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## Felicia Edwards

Equity and Diversity Specialist, Office of the Provost

Felicia's Poster reads:

"That yes, I did indeed excel in reading and math. That yes, I did indeed belong there. It was the first time I had to defend my presence"

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When I was in the third grade my family moved from NJ to a suburb of Baltimore where I found myself to be one of only two black children in the school. I spent a lot of time explaining to people—fellow students and teachers alike—that I, indeed, was not the daughter of the lunch lady or the janitor (the only other black people in the school). That yes, I did excel in reading and math—that yes, I did indeed "belong" there. It was the first time I had to defend my presence or explain who I was and where I came from.

It was the first time I realized people accrue value to you based on your occupation. It was the first time I understood that people associated your ability with your race. It was the first time I became aware of my "blackness."

## Andy Cofino

Program Coordinator, Lesbian, Gay, Bisexual, Transgender Center

Andy's Poster reads:

"I am a white man, and I access privilege and power because of my race and gender"

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Regardless of what I've been through and the different struggles I've had in my life, at the end of the day, I am a white man, and I access privilege and power because of my race and gender. I am never assumed to be a thief and followed by security in department stores. I don't usually worry about my safety while walking alone down the street at night. I'm not afraid that getting pulled over by police for a broken tail light will end my life. In fact, I get heard and respected and often at the expense of others not being acknowledged or being outright harmed.

Of course, I didn't ask for the material privileges of being a white man, but I understand in this society they are unfairly given to me. Therefore, part of my journey is to better understand my positionality and practice behaving in ways that productively use my privilege to be in solidarity with communities that are different than me.

## Shawn Maxam

Assistant Director for Institutional Equity and Diversity, Office of the Provost

Shawn's Poster reads:

"I would like to dispel the notion that black men are not loving, generous, kind & warm."

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As a first-generation college student who also identifies as an underrepresented minority, specifically a black man, I feel like I belong to multiple groups of people. I identify with and feel an affinity for other people of color; I feel connected to Caribbean-identified folks; I would say black people are my people as well and that I also strongly feel connected to and identify with black men. I would say the stereotype threat that impacts my daily experience is being a black man.

I would like to dispel the notion that black men are not loving, generous, kind and warm. There was a wonderful photo on social media that depicted a black father kissing his grown son and that man was kissing his child. It demonstrated a level of closeness, intimacy and love that I think is rarely shown in the media. Some of the kindest and most generous people I know and admire are black men and that is incredibly moving whenever I encounter that.

## Ramona E. Romero

General Counsel

Ramona's Poster reads:

"I found that the confused folks became my closest colleagues, allies & mentors."

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As we work to build more inclusive communities, it is essential that we give one another the benefit of the doubt. When people from markedly different backgrounds begin to interact closely for the first time, there is a real potential for miscommunication and discomfort.

As a business lawyer who is also a Latina and an immigrant, I have often been the "first one" or the "only one" in many settings. For example, when I started practicing law, I was the only Latina at my large law firm for several years. The same was true when I joined a corporate legal department. Many clients and colleagues had little or no experience working with a Latinx lawyer, and I yearned for colleagues and role models who looked and sounded like me.

Particularly early on, it was not unusual for people to assume that I was a secretary or a paralegal. Rather than letting this type of experience marginalize me, I chose to believe that the mistakes were just that and to correct them...politely. In most instances, I found that the "confused" folks became my closest colleagues, allies and mentors.

## LaTanya Buck

Dean for Diversity and Inclusion, Office of the Vice President for Campus Life

LaTanya's Poster reads:

"I am accountable for protecting, nurturing and shaping the life of a black boy"

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Being a black woman and mother to a young son significantly impacts my life. Parenthood is the most important role and position that, I believe, one could have on earth. It is a great responsibility. I am accountable for protecting, nurturing and shaping human LIFE... the life of a black boy who will someday grow to become a black man in America. I acknowledge the many privileges that I hold from which he benefits— education, social class, opportunity, etc.

However, who I am and what I do matters not. What matters is out there. The bigger his personality out there, the more I fear. The more expansive his curiosity out there, the more I fear. The taller he sprouts out there, the more I fear. What matters is the blackness of his being as he sails space and time. What matters and how it matters is a matter of perspective. What matters to me is respect, dignity and value for his black life. My experiences encompass the joy and beauty of motherhood with the juxtaposition of pain and fear for a BLACK child's future simply because HE is...

