

1. How important should diversity, equity and inclusion be at Harvard, and what strategies should the University pursue to address these? If you can, please discuss specific programs and policies (e.g., Ethnic Studies; faculty hiring, tenure and advancement; Harvard's pledge in its 1650 Charter to actively facilitate the education of American Indian youth; Harvard's legacy of slavery; environmental justice).

Having diversity, equity and inclusion as a core tenant is not only the right thing for the University to do, but the best long-term strategy for maintaining influence in an increasingly diverse world. Creating and nurturing a truly inclusive community requires intentional and sustained effort at many levels. Below are a few areas of opportunity.

- 1) Faculty Hiring and Retention – Recruit, mentor, and advance diverse and inclusion-minded faculty.
- 2) Curriculum – Yes, support and fully fund Ethnic Studies programs AND incorporate multicultural components in courses outside of Ethnic Studies
- 3) Student Recruitment – Hone recruitment efforts to ensure increases in underrepresented populations
- 4) Research – Additional research efforts that are in line with supporting more inclusive and just society
- 5) Nurturing Inclusive Leaders - Apply an inclusion lens to existing programs and fellowships that carry the Harvard name, particularly those that do not have a focus on diversity. This is a wonderful opportunity to apply design thinking.

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

I have always been and remain supportive of affirmative action and race-conscious admissions. Institutional racism has and continues to play a significant role in limiting the potential of people of color in this country. Despite tremendous strides over the last 50 years, huge inequities still exist as does the need for efforts specifically tailored to address them.

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

Harvard is one of the most prominent educational institutions in the world. The leaders that it trains and empowers in business, law, medicine, and other areas critical to global advancement will have outsized impact. This impact will not be neutral. They will either make the world better or worse. Harvard must accept that with its influence comes a responsibility to recruit, train and empower leaders who will actively contribute to a more equitable, inclusive, and just world.

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?

Starting in my freshman year, I was involved in efforts to make Harvard more inclusive. I was on the business staff for Diversity and Inclusion Magazine, ran the Celebration for Black Woman and created scholarships for Black female high school seniors.

I am co-founder and managing partner at Totally Human, an inclusive design studio. We aim to embed inclusion in every part of our process: hiring and mentoring diverse teams, recruiting diverse participants for user research, designing solutions that work for diverse audiences, etc.

I am a member of the Harvard Black Alumni Society and was an early board member for the organization.

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

Certainly, it would be my pleasure to meet with, learn from and support the leaders of these organizations.