DIVERSITY, EQUITY & INCLUSION
ANNUAL REPORT

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CPUC
11/8/21
LAST SUMMER, AS OUR NATION UNDERTOOK A NEEDED BUT ALSO PAINFUL RECKONING WITH RACISM AND ITS CONSEQUENCES, I ASKED THE UNIVERSITY’S CABINET OFFICERS TO OPEN A NEW CHAPTER IN PRINCETON’S CONTINUING EFFORTS TO BE FULLY EQUITABLE AND INCLUSIVE. I CHALLENGED MY COLLEAGUES TO CONSIDER ALL ASPECTS OF OUR INSTITUTION — FROM OUR ACADEMIC ENTERPRISE TO DAILY OPERATIONS — AND TO DEVELOP CONCRETE STRATEGIES FOR PROMOTING RACIAL EQUITY ON CAMPUS AND, IN PARTNERSHIP WITH OTHERS, BEYOND OUR GATES.

...THESE ACTIVITIES REPRESENT A STEP FORWARD, NOT AN END... WE WILL HOLD OURSELVES ACCOUNTABLE OVER TIME AND REPORT TO YOU ABOUT BOTH OUR SUCCESSES AS WELL AS OUR CHALLENGES.

CHRISTOPHER L. EISGRUBER
HOW WE GOT HERE

• Following the murder of George Floyd and other Black people, the University launched a robust, community-wide process designed to expand on the diversity and inclusion efforts of the past decade.

• The process drew on the input of hundreds of students, faculty, postdocs, staff and alumni, prioritizing racial equity.

• During summer 2020, President Eisgruber tasked Cabinet officers with developing bold cross-institutional and unit-based racial equity action plans.
How we got here

Since 2013-14 Princeton has redoubled its efforts related to diversity, equity and inclusion. A brief overview of some of those efforts follows: for a more comprehensive accounting, please visit inclusive.princeton.edu
DEI/RACIAL EQUITY INITIATIVES AND ACTIVITIES

• University-wide commitments and activities

• Cabinet Action Plans

• Academic Department initiatives
ANNUAL REPORT THEMES

• Pride and humility: we are a work in progress
• Accountability and shared ownership
• Transparency
• The necessity of systemic change
• There is a lot of activity! Most of it is carried out in units and departments. Only a small part of the activity can be included in the report.
CLIMATE, INCLUSION AND EQUITY: HIGHLIGHTS

• Juneteenth became official University holiday
• Woodrow Wilson’s name removed from campus facilities
• Trustee-led committee recommends principles for honorific naming
• Public Safety Community Advisory Committee created
• HR launches review of staff benefits plans with focus on ensuring equity
• Employee Resource Groups expand
• Campus Life centers and Graduate School host dozens of programs
THE ACADEMIC EXPERIENCE: HIGHLIGHTS

- University affirms its aspiration to increase the number of underrepresented tenured and tenure-track faculty members by 50% within five years
- Faculty Advisory Committee on Diversity reconceived and strengthened
- Search for new professor of Indigenous Studies
- Twelve additional scholars named as Presidential Postdoctoral Research Fellows
- New undergrad general education requirement on “culture and difference” goes into effect
- Sixteen academic departments and programs established new diversity, equity and inclusion committees to bring the total to more than thirty
ACCESS AND OUTREACH: HIGHLIGHTS

- Provost launches planning for major academic outreach initiative
- Emma Bloomberg Center for Access and Opportunity established
- Graduate School delivers Pre-Doctoral Fellowship Initiative and P3 program
- Finance and Treasury adopts a multi-year supplier diversity action plan
- Community and Regional Affairs expands engagement with Trenton and Mercer County
- RISE grant program provided funding for students to spend the summer working with a campus or community partner
- Communications expands media engagement with Black and Indigenous people and people of color
Demographic and climate data
Collecting feedback and measuring our progress
The analysis of data and trends is one part of our larger effort to understand and evaluate our DEI efforts on campus. Princeton uses demographic and climate data to:

- Evaluate demographic progress
- Monitor campus inclusivity
- Surface continuing challenges
- Explore promising opportunities
Race/Ethnicity of Princeton Student Populations
Academic Years 2009-10, 2014-15 and 2019-20

- White
- Asian
- Black/African American
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race)
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander
- Individual did not disclose/Unknown

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor's</th>
<th>Master's</th>
<th>Doctoral</th>
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</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>49%</td>
<td>50%</td>
<td>52%</td>
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<tr>
<td>2014-15</td>
<td>49%</td>
<td>49%</td>
<td>52%</td>
</tr>
<tr>
<td>2019-20</td>
<td>46%</td>
<td>27%</td>
<td>31%</td>
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</tbody>
</table>

