

- 1) Diversity is a necessary component of a robust learning environment. As Harvard aspires to continue being a premier institution of higher learning, it must continuously reaffirm its commitment to being an environment where people of different backgrounds, perspectives, interests, and dreams are united in their pursuit of knowledge -- a unified truth. Toward this end, I'm an advocate of making ethnic or gender studies a part of the university's core curriculum. Diversity objectives are also a meaningful social justice tool. For this reason diversity should be a cherished admissions objective, and a celebrated aspect of student and faculty life. This means maintaining and defending existing diversity admissions practices, as well as supporting the existence of ethnic and gender university organizations. The late Dr. Counter was a true advocate of diversity programming through the Harvard Foundation. I'd like to see a continued university commitment to fund and staff that organization. Harvard can also set an example by matching its commitment to diversity in admissions with its commitment to diversity in faculty and staff recruitment.
- 2) Harvard can be proactive in identifying and cultivating alumni with diverse backgrounds to pursue alumni leadership opportunities. I'd also like to see Harvard provide grants for alumni programming aimed at engaging a diverse alumni audience.
- 3) I have long supported affirmative action and race-conscious admissions. Racial inequity is a civil inefficiency that sub-optimizes the productive capacity of our society.
- 4) Harvard can lead this effort by elevating the scholarship and nurturing the future leaders who encourage equitable, inclusive, and just social outcomes. It can provide research dollars to explore solution sets, philanthropic dollars to support best practices, and endowment funds to scale businesses that enable equitable, inclusive, and just outcomes.
- 5) I've participated in many initiatives to promote diversity and inclusion. In high school, I helped organize a national march on Washington to defend affirmative action during Grutter v. Bollinger. In college, I was president of the Harvard Black Men's Forum. I was also a mentor for the Mission Hill PBHA program, the David Walker Scholars program, and the Crimson Summer Academy. I volunteer for the Harvard Financial Aid Initiative and the University Minority Recruitment Programs. I created a campaign entitled, "I am Harvard" in response to a racial profiling incident that occurred on campus. I've also contributed to pro-diversity op-eds in the Harvard Crimson.