Our Commitment to DEI

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


- 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


- 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

Timeline: 2013-14 • 2014-15 • 2015-16 • 2016-17 • 2017-18 • 2018-19 • 2019-20
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 Faculty, Postdoc and Staff Populations
Academic Years 2009-10, 2014-15 and 2019-20

- White
- Asian
- 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/Pacific Islander
- Individual did not disclose/Unknown

<table>
<thead>
<tr>
<th>Year &amp; Category</th>
<th>2009-10</th>
<th>2014-15</th>
<th>2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenured and Tenure-track Faculty</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>84% (742)</td>
<td>82% (817)</td>
<td>76% (271)</td>
<td>69% (371)</td>
</tr>
<tr>
<td>Non-Tenure-track Faculty</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>7% (3)</td>
<td>7% (4)</td>
<td>3% (11)</td>
<td>8% (6)</td>
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<tr>
<td>Postdoc Fellow/Associate</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1% (1)</td>
<td>1% (1)</td>
<td>1% (2)</td>
<td>2% (4)</td>
</tr>
<tr>
<td>Senior Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1% (3)</td>
<td>1% (5)</td>
<td>1% (6)</td>
<td>5% (9)</td>
</tr>
<tr>
<td>All other staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4% (2)</td>
<td>5% (5)</td>
<td>1% (12)</td>
<td>12% (12)</td>
</tr>
</tbody>
</table>
Race/Ethnicity of Princeton Student Populations
Academic Year 2020-21

- Bachelor's (1663)
  - White: 39%
  - Asian: 28%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 10%
  - Black/African American: 6%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 4%
  - Individual did not disclose/Unknown: 4%

- Master's (303)
  - White: 38%
  - Asian: 27%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 17%
  - Black/African American: 6%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 4%
  - Individual did not disclose/Unknown: 10%

- Doctoral (2762)
  - White: 44%
  - Asian: 31%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 9%
  - Black/African American: 3%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 3%
  - Individual did not disclose/Unknown: 10%
Race/Ethnicity of Princeton Faculty, Postdoc and Staff Populations
Academic Year 2020-21

- Tenured and Tenure-track Faculty (899):
  - White: 73%
  - Asian: 4%
  - Black/African American: 12%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 7%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 1%
  - Individual did not disclose/Unknown: 1%

- Non-Tenure-track Faculty (822):
  - White: 59%
  - Asian: 14%
  - Black/African American: 6%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 4%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 1%
  - Individual did not disclose/Unknown: 1%

- Postdoc Fellow/Associate (105):
  - White: 35%
  - Asian: 14%
  - Black/African American: 1%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 4%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 1%
  - Individual did not disclose/Unknown: 1%

- Senior Staff (549):
  - White: 77%
  - Asian: 4%
  - Black/African American: 11%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 4%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 6%
  - Individual did not disclose/Unknown: 4%

- All other staff (5335):
  - White: 66%
  - Asian: 12%
  - Black/African American: 11%
  - Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 6%
  - Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 12%
  - Individual did not disclose/Unknown: 4%
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.
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

<table>
<thead>
<tr>
<th>Year</th>
<th>Would</th>
<th>Maybe</th>
<th>Would Not</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>79%</td>
<td>15%</td>
<td>7%</td>
<td>148</td>
</tr>
<tr>
<td>2020</td>
<td>83%</td>
<td>9%</td>
<td>8%</td>
<td>119</td>
</tr>
<tr>
<td>2021</td>
<td>83%</td>
<td>9%</td>
<td>8%</td>
<td>104</td>
</tr>
<tr>
<td>2019</td>
<td>71%</td>
<td>15%</td>
<td>14%</td>
<td>215</td>
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<td>2020</td>
<td>84%</td>
<td>9%</td>
<td>6%</td>
<td>199</td>
</tr>
<tr>
<td>2021</td>
<td>75%</td>
<td>13%</td>
<td>12%</td>
<td>174</td>
</tr>
<tr>
<td>2019</td>
<td>76%</td>
<td>13%</td>
<td>11%</td>
<td>1,366</td>
</tr>
<tr>
<td>2020</td>
<td>85%</td>
<td>6%</td>
<td>6%</td>
<td>1,533</td>
</tr>
<tr>
<td>2021</td>
<td>80%</td>
<td>11%</td>
<td>9%</td>
<td>1,537</td>
</tr>
</tbody>
</table>

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.
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?

- **Would**
- **Maybe**
- **Would Not**

<table>
<thead>
<tr>
<th>Year</th>
<th>Would</th>
<th>Maybe</th>
<th>Would Not</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>83%</td>
<td>14%</td>
<td>3%</td>
</tr>
<tr>
<td>2020</td>
<td>91%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>2021</td>
<td>85%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>2019</td>
<td>68%</td>
<td>18%</td>
<td>8%</td>
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<tr>
<td>2020</td>
<td>68%</td>
<td>31%</td>
<td>8%</td>
</tr>
<tr>
<td>2021</td>
<td>88%</td>
<td>6%</td>
<td>6%</td>
</tr>
<tr>
<td>2019</td>
<td>81%</td>
<td>13%</td>
<td>6%</td>
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<tr>
<td>2020</td>
<td>80%</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>2021</td>
<td>64%</td>
<td>14%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Asian
Black/African American
Hispanic/Latino/a, or Mexican American, of Puerto Rican (of any Race)
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?

- Would
- Maybe
- Would Not

<table>
<thead>
<tr>
<th>Year</th>
<th>Would (No.)</th>
<th>Maybe (No.)</th>
<th>Would Not (No.)</th>
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<tr>
<td>2019</td>
<td>74% (39)</td>
<td>15% (8)</td>
<td>5% (5)</td>
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<tr>
<td>2020</td>
<td>80% (40)</td>
<td>17% (12)</td>
<td>8% (5)</td>
</tr>
<tr>
<td>2021</td>
<td>80% (40)</td>
<td>15% (14)</td>
<td>5% (9)</td>
</tr>
<tr>
<td>2019</td>
<td>6% (252)</td>
<td>11% (14)</td>
<td>22% (21)</td>
</tr>
<tr>
<td>2020</td>
<td>14% (246)</td>
<td>14% (246)</td>
<td>21% (21)</td>
</tr>
<tr>
<td>2021</td>
<td>76% (183)</td>
<td>15% (15)</td>
<td>9% (9)</td>
</tr>
</tbody>
</table>

Individual did not disclose/Unknown

Two or more races, or Native American, Native Hawaiian, or Other Pacific Islander
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:
  o Classes: cathyphillips@princeton.edu
  o Regions: katkennedy@princeton.edu
  o APGA: mwhitlow@princeton.edu
  o Affinity Groups: tamikas@princeton.edu
  o Alumni Council Executive Committee: imccarthy@Princeton.edu