## Michele Minter

Vice Provost for Institutional Equity and Diversity

Michele's Poster reads:

"What matters most may not be visible"

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Because I'm from a mixed race family, people usually don't realize that I'm black. I'm also interracial married, so I'm part of a Chinese American family as well. What matters most may not be visible. So I try not to make assumptions and instead to ask: What makes you who you are?

## Jill Dolan

Dean of the College

Jill's Poster reads:

"Making mistakes is part of being human"

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Don't be afraid of discomfort. Fear of saying or doing the wrong thing, when it comes to people different from us, shuts down productive and generative conversation.

Making mistakes is part of being human; receiving one another's mistakes with grace and empathy is part of being a real mensch. We should be willing to risk failure so that we can communicate with depth and humility.

Trying to understand experiences outside our own requires curiosity, respect and kindness, on both sides of the conversation.

## Ivette Martinez-Rivera

Human Resources Assistant for Learning & Development and Diversity & Inclusion

Ivette's Poster reads:

"I celebrate what we truly are: magnificent clay vessels infused with a unique soul. We belong because we are all global"

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I am global—European, African, Middle Eastern, Native American and Latin American—created from the clay and mountain water of Borikén. I celebrate what we truly are: magnificent clay vessels infused with a unique soul. We belong, because we are all global.

## Sohaib Sultan

Coordinator for Muslim Life, Office of the Dean of Religious Life

Sohaib's Poster reads:

"I saw the many ways in which my sense of faith intersected with my growing consciousness of people's struggles"

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When I entered college my goal was to become a famous sports journalist who would cover major soccer events like the World Cup. But, soon enough, I befriended people who were so passionate about more serious issues like social justice and human rights. The genocide in Bosnia had just ended and another was on its way in Kosovo. Unexpectedly, I found myself marching on the streets with other peace activists. It was all about trying to find meaning and purpose in a broken world. Eventually, I saw the many ways in which my sense of faith intersected with my growing consciousness of people's struggles in the world. In my senior year of college, the twin towers in New York City came tumbling down in the 9/11 terrorist attacks and with that the world I knew. My sense of security, identity and belonging as a Muslim American was all in a state of chaos. As I joined with fellow Muslims to build bridges and heal divides, I found myself drawn toward religious servanthood—I found the greatest meaning and joy in serving people at the grassroots level with my faith at the heart of it all.

## Sanj Kulkarni

Dean of the Graduate School

Sanj's Poster reads:

"Over the years I gained a deep appreciation for the sacrifices they made"

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My family came to the U.S. from Mumbai, India, when I was 3 years old. Actually, my father arrived first, followed three months later by my mother. As a graduate student at Indiana University, he wasn't able to immediately bring and support a family of five on a small stipend. So my brother, sister and I came the following year, traveling from India with two graduate students who we didn't know prior to the long journey.

After completing his Ph.D., my father took a faculty position in Potsdam, NY. Potsdam is a small town with harsh winters, very little diversity, and is quite remote. Growing up there instilled in me a deep appreciation for the value of diversity and for the associated opportunities and challenges. It also gave me an understanding of some of the challenges faced by new immigrants. We had no other family in the U.S., and this was well before email, Skype and Facebook. I recall my parents eagerly anticipating the blue aerograms bringing news from India. I didn't fully realize it as a child, but over the years I gained a deep appreciation for the sacrifices they made to provide better opportunities for their children.

## Cheri Burgess

Director for Institutional Equity and EEO, Office of the Provost

Cheri's Poster reads:

"One small word shifts the inquiry to how I view and identify myself."

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"What are you?" That's a question I've been asked more times than I can count by someone trying to figure out my racial and ethnic identity. The question often comes from a place of sincere curiosity, but I can't help thinking that I'm about to be labeled or stereotyped. I think the better question is "who are you?"

In my view, changing one small word shifts the inquiry from an explanation of my genealogy to how I view and identify myself. It's now a question to be answered as I choose, sharing any one or more of my multiple identities: I'm a black woman; Generation X-er; mother; recovering lawyer; Midwesterner; lover of Harley-Davidson bikes, red wine, seafood and almond croissants.

## Julie Yun

Assistant Dean for Diversity and Inclusion, Graduate School

Julie's Poster reads:

"When you connect with me, hear me and actually see me as I am for who I am; that too has an impact"

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Do you see me? Do you know that what you see on the surface may not be reflective of me as much as it is a reflection of you? I don't see myself the way you may see me. I don't see myself through your stereotypes of Asians. I don't see myself through your stereotypes of gender or class or sexual orientation. I don't see myself through your lens.

