

- 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).**

Harvard, as a leader in educating and inspiring young minds, should have diversity, equity and inclusion at the forefront of planning or instituting any changes or thinking about curriculum and programming going forward. In 2023, this should be a no-brainer, but reminders are always important, and remaining intentional and mindful about education to change the world for the better is always welcome. On a broader level, the world, and more locally, other higher education institutions look to Harvard to be a leader in taking initiative and sometimes taking calculated jumps to push the movement forward, and I think that because of this unique position, Harvard should be bold and forthcoming about taking the leadership role, and invite the world and other institutions to collaborate in these efforts to think about all the innovative and inclusive ways to bring students together through their learning and growing, teaching them effective and responsive ways to take palpable action. I have been fortunate to have served on the Alumni Council at the Harvard Graduate School of Education and there, I can attest to the intentional changes that have taken place in terms of hiring and building curriculum to attract students and professors that have interest in issues of diversity, equity, and inclusion. As a Graduate School Director of the HAA during the pandemic years, many issues came to light, especially in terms of equity and access to education all over the world, and I was particularly inspired by the thoughtful conversations on how to aim to be a more equitable and inclusive Harvard. I especially appreciate, and advocate for, the perspectives of the alumni community who have infinite riches in terms of their ideas and experiences to help the Harvard community, in whatever generation or role they may be. Furthermore, looking at the [departments and affiliates of Harvard](#), there are so many opportunities for interdisciplinary and inter-department work, which hopefully begins with a foundation of diversity, equity and inclusion to promote the essence of feeling of belonging.

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

Seeing a person in all the person's identity is critical to what makes Harvard the institution that it is. Each applicant is not a number or a score, but a person whose presence can enrich the already diverse community of students, faculty, researchers, and neighbors. In addition, being a part of a diverse community enhances every student's experience and moves the dialogue and research forward. Affirmative action has contributed to Harvard's success in building an equitable and diverse student body thus far. It would be hopeful that someday we did not even have to argue about these issues, that diversity would be considered first and foremost. However, for now, building community that includes all races, ideas, familial and community experiences in a meaningful manner, will continue to offer a rich experience and important perspectives for every Harvard student, faculty, and alumni.

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

Being a domestic and international beacon in terms of the highest quality of education is a big responsibility, but I have known Harvard students, faculty and alumni take this responsibility especially seriously. Others look to Harvard to provide a lens on how to create a more equitable, inclusive, and just society. That is not to say, that Harvard does not continue its efforts to increase equitable and inclusive practices in all areas of the institution and should continue to be ambitious. These practices are evident not only in the undergraduate program, but throughout the graduate schools as well, especially in terms of leadership and research. Harvard's role should be like a lighthouse and shine light on topics and ideas that have been kept in the dark, examine them, hear varied perspectives even through difficult conversations and strife, and guide the rest of the ships to a haven, to new ports and journeys, and to help navigate these discussions and policies with clarity, compassion, and action.

- 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?**

Being in the field of education and mental health care, I have always been in the center of advocating for diversity, inclusion, and belonging whether it be in the United States or internationally. The root of social and emotional learning also can be found in understanding and incorporating DEIB practices and curriculum at the

most basic to the most advanced levels. Diversity and inclusion have become a “buzz word” in the field of education, with clear cut departments and curriculum that specialize in this area. I am grateful for the colleagues and researchers who continue to provide us with the data, the history, the policies, the heartbreaking stories as well as the uplifting ones. However, living these values and being a part of the conversation and action is something that I hope is second nature as I guide these flourishing minds. I continue to work and learn from colleagues and the students themselves daily. As one of a few Asian-American faculty in my school and in other areas of the many communities I belong, I strive to join other voices to advocate for the underrepresented, working on committees, including hiring, programming, and admissions. I have also served on committees to open doors to connect those with resources to those in need of resources, those with one perspective to those with another so that conversations and action can continue to promote positive change. In addition, for the last Alumni Day, I enjoyed working with fellow alumni Board members and the office of alumni affairs to organize a cross-graduate school alumni (experts in their fields) event to bring together a forum of “One Harvard” with ideas on nurturing the next generation, including perspectives from the Business School, School of Public Health, School of Education and the Kennedy School, especially in light of the many lessons learned through the pandemic and thinking about diversity, equity and inclusion in years to come through those various lenses. I was grateful for their inspirational and insightful discussion and hope that those in attendance took away some nuggets to initiate further discussions and collaborations. I look forward to working with the signing organizations, and to learn more about the important work they do to lend my voice and time to push open the doors of DEIB at Harvard and for alumni.

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

If elected, I would love to meet with the leaders or memberships of the groups to discuss advancing diversity and inclusion at Harvard, inviting alumni voices to be heard with all their rich and invaluable experiences.

Thank you so much for taking the time to read my ideas, hopes and dreams. If elected, I look forward to joining together for a more diverse, equitable and inclusive Harvard community that fosters the utmost in belonging and collaboration.