

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

Diversity at Harvard, and other institutions like it, is absolutely essential. Prioritizing diversity not only contributes directly to the academic mission of the University by enriching the student experience, but it also meets the moral obligation for an institution like Harvard to use its influence to improve the condition of society.

One obvious strategy for the University to pursue toward this goal would be to ensure diversity is sufficiently represented at every level and across all the different constituencies. This would include providing robust support for degree programs and fields of study that appeal to students from diverse backgrounds. The recent student activism around developing and expanding an Ethnic Studies department demonstrates that this is still an unmet need.

Harvard could further support and encourage diversity by actively supporting mentorship organizations like First Generation Harvard Alumni. First generation students demonstrate a different kind of diversity beyond familiar categories like race, gender and sexuality; groups like FGHA help ensure their needs are being met. The more the University supports such organizations in their activities, the better the chance of ensuring success for students from the diverse backgrounds being served by those groups.

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

Harvard could work with Shared Interest Groups that represent the interests of students from diverse backgrounds. I've personally been involved with groups like Kuumba Alumni, HBAS, HGSC and FGHA for many years. These groups and the many others like them are full of prospective alumni leaders who would have much to offer towards encouraging greater diversity.

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

Affirmative action and race-conscious admissions are still very necessary to support the goals of fostering greater diversity and inclusion at Harvard and of helping create a more just and equitable society.

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

Given its position of respect and influence in the world, I think Harvard is uniquely positioned to support and further these goals. By ensuring diversity and inclusiveness is represented within the University community, Harvard could lead by example, demonstrating the value of these principals in the society at large.

The recent student activism around divestment from fossil fuels and private prisons serves an example of this. Although there is room for debate on some of the methodology, their efforts towards reducing climate change and improving the state of the criminal justice system speak directly to the point of using one's position and influence to help create a more just and equitable society.

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?  
I serve on the HAA Board's committee on inclusion and belonging. As the name suggests, this initiative is tasked explicitly with developing strategies and sharing tools and experiences towards making the University community more welcoming and inclusive to all its constituents. The things I've learned as part of this initiative have helped me be better at understanding what diversity and including mean, and how they can contribute to an overall stronger and more robust community.

One of my greatest joys has always been bringing people together. This is something I did as an undergraduate when I was thrilled to serve as Dunster House Committee Co-Chair and Kuumba Executive Board Member. It's something I have continued doing as an alumnus – I've chaired several of my class's reunions and I'm currently serving on the HAA Board.