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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).

They are absolutely essential. I was part of the student group advocating for the creation of an Ethnic Studies field of study during my time at Harvard. I am currently leading a food-technology company whose mission is to tackle food and environmental justice head on.

For Harvard to lead, I believe it must represent the world it aspires to influence, change, and educate. As Harvard's lead trial counsel on race-conscious admissions, William Lee, put it, "How we [at Harvard] address diversity, inclusion, and inequality are critical to our society. They're critical to the globe."

Specific programs and policies the University can adopt that can go a long way in the pursuit of diversity, equity, and inclusion can span the gamut from creating support systems for diverse communities to educational trainings. Formalizing support structures for students and faculty from diverse backgrounds. Harvard had events for students like me who were on financial aid to connect and support each other, there were the newsletters with tips on how to prepare for the winter for students who had no idea what a Boston winter could be, the Harvard Foundation for Intercultural and Race Relations, and many other organizations and programs that supported students from diverse backgrounds to not only survive but thrive at a place like Harvard. I believe there are more opportunities where we can create the enabling infrastructure to support faculty and students even more meaningfully for first-generation, BIPOC, trans students and faculty, and many other communities.

Incorporating implicit/unconscious bias training similar to those employed at companies like Google to support our faculty and administrators through the faculty hiring process. Research shows that we tend to hire people who are more similar to us which can, unfortunately, serve to perpetuate current norms.

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

I support Harvard's current approach to race-conscious admissions. The richer the diversity – in every sense of the word – of the student body, the richer the experience. I support Harvard doing everything it can in its admission processes to ensure the educational experience remains as rich as ever.

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

I believe Harvard must lead by example. Few institutions have the admiration, influence, and resources Harvard does. And as the eternal adage goes, “with great power comes great responsibility.” We cannot live in the Ivory tower; the world’s problems are far too urgent and far too great.

I am committed to working with the administration, students, and faculty to have Harvard lead the way. Universities do not exist to simply accept how the world is, but to show how the world can be.

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?

This work is personal for me. I was a proud member and officer of the Latino Men’s Collective and the Latino Pre-Law Society. And I felt so strongly about the power of solidarity and collective action, I worked with students across the university to create the first Harvard-wide Latinx organization, HLSA, and became a founding member. After Harvard, I went on to serve under the first Latina Supreme Court Justice, Sonia Sotomayor.

I am now the founder of a leading synthetic biology company in Silicon Valley. During my early years as a CEO, I felt like an impostor. The vast majority of the venture capitalists I pitched, the executives I interviewed, and the other CEOs I met did not look like me. I have made it a point to formally advise early-stage, diverse founders to support them on their quest to change the world and know they are not alone.

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

100%. You can count on me.