

# 2013: How might we empower Princeton alumni to combat racial injustice?

- Solicit candid feedback
- Formalize Diversity & Inclusion
- Engage classmates based on mission & vision
- Scale and repeat

April 19, 2021



# Step 1. Solicit Insight and Feedback

- Elected officers are not experts
- Expertise from Office of Diversity & Inclusion (ODI), Vice Provost's office, General Counsel, and Alumni Council partners
- Sent Class email indicating Class Leadership Team stance, included a survey
- Dialogue with classmates



## Step 2. Formalize D&I: Leadership

- Worked with the Alumni Council and Office of Diversity & Inclusion (ODI) to define roles and responsibilities, ongoing
- Appointed D&I Chair and Vice Chair
- Code position in TigerNet so that D&I leadership is searchable by class
- Encourage all classes to appoint these positions which can benefit from cross-class collaboration, class funding, thought leadership, and idea generation





## Step 2. Formalize D&I: Leadership



**Alex Baptiste**  
*D&I Chair*



**Anji Shin**  
*D&I Vice Chair*



**Russell Dinkins**  
*Workshop Leader*





## Step 2. Formalize D&I: Mission & Vision

- *We are committed to dismantling systems of oppression in the University, alumni community, and beyond through antiracism and antidiscrimination education, advocacy, and direct action.*
- *Engage class in line with vision and mission*



### 2013 Diversity & Inclusion

Dear 2013,

Last week, we were once again confronted with an unwavering truth: the American justice system neither serves nor protects Black people. While precedent may have predicted that no charges would be brought against the officers who killed Breonna Taylor, the decision is no less devastating. It is yet another painful reminder that this country was not built to value black lives. Still, Black lives matter. Still, her life mattered.

**To our black classmates, we are mourning with you. You are enough. You are worthy. Your life matters.**



# Step 3. Engage Classmates: Direct Action

- Each classmate left the **Action + Activism** workshop with three takeaways for 120 tangible ways to make a difference in our spheres of influence
- Plan to support antiracism organizations through fundraising and service
- Panels
- Book clubs
- Communication on resources
- Check with Alumni Affairs with any questions / ideas for class engagement





# Activism & Action Workshop

2013 Action + Activism Workshop, August 2020



April 19, 2021



# Step 4. Scale & Repeat

- This is where you all come in!





# Many voices, one future

An inclusive Princeton



Shawn Maxam, Senior Associate Director for Institutional Diversity and Inclusion, Office of the Provost

# Diversity, Equity and Inclusion Values



**Princeton University is a community devoted to learning. We actively seek students, faculty, and staff of exceptional ability and promise who share in our commitment to excellence in teaching and scholarship, and who will bring a diversity of viewpoints and cultures. By incorporating a broad range of human experiences and a rich variety of human perspectives, we enlarge our capacity for learning, enrich the quality and texture of campus life, and better prepare for life and leadership in a pluralistic society.**

**As a community, we respect the dignity, individuality, and freedom of each member...We aim to foster a sense of shared experience and common purpose, along with a collective responsibility for each other's well-being and for the well-being of the University as a whole.**

**Although we acknowledge the difficulties inherent in creating a community of individuals who are different from each other...We seek to enable all members of this community to pursue their educational, scholarly, and career interests in an environment that recognizes both the distinctiveness of each person's experience and the common humanity that unites us all...**

**-Statement on Diversity and Community**

From Rights, Rules, Responsibilities



# University Values and Commitment



The University should be a place where everyone's perspectives are welcomed and valued, resulting in a positive future for the institution and the members of our community. We believe having a diverse community is the only way to maintain our position as a world-class university...[and] diversity and inclusion are central to Princeton's educational mission and its desire to serve society.

- **Many Voices, One Future** (<https://inclusive.princeton.edu/about>)

“We must think broadly and ask hard questions of ourselves. We must reflect on our place in the world and challenge ourselves to identify additional steps we can take to fight racism. As a University, we must examine all aspects of this institution—from our scholarly work to our daily operations—with a critical eye and a bias toward action. This will be an ongoing process, one that depends on concrete and reasoned steps.”

- **President Christopher L. Eisgruber, Sept. 2, 2020**

*Update on the University's efforts to combat systemic racism*



# DEI @ Princeton University



as of February 2021

Offices across Princeton's campus collaborate to advance the University's diversity, equity, and inclusion initiatives.

The Trustee Committee on Diversity and Inclusion provides strategic oversight of diversity, equity, and inclusion efforts.

The Institutional Equity Planning Group, convened to monitor progress on all issues of diversity, equity, and inclusion for all constituencies of the University community, includes senior leaders and cabinet officers.

The Diversity Practitioners Group, administrators whose primary responsibilities fall within the diversity, equity, and inclusion space, meets regularly to share information and engage in professional development opportunities.

**Source:** [https://inclusive.princeton.edu/sites/inclusive/files/dei\\_at\\_princeton-web.pdf](https://inclusive.princeton.edu/sites/inclusive/files/dei_at_princeton-web.pdf)