

Hannah Park, AB '13

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 and faculty hiring, tenure, and advancement, if you can.)

Harvard holds strong values of leadership and learning; to align to those values it must put diversity and inclusion at the very center of its decision-making. The organizations that do this most effectively understand that leadership and progress in the areas of diversity, inclusion, and belonging are a multitude of small steps taken together. Harvard's strategy must be multi-faceted and wide-reaching, taking advantage of the leadership, wisdom, and energy already present across the University.

Harvard should take both cultural and structural steps in tandem, so that progress in one area can build on progress in the other. To fold inclusivity and belonging into its cultural fabric, Harvard must continue the work already underway to create spaces for community conversations, while also thinking creatively to identify additional impactful initiatives. Opportunities that come to mind include providing targeted support for affinity-focused student and alumni groups to enable them to broaden their reach, and delivering continuous awareness- and skill-building to help students, faculty, and staff create community across difference.

In parallel, Harvard should build and bolster structures which support the experience of diverse students, faculty, and staff. The Coalition for a Diverse Harvard's work advocating for expanded Ethnic Studies programming is one important example. In addition, Harvard should set standards for diversity-focused content in all academic areas, understanding that diversity is not limited to just a few subjects. Harvard should also continue to pursue and expand reviews of all personnel practices including hiring, tenure, performance management, mentorship and sponsorship, and advancement. This work, if thoughtful and continuous, will have a strong impact on how decisions are made at Harvard.

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

Affirmative action and race-conscious admissions are critical to Harvard's ability to build classes which enable exceptional learning opportunities.

Race-conscious admissions provides the most complete and true view of an applicant within an admissions context. Racial identity is tightly intertwined with a student's personal and educational experiences, and it critically informs the way that student shows up in an admissions process. A holistic admissions process which excludes race is not truly holistic.

Research has shown that race-conscious admissions policies drive higher levels of representation for students of color, and when they are removed the likelihood of admission for these students falls. In parallel, we know that racial and ethnic diversity in the classroom drives

better outcomes for all students: stronger engagement, increased leadership skills, and higher levels of intellectual self-confidence.

The November US Court of Appeals ruling in Harvard's favor was an important step forward in defending Harvard's race-conscious admissions process, but continued work will be needed in order to protect the process and all it enables for Harvard and its students.

3. What do you think Harvard's role should be in creating a more equitable, inclusive, and just society? For example, please share any thoughts on divestment from fossil fuels and the prison industry and on the role of the Harvard University Police Department, issues of concern to current students.

In a recent interview with the HAA Board of Directors, President Bacow spoke about his decision to send Harvard students home at the start of the COVID-19 pandemic. "I realized," he said, "that Harvard making the decision would allow other institutions to make the decision too." That sentiment struck me, because it spoke to the vast responsibility Harvard holds as a leader in higher education and its power to change the world we live in.

Responsibly managing a university like Harvard means constantly working to strike the balance between what is just and sustainable, and what will protect the financial resources that today enable Harvard to do all that it does. I understand why some make the argument that maintaining investment in areas such as fossil fuels and the prison industry is one means to fund the transformative climate and social justice research that happen at Harvard.

However, we know that Harvard's leadership inspires others to act, and that changes the calculation. Harvard has a responsibility to be on the front lines of decisions which will lead to a more equitable and just society. The scales must tip toward the innovative and the brave if Harvard is to fulfill the leadership role to which it aspires.

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?

Diversity, inclusion, and belonging have been critical drivers in both my personal and professional life.

Professionally, I am fortunate to work in a role which allows me to coach business leaders on research-backed strategies for leading diverse and inclusive teams on a daily basis. Outside of my day-to-day, I led the team which launched my organization's first Employee Resource Groups in service of our Black, Latinx, and LGBTQIA+ communities. I also partnered with our Chief Inclusion Officer to launch our Anti-Racist Roadmap process, which enables our leaders to strategically prioritize and track anti-racist and inclusion-focused work across our product, service, and sales teams. In addition, I consult with the leaders of our early career and internship programs to support them in diversity-focused recruitment and retention.

Outside of work, I serve as an alumni mentor for the Kellogg School of Management's Hispanic Management Association, where I am able to support Latinx prospective and current students and alumni experiencing the same decisions and life changes I did just a short time ago.

In my current work on the HAA Board of Directors, I co-lead the HAA's onboarding program for new Board members. In this role, I have the opportunity to build inclusivity into the culture of the HAA by developing and delivering onboarding content with consistent eye toward diversity, inclusion, and belonging, as well as by thoughtfully creating mentorship opportunities and identifying and sponsoring diverse leaders on the HAA Board.

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

I would be very happy to meet with the leaders and/or members of these groups if elected. I strongly believe that we have lots of opportunity for growth when it comes to hearing diverse voices within Harvard's governing and advisory bodies, and I am excited about the possibility of serving as a connection point in this way.