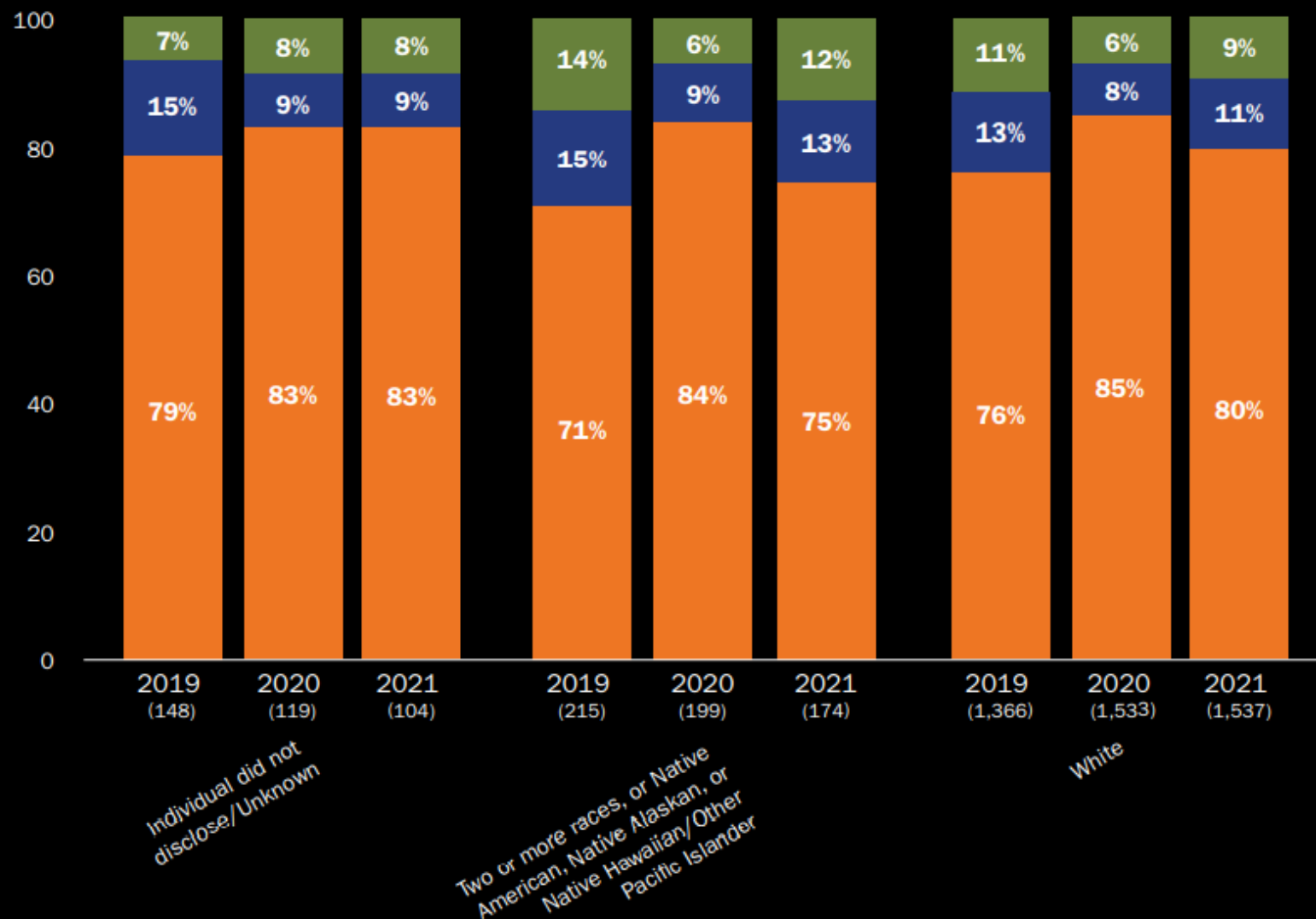


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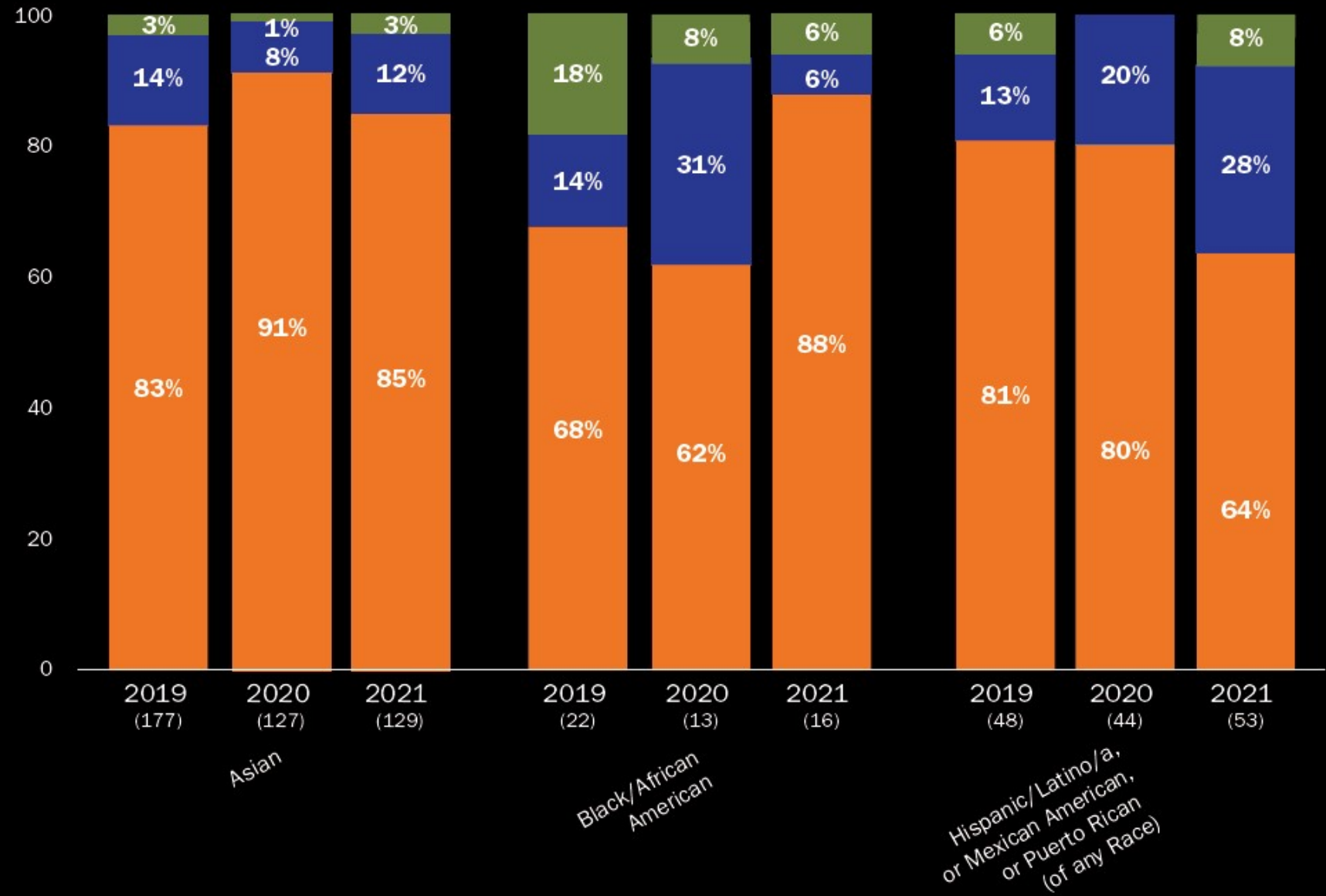


Graduate Exit Survey

Spring 2019, 2020 and 2021

Based upon your experience at Princeton, how likely would you be to recommend Princeton to a prospective student?

