Advancing Diversity, Equity and Inclusion

Best practices and resources for alumni leaders at Princeton University

---

Craft a Diversity, Equity and Inclusion Statement for Your Group

- Having diverse perspectives is crucial for success. Therefore, publicly communicate your organization's commitment toward values of diversity, equity and inclusion. Research findings on the impact of diversity show experiences with diversity improve one's own intellectual skills and performance, improve self-confidence, decrease negative stereotypes and biases, and create awareness of inequalities and discrimination.
- Provide definitions of the terms "diversity," "equity" and "inclusion" to promote understanding, such as these by the University's Finance & Treasury department.
- Ensure your group has governance documents, such as bylaws, and a social media presence which reflect and include participation of all alumni.

Be Intentional about Leadership Roles
- During a search and selection process for an alumni volunteer leader, be mindful of bias and identify potential leaders who share your diversity, equity and inclusion values.
- To engage with diversity, equity and inclusion at a personal level, you may gain self-awareness of your own biases by taking the Implicit Association Test (IAT).

Organize Diversity, Equity and Inclusion Learning Events
- Invite fellow alumni whose work is having an impact on diversity, equity and inclusion efforts to speak at panels, circles and workshops.
- Attend diversity, equity and inclusion educational offerings organized by the University.
- Plan alumni events with consideration for venues which are fully accessible, proximate to public transportation, and welcoming to all groups.
- Visit the University's "Digital Accessibility" website for advice to ensure your online learning events are accessible to all alumni.

Acknowledge and Reward Efforts
- Recognize individual or volunteer leadership and diversity, equity and inclusion efforts that are aligned with Princeton University's mission and vision.

Office of the Provost - Institutional Equity and Diversity - Princeton University
Adapted from: Princeton University's Academic Inclusion and Yale University's Alumni Association

1

Practice Equity and Inclusion at the Interpersonal Level

- Treat people and groups with fairness and respect.
    - Provide everyone equitable access to opportunities, resources and support/mentorship.
    - Be aware of what may seem exclusionary, unwelcoming or micro-aggressive (tiny insults or slights that accumulate over time). Be prepared to address it by modeling respect and professionalism.
- Understand and value uniqueness of individuals in your groups.
    - Articulate appreciation for each individual's uniqueness and the talents they bring to the team. View each person as an integral part of the team.
    - Convene meetings that allow everyone to contribute.
    - Acknowledge when someone's contribution pulls you out of group think. Express the value of hard work as the driver of outcomes as opposed to innate brilliance.
- Build the confidence of all group members to engage, participate fully and contribute to shared success.
    - Publicly acknowledge how someone's contributions impact the overall work of the team.
    - Provide micro-affirmations — praise, support, acknowledgement.
- For a detailed list of interpersonal best practices, visit Princeton University's Academic Inclusion Resources.

Resources

Princeton University's Diversity, Equity and Inclusion Efforts
Diversity, Equity and Inclusion Annual Report
Academic Inclusion
Inclusive Princeton | Many Voices, One Future
Princeton University's Statement on Diversity and Community

Best Practices and Understanding Diversity, Equity and Inclusion
Do Differences Make a Difference - The effects of diversity on learning, intergroup outcomes, and civic engagement
Inclusive and Equitable Best Practices in Academia
Princeton Alumni Council Diversity, Equity and Inclusion Statement

Office of the Provost - Institutional Equity and Diversity - Princeton University
Adapted from: Princeton University's Academic Inclusion and Yale University's Alumni Association

2