Note: The percentages may not add up to 100 due to rounding and the inclusion of other race categories.
Race/Ethnicity of Princeton Faculty, Postdoc and Staff Populations
Academic Years 2009-10, 2014-15 and 2019-20

- White
- Asian
- Black/African American
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race)
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Pacific Islander
- Individual did not disclose/Unknown

Comparison of populations over different academic years.
Race/Ethnicity of Princeton Student Populations
Academic Year 2020-21

Bachelor's (4688)  
- White: 39%  
- Asian: 28%  
- Black/African American: 10%  
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 11%  
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 6%  
- Individual did not disclose/Unknown: 4%

Master's (303)  
- White: 38%  
- Asian: 27%  
- Black/African American: 4%  
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 17%  
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 6%  
- Individual did not disclose/Unknown: 8%

Doctoral (2162)  
- White: 44%  
- Asian: 31%  
- Black/African American: 3%  
- Hispanic/Latino/a, or Mexican American or Puerto Rican (of any race): 9%  
- Two or more races, Native American, Native Alaskan or Native Hawaiian/Other Pacific Islander: 3%  
- Individual did not disclose/Unknown: 10%
Undergraduate Survey
Senior/Year-End Assessment
Spring 2019, 2020 and 2021

Would you encourage a high school senior who resembles you when you were a high school senior (same background, ability, interests and temperament) to attend Princeton?

Would  Maybe  Would Not
2019 (722)  84% (404)  16% (318)
2020 (874)  76% (756)  6% (196)
2021 (983)  74% (671)  9% (312)
2019 (275)  57% (159)  18% (116)
2020 (264)  66% (175)  10% (89)
2021 (321)  61% (193)  16% (128)
2019 (401)  77% (305)  13% (96)
2020 (387)  78% (300)  12% (87)
2021 (393)  69% (274)  15% (119)

All climate data collected during 2019-20 and 2020-21 should be considered with care due to the anomalous conditions faced by students, faculty and staff during the past 18 months.
Undergraduate Survey
Senior/Year-End Assessment
Spring 2019, 2020 and 2021

Would you encourage a high school senior who resembles you when you were a high school senior (same background, ability, interests and temperament) to attend Princeton?

Would
Maybe
Would Not

All climate data collected during 2019-20 and 2020-21 should be considered with care due to the anomalous conditions faced by students, faculty and staff during the past 18 months.
Graduate Exit Survey
Spring 2019, 2020 and 2021

Based upon your experience at Princeton, how likely would you be to recommend Princeton to a prospective student?

- Orange: Would
- Blue: Maybe
- Green: Would Not

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian</th>
<th>Black/African American</th>
<th>Hispanic/Latino/a, or Mexican American, or Puerto Rican (of any Race)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>83%</td>
<td>68%</td>
<td>81%</td>
</tr>
<tr>
<td>2020</td>
<td>91%</td>
<td>62%</td>
<td>80%</td>
</tr>
<tr>
<td>2021</td>
<td>85%</td>
<td>88%</td>
<td>64%</td>
</tr>
</tbody>
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Note: Numbers in parentheses indicate the sample size for each category.
Graduate Exit Survey
Spring 2019, 2020 and 2021
Based upon your experience at Princeton, how likely would you be to recommend Princeton to a prospective student?

Would | Maybe | Would Not
--- | --- | ---
2019 (39) | 74% | 15% | 5%
2020 (40) | 80% | 15% | 5%
2021 (40) | 80% | 15% | 5%
2019 (12) | 75% | 17% | 8%
2020 (9) | 67% | 22% | 11%
2021 (14) | 79% | 21% | 9%
2019 (252) | 84% | 11% | 5%
2020 (246) | 81% | 14% | 9%
2021 (185) | 76% | 15% | 9%

Individual did not disclose/Unknown
Two or more races, or Native American, Native Hawaiian, Other Pacific Islander
White
My department/workplace has an inclusive work environment where all individuals are treated fairly and respectfully.

- **Agree**: 82%
- **Neither Agree Nor Disagree**: 20%
- **Disagree**: 8%

All climate data collected during 2019-20 and 2020-21 should be considered with care due to the anomalous conditions faced by students, faculty and staff during the past 15 months.
Academic Unit Climate Surveys 2020-21

I would encourage a prospective colleague or friend who resembles me (in interests, background, etc.) to work or study in the department.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree
- I don’t know
During 2021-22 Princeton will:

• Announce new initiatives and programmatic offerings.
• Expect accountability from its administrative and academic leaders.
• Make additional investments in infrastructure, including admission, recruitment and retention processes; data analytics; professional development; and personnel.
• Provide regular updates on its activities.
STAY INVOLVED

• Share ideas, questions and feedback: https://racialequity.princeton.edu/your-ideas-change

• Visit racial equity website for regular updates: https://racialequity.princeton.edu/

• Explore the report with your classmates and colleagues.