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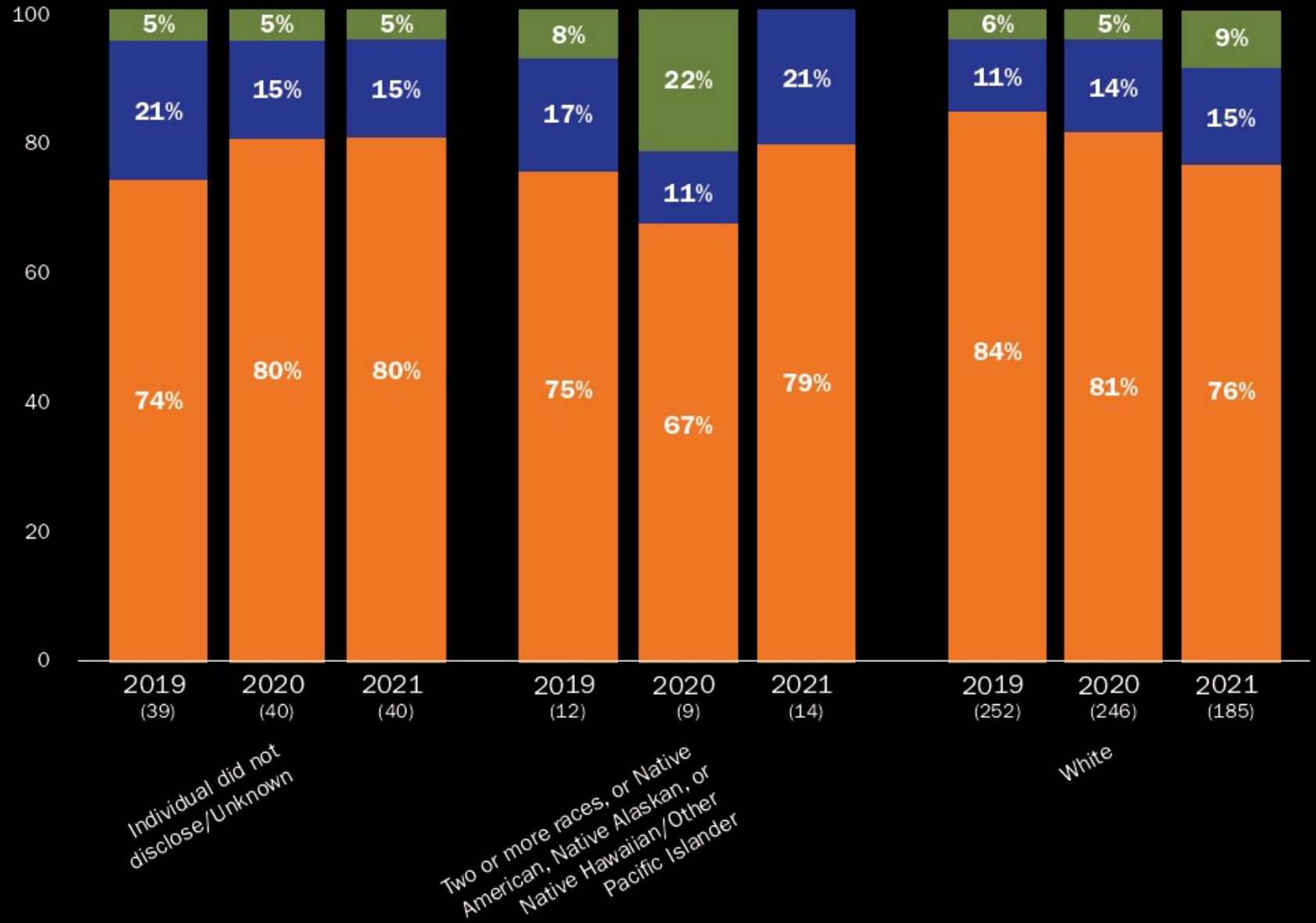


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Alumni DEI Initiatives

- Task Force on the future of Alumni Affinity Programming launched in Spring 2021
- Increased programming focused on DEI topics and issues planned by classes, regions and affinity groups
- Class Affairs Committee created a DEI Officer role
- Affinity Groups developed statements and resources guides to address racism and inequity
- DEI training offered to members of the Alumni Council Executive Committee

Discussion/Reflection Questions

- As a contributor to these efforts, what aspects of the work do you feel most proud of?
- Moving forward, what are you most interested in and/or what would be helpful to have an update on?
- Thinking about the work this year (and going forward) how can we continue to catalyze activity?

Looking Forward

During 2021-22 Princeton will:

- Announce new initiatives and programmatic offerings.
- Expect accountability from its administrative and academic leaders.
- Make additional investments in infrastructure, including admission, recruitment and retention processes; data analytics; professional development; and personnel.
- Provide regular updates on its activities.

Stay involved

- Share ideas, questions and feedback: <https://racialequity.princeton.edu/your-ideas-change>
- Visit racial equity website for regular updates: <https://racialequity.princeton.edu/>
- Share the report and your DEI activities with Alumni Engagement:
 - Classes: cathyphillips@princeton.edu
 - Regions: katkennedy@princeton.edu
 - APGA: mwhitlow@princeton.edu
 - Affinity Groups: tamikas@princeton.edu
 - Alumni Council Executive Committee: lmccarthy@Princeton.edu