

1. How important should diversity be at Harvard? What strategies should the University pursue regarding this? (Please discuss specific programs, including Ethnic Studies, and policies if you can.)

Diversity is essential to Harvard's future, continued success, and relevance. In 1974, Justice Thurgood Marshall wrote "Unless our children begin to learn together, then there is little hope that our people will ever learn to live together." Justice Marshall was prophetic. Our country is suffering with police violence against people of color, escalating racist political rhetoric, and bizarre racial imagery. It is so strange there there seems to be such a chasm in individual perceptions of these problems. When people have no exposure to differing view points the result is catastrophic.

I admire Harvard's recent effort to address Inclusion. The ideas presented in "Pursing Excellence on a Foundation of Inclusion" are a solid roadmap for Harvard to use in the journey to greater diversity. Of the eight steps proposed in the report, I suggest the University make a serious and prompt efforts to deploy inclusive symbols. Even though at first blush it may seem cosmetic or superficial, symbols matter. Particularly, visual art that operates in three dimensions, serve as central expression of culture. Making symbols more inclusive is just one example of a simple but incredibly impactful way to send a loud and clear message to the world about a culture of diversity and inclusion at Harvard.

In terms of expanding academic offerings, I agree that it is time for Harvard to offer a concentration in ethnic studies in a full department. This is a decades old debate. There has never been a more pressing need for thoughtful conversations about ethnic studies. Most Americans agree that racism is still a major problem, but our politics and dialogue are becoming increasingly polarized. We all need a trusted forum of thought leaders in this discipline more than ever.

One thing that I have always loved about Harvard is the University's commitment to continuous improvement. Harvard may not always be the earliest adopter of these types of changes, and Harvard may make serious mistakes along the path to what is right, but I feel Harvard makes a serious and well reasoned analyses, and then makes a committed effort to do what is right.

2. How can Harvard encourage more diversity among its alumni leaders and activities? (If not discussed above.)

I believe Harvard can encourage more diversity among alumni leaders by letting alumni know that everyone's contributions are of value to the University. We should make it clear that we want to hear everyone's voices. Sometimes I think that alumni stay away if they feel too much emphasis is placed on financial contributions to the University. Perhaps Alumni can be rewarded and recognized for other types of contributions to the Harvard Community.

3. Please state your views on affirmative action and race-conscious admissions.

I am in favor of affirmative action and race-conscious admissions. There are a whole set of legal arguments that justify racial affirmative action that should suffice to justify racial preferences as they are typically deployed in higher education and other spheres.

I greatly admire the pain-staking work that Harvard does to create diverse classes. Harvard accomplishes this difficult task in an increasingly challenging policy environment. I think the admissions offices in Harvard's various schools deserve a great deal of credit for their great work, and enduring commitment to inclusion while under serious scrutiny.

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

Harvard has a great reputation and its actions and choices are a bellwether of change for institutions all over the world. With this reputation and influence comes great responsibility. While Harvard must fulfill its mission to educate its students, Harvard must also remember its public role as a steward of American Intellectualism and Ideals. Harvard is in the position to make commitments to creating a more equitable and inclusive University. This will be a powerful example for the broader society. We all had the opportunity to attend Harvard because good stewards left an enduring legacy of excellence. We should strive through, diligent service and reasoned choices, to leave a better institution for future generations than the one we found by being mindful of the longer view of the significance of inclusive excellence.

5. 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?

All of my life I have been an informal ambassador for diversity and inclusion in almost every space outside of my home. I have embraced that role because I believe it is a great privilege to have access to elite institutions. I personally faced down unenlightened views from my peers, teachers, and employers from kindergarten to this very day. In response to what were minor annoyances at times and true obstacles to my advancement at other times, I have tirelessly continued to focus on the greater goals. We should all strive to have a society in which each person is able to have the opportunity to use their talents and hard work to accomplish their dreams. It may be difficult for each of us to see the world from the perspective of individuals who do not share our race, class, gender, sexual orientation, religion, gender identity, or nationality, but I have made an earnest attempt to do so because I understand very well what it means to operate in many spheres where my perspective is not considered or it is heavily discounted.

I have been a tireless member of the Harvard Clubs in each of my local areas. As president of the Harvard Club of Birmingham, Alabama in 2011 I presided over awarding our Club's highest honor to Bryan Stevenson (MPP/JD'85), the founder and Executive Director of the Equal Justice Initiative and widely acclaimed public interest lawyer who has dedicated his career to helping the poor, the incarcerated and the condemned. He educated our alumni about racial discrimination in the criminal justice system, poverty, and racial inequality in America.

I have attended three Harvard Black Alumni Reunions on Harvard's campus. I have continued to participate with the Harvard African Alumni group. I have tirelessly participated as an alumni

interviewer to provide my perspective to applicants. I have participated in phonathons to encourage admitted students of color to choose Harvard.

I lend my views on the importance of inclusion and combating the persistence of inequality in every environment that I enter. I have shared my Harvard professors essays on innovative analyses of racial dilemmas when my arguments needed a boost. I have taught ACT prep courses for free in local public schools because I understand the benefit that students receive from being able to participate in those otherwise out of reach expensive programs. Higher test scores can be a fulcrum in the lives of these students. I have helped countless students with their applications to elite universities. Often students who have the intelligence and drive to be successful candidates are shut out because of the legacy of inadequate k-12 education.

I care deeply about these matters. I have taken many steps, through sometimes uncomfortable actions, with the individuals and situations proximate to me to address diversity and inclusion. I continue to be hopeful that we are all making a better Harvard and a better America through our individual and collective actions.