

Advancing Diversity, Equity and Inclusion

Best practices and resources for alumni leaders at Princeton University

Craft a Diversity, Equity and Inclusion (DEI) Statement for Your Group

- Having diverse perspectives is crucial for success. Therefore, publicly communicate your organization's commitment toward values of DEI. [Research findings on the impact of diversity](#) show experiences with diversity improve one's own intellectual skills and performance, improve self-confidence, decrease negative stereotypes and biases, and create awareness of inequalities and discrimination.
- Provide definitions of the terms "diversity," "equity" and "inclusion" to promote understanding, such as [these](#) by the University's Finance & Treasury department.
- Ensure your group has governance documents, such as bylaws, and a social media presence which reflect and include participation of all alumni.

Be Intentional about Leadership Roles

- During a search and selection process for an alumni volunteer leader, be mindful of bias and identify potential leaders who share your DEI values.
- To engage with DEI at a personal level, you may gain self-awareness of your own biases by taking the [Implicit Association Test \(IAT\)](#).

Organize DEI Learning Events

- Invite fellow alumni whose work is having an impact on DEI efforts to speak at panels, circles and workshops.
- Attend DEI educational offerings organized by the University.
- Plan alumni events with consideration for venues which are fully accessible, proximate to public transportation, and welcoming to all groups.
- Visit the University's ["Digital Accessibility" website](#) for advice to ensure your online learning events are accessible to all alumni.

Acknowledge and Reward Efforts

- Recognize individual or volunteer leadership and DEI efforts that are aligned with Princeton University's DEI mission and vision.

Practice Equity and Inclusion at the Interpersonal Level

- Treat people and groups with fairness and respect.
 - Provide everyone equitable access to opportunities, resources and support/mentorship.
 - Be aware of what may seem exclusionary, unwelcoming or micro-aggressive (tiny insults or slights that accumulate over time). Be prepared to address it by modeling respect and professionalism.
 - Understand and value uniqueness of individuals in your groups.
 - Articulate appreciation for each individual's uniqueness and the talents they bring to the team. View each person as an integral part of the team.
 - Convene meetings that allow everyone to contribute.
 - Acknowledge when someone's contribution pulls you out of group think. Express the value of hard work as the driver of outcomes as opposed to innate brilliance.
 - Build the confidence of all group members to engage, participate fully and contribute to shared success.
 - Publicly acknowledge how someone's contributions impact the overall work of the team.
 - Provide micro-affirmations — praise, support, acknowledgement.
 - For a detailed list of interpersonal best practices, visit Princeton University's [Academic Inclusion Resources](#).
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Resources

Princeton University's Diversity, Equity and Inclusion Efforts

[DEI Annual Report](#)

[Academic Inclusion](#)

[Inclusive Princeton | Many Voices, One Future](#)

[Princeton University's Statement on Diversity and Community](#)

Best Practices and Understanding Diversity, Equity and Inclusion

[Do Differences Make a Difference - The effects of diversity on learning, intergroup outcomes, and civic engagement](#)

[Inclusive and Equitable Best Practices in Academia](#)

[Princeton Alumni Council DEI Statement](#)