

Questionnaire for Harvard Overseer Candidates

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1. How important should diversity be at Harvard? What strategies should the University pursue to address diversity? (Please discuss specific programs and policies, including Ethnic Studies; faculty hiring, tenure, and advancement; and Harvard's pledge in its 1650 Charter to actively facilitate the education of American Indian youth, if you can.)

Diversity, in its broadest meaning, should be of great importance to Harvard. Racial and ethnic diversity, religious diversity, socio-economic diversity, gender diversity, geographic diversity, and diversity of thought are among the important attributes that Harvard should actively cultivate to enrich the quality of education it offers and to every student. Such diversity should be present in the student body, faculty, staff, and visitors who contribute to the exceptional academic community at Harvard. I am heartened by need-blind admissions policies and the robust scholarships and financial assistance available to students because exceptional intellectual capacity and talent are attributes of Harvard applicants and students regardless of their socioeconomic status.

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

I support the implementation of affirmative action and race-conscious admissions policies to the full extent of the law because I believe that they enhance the quality of education that is offered at every institution of higher education.

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

Harvard has tremendous resources, both human and philanthropic, that currently contribute to the important role of creating a more just, equitable and inclusive society. First and foremost, Harvard should continue to enhance access to the exceptional education it offers through need-blind admissions policies, including scholarships and financial aid, and continue to support and promote the rule of law in the United States and abroad through the education of leaders who will make positive contributions to every aspect of society.

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?

I was a member and officer of the Black Law Students Association (BLSA) at Harvard Law School (HLS) from 1986-1989. During those years, I was involved with BLSA members and other fellow students in efforts to encourage Harvard Law School to hire the first African American woman professor at HLS. The success of those efforts was not achieved during my years as a student. I am very pleased that HLS has made progress in diversifying its faculty as I believe that diversity is an important and valuable attribute of any educational institution. In my visits to Harvard, I have met with student groups and and visited

classes to offer professional guidance and encouragement. I welcome the opportunity to do so during future visits.

I visit high schools and universities to encourage students to pursue their dreams, regardless of any real or perceived obstacles. Throughout my judicial career, my chambers staff has been and is diverse in race, gender and sexual orientation, and the federal judiciary is an equal opportunity employer.

I am not a member of any of the signing organizations.

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

I welcome the opportunity to meet with leaders and members of Harvard organizations, as well as Harvard students who are interested in a legal career.