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

October 29, 2020
Step 1. Solicit Insight and Feedback

• Elected officers are not experts
• Expertise from Office of Diversity & Inclusion (ODI) and Alumni Council partners
• Sent Class email indicating Class Leadership Team stance, included a survey
• Dialogue with classmates
Step 2. Formalize D&I: Leadership

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

October 29, 2020
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
Step 3. Engage Classmates: Education

• Held *Action + Activism* two-hour workshop in August 2020, lead by Russell Dinkins ’13. Over 30 classmates joined
• Plan to hold second *Action + Activism* workshop and follow-up debrief
• Currently engaging Regional Chairs to hold book clubs and smaller group discussions
Activism & Action Workshop

The ACTIVISM & ACTION WORKSHOPS are about getting YOU committed to racial justice via action!

NOT YOUR STANDARD DIVERSITY TALK

• Instead of a simple talk on implicit bias or a training on microaggressions, we challenge you to put those learnings into practice

PUTTING LEARNINGS INTO ACTION

• The workshops are designed to get individuals to commit to the action steps that are required to effect meaningful change

2-HOURS OF COLLABORATION

• Over the course of just 2-hours, individuals will work collaboratively to develop action plans and how they can be put into practice
Activism & Action Workshop

2013 Action + Activism Workshop, August 2020

Kanwal Sound
Step 3. Engage Classmates: Advocacy

- Sent out a survey asking classmates to share their experiences with discrimination and prejudice at Princeton, and in the alumni community.
- Plan to share findings with University to support inclusion efforts.
- Plan to hold a panel with ODI and join forces with other classes to set agenda
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
Step 4. Scale and repeat

• Encourage each class to appoint D&I leadership however best for their own class.
  • **Goal: 15 classes with D&I leadership by Thanksgiving**
• Share D&I initiatives and generate ideas.
  • **Goal: Host another D&I Session for Class Officers by mid-December**
• Work with D&I leadership to continue the progress through panels, book clubs, regional engagement, political activism, fundraising, and much more.
  • **Goal: outline three additional completed initiatives by mid-December**