You do not define me. I define who I am.

But that doesn't mean that what you say or do to me does not have an impact. When you invalidate my experiences and reify your own over mine, when you exclude me, objectify me, or when you dehumanize or patronize—I feel it. At such times, I come to understand very well how you view me—even if that is not how I view myself. When you connect with me, hear me and actually see me as I am for who I am; that too has an impact, and then too I understand how you view me.

So I ask you—when you look at me; do you really see me or do you see a reflection of you?

## Tennille Haynes

Director, Carl A. Fields Center for Equality and Cultural Understanding

Tennille's Poster reads:

"I am more than the black woman you see. I have a story. I have family and friends I love and whom love me."

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I value individuals as human beings and love to hear their stories; learning where they come from, what their family is like, the foods they like to eat and more about who they are as people. I love to travel and see new things. I am more than the black woman you see. I have a story. I have emotions. I have family and friends I love and whom love me. I have a story. And just like me, other people have a story too. I want to hear them.

## Dale Trevino

Associate Dean for Diversity and Inclusion, Graduate School

Dale's Poster reads:

"Although my parents are both Mexican American citizens, they were migrant workers who struggled for a better life for their children"

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I never imagined that my life would be so different than that of my parents. Although my parents are both Mexican American citizens, they were migrant workers who struggled for a better life for their children. As a result, all seven of their children completed their high school and college education. In fact, several went on to complete doctoral and legal degrees. However, despite these accomplishments, I often still seem to find myself in situations where I'm either misunderstood or characterized based on my race.

People see my dark skin and hair first, then make assumptions based on my phenotype. They usually don't immediately think, educated, Ph.D., or worse, U.S. citizen. Although my life is very different than that of my parents in terms of educational and financial attainment, some things haven't changed.

## Debbie Bazarisky

Manager of Diversity and Inclusion, Office of Human Resources

Debbie's Poster reads:

"Coming out is not a single act, but rather something that happens throughout our lives"

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I love the metaphor of the closet, a concept historically linked to the LGBT community, to speak about the various ways we come out. We all have closets—closets that render invisible less discernible aspects of who we are and closets that hide aspects we are not open to sharing. Less visible identities to which I come out are: lesbian, queer, Jewish, learning disabled, and racial and economic justice activist, among many others.

Coming out is not a single act, but rather something that happens throughout our lives, as we meet new people and are a part of new communities. I have had the great fortune and honor to support students and colleagues through their coming out journeys.

## Kevin C. Hudson

Assistant Director for College Opportunity, Office of the Provost

Kevin's Poster reads:

"They may not know that I was raised by two loving, hardworking parents in the proud, hardscrabble city of East Orange, NJ"

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There is your narrative, then the narrative that others attribute to you. Depending on who someone is and in what context they are meeting me, they may miss various aspects of my narrative at first glance. They may not know that I was raised by two loving, hardworking parents in the proud, hardscrabble city of East Orange, NJ, or that my mother passed from breast cancer when I was 13 and my dad raised my younger sister and me as a single father.

They may not know that I have been privileged to attend an elite private high school in NJ or as a first-generation college student, earned degrees from two Ivy League universities, Princeton University and the University of Pennsylvania Grad School of Education. They may not know by looking at me that while I have not raised children, I cherish opportunities to help young people and their families consider futures they may not otherwise.

## Jordan Dixon

Program Coordinator, Women's Center

Jordan's Poster reads:

"When we make space for others in our hearts, minds, souls & our communities we, ourselves, will find there is more than enough space for us to know love as well"

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Genuine inclusivity requires open hearts, open minds and a willingness to go on a journey together. The work to create an inclusive community is a process and a goal, and it is complicated by multiple truths—everyone is an expert in their own story. To truly include folks in our community, we must be willing to accept challenges to our own ideas and truths, we must make space in our hearts for others and be willing to embark on a journey with others as they share their lives with us. In this way, we can show value for all life, cultivate love for all life. And when we make space for others in our hearts, minds, souls and our communities, we, ourselves, will find there is more than enough space for us to know love as well.

