

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 should be one of the top priorities. Firstly, we should stop requiring PhDs for administrative dean positions. These positions should be filled by a diverse cadre of professionals trained in education and in diversity and inclusion. These are real skill sets that professionals have dedicated their lives to and Diversity is a real issue that deserves that level of seriousness. By requiring a PhD for many administrative positions, we have people trained in the wrong fields in the wrong positions. Additionally, the administrators continue to mostly be white. Changing the requirements for these positions would drastically change the face of the administration.

Additionally, we should listen to the undergraduates for the types of programs they would like to support diversity and inclusion. A strong first-generation program must be built and supported by the University, in addition to direct support for students of color. A color-blind approach to student engagement is not working.

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

I think that the most important thing is that the leadership of Harvard becomes more and more diverse. If leadership is diverse, then the face of the entire university will change. But we have to start with the top.

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

I think that Harvard is made better by a more diverse student body. The truth is that there is a lot of affirmative action for white, wealthy students at Harvard. We couch these in sailors, legacies, crew team members and other methods of hiding in plain sight the ways in which many white students are given preferential treatment as far as admissions. We need to dismantle those systems while simultaneously creating real opportunities for students with historically less racial and financial privilege to come and thrive at Harvard and change it and the leadership of the world. Affirmative action and race-conscious admissions done well, is a gift.

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

I think that Harvard's role should be two fold: One is that we have the opportunity to be a radical leader on this playing field internally. We should be investigating our own past, be paying reparations to displaced native communities on our lands, offering scholarships based on reparation to descendents of slaves, etc.. Additionally, we should be using our resources externally; spending down our endowment on strategic partnerships with organizations working for environmental, racial and economic justice.

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?

The biggest impact I had on Harvard was as a proctor in the yard for seven years. As a Proctor I made sure that at each orientation our entryway spent a lot of time making sure to dispel as many racial misconceptions and stereotypes that our community had as possible through intentional programming. But the biggest impact I have had in terms of diversity and inclusion was in recently heading up a fundraiser for RAICES through my podcast, *Harry Potter & the Sacred Text*. We are being intentionally inclusive of stories of people at the border and stories of people who live in fear of deportation.

