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1. How important should diversity be at Harvard? What strategies should the University pursue to address diversity? (Please discuss specific programs and policies, including Ethnic Studies; faculty hiring, tenure, and advancement; and Harvard's pledge in its 1650 Charter to actively facilitate the education of American Indian youth, if you can.)

Diversity of all kinds (racial, ethnic, ability, etc.) should be welcome and valued at Harvard. I'm in favor of existing and new programs that celebrate diversity and improve access by people from underrepresented groups as well as people who are allies whether they are from underrepresented groups or not.

2. Please state your views on affirmative action and race-conscious admissions. Students should have the opportunity to voluntarily identify and have this taken into consideration when presenting themselves as a whole student in the admissions process.

3. What do you think Harvard's role should be in creating a more equitable, inclusive and just society?

Harvard should be a leader in promoting diversity, allyship, and helping everyone reach their highest potential. It is important to do this in Harvard's classrooms and workplaces as well as cultivating alumni who work to build inclusive communities wherever they find themselves.

4. What steps have you taken to bring diversity and inclusion to Harvard, to your workplace, and/or to an organization that you have been involved with? Are you a member of any of the signing organizations below?

When I was a grad student, I was involved with running a mentoring program for underrepresented students in the sciences, the Summer Honors Undergraduate Research Program. In my faculty development work at Harvard and Simmons, I have incorporated lessons for faculty and students on diversity, equity, and inclusion. I am not currently a member of any of the signing organizations, but I'd be interested in learning more about them.

5. If elected, would you be willing to meet occasionally with the leaders and/or memberships of the groups below during your tenure?

Of course! I'd be happy to.