## Jackie Leighton

Director, Davis International Center

Jackie's Poster reads:

"We are educating the world leaders of tomorrow...for a future of peace, understanding & kindness"

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We are educating the world leaders of tomorrow. In the Davis International Center, we work with international students who will become future government, business and education leaders around the world. What they learn at Princeton will plant the seeds for their personal and professional worldviews. It will plant the seeds for a future of peace, understanding and kindness.

## Grace Penn

Associate Director for Affiliated Groups and Princeton Prize in Race Relations,  
Office of Alumni Affairs

Grace's Poster reads:

"My work is part of a larger conversation in America about being able to coexist"

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I believe that my work as a diversity and inclusion practitioner at Princeton is part of a larger conversation in America about citizens being able to coexist and thrive in a society with people of varied backgrounds and identities.

I fight for my children, and all children to grow up in a country where they can develop into successful and fulfilled adults. I don't want them to be judged negatively by the color of their skin. I want them to be proud of who they are and what made them who they are. My children are descendants of slaves and descendants of African royalty. They are also descendants of Jewish and Christian immigrants who worked hard to find their place in America. They are young black children, growing up in American suburbia. While they should have every opportunity open to them, we all know America is not an easy place for them to thrive free of superficial judgments. So, I fight to make America a place where they—and all children, black, brown and white, are truly free to pursue every possibility available to them.

## David Lee

Provost

David's Poster reads:

"Living through this forced me to ask a lot of questions and to have a deeper understanding"

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Upon graduating from college, I was diagnosed with stage IV lymphoma. People usually focus on the physical strain that treatment for cancer can cause. But living through this forced me to ask a lot of questions and to have a deeper understanding of what it means to have perspective. In my daily life, up until that point, I had attached a certain importance to particular goals or achievements. One of the things I realized going through this experience is that what felt very real or most important about life in one moment suddenly could feel quite trivial from a different perspective. Both views "made sense" on their own. What I came to deeply appreciate is the importance of having multiple perspectives and the ability to benefit from the insights they each offer.

## Alison Boden

Dean of Religious Life and the Chapel

Alison's Poster reads:

"What moves me are the individuals and communities who move all of us towards justice & love."

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Personally, what I care about most in religious and secular people is, "What are your commitments? Who or what will you go to the mat for? Where do you draw the line on discrimination, injustice, violence?" What moves me are the individuals and communities who move—who move all of us towards justice and love.

## Khristina Gonzalez

Associate Dean of the College, Director of Programs for Access and Inclusion

Khristina's Poster reads:

"I try to practice & act with a kind of relentless optimism about what could be"

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I struggle with a fundamental paradox in the world. How do we sit with—and act upon—a world that is filled with violence, injustice, oppression and hate, while simultaneously recognizing that the love and joy that exist in that same world are no less real?

I've been working through that paradox by aspiring toward a kind of "pragmatic utopian thinking." In our office, and in my life, I try to practice and act with a kind of relentless optimism about what could be—while also remaining mindful of, and working against, our current limits and challenges.

Sometimes, it's hard to practice this optimism. But I am empowered to do so because each day, I watch as my students, colleagues, family and friends imagine new ways to address our most pressing problems. They are bold, brave and thoughtful enough to practice what David Kim, a professor at Connecticut College, has called "radical love" for our world—the act of "conjuring something in yourself and to imagine and do something in the world that is not yet there." And I get to bear witness to—and be the recipient of—that kind of radical love. That's magic.

## Vineet Chander

Coordinator for Hindu Life, Office of the Dean of Religious Life

Vineet's Poster reads:

"My struggle has led me to frustration and self-doubt, but it has also led me to beauty and grace"

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I struggle with feeling caught between two worlds. I'm the child of immigrants—parents who left behind everything familiar to them and started a new life across an ocean, who have lived in the U.S. for more than four decades, but for whom "home" unequivocally means India. I struggle with the blessings and burdens of being born and raised in America, with thinking like an American, and never being quite "enough" of one. And, I also struggle with being in spaces in which I am too American, where despite my brown skin or wearing Indian clothes or watching Bollywood movies, I am not Indian. I struggle with feeling doubly marginalized, alienated twice over, stuck in a cultural no-man's land, like an imposter or a distorted facsimile.

My struggle has led to frustration and self-doubt, but it has also led to beauty and grace. Occupying a liminal space has afforded me the opportunity to ask difficult questions, and those questions have led me to discovering my spiritual path. It has given birth to what I

believe is my calling—working with and serving second-generation Hindu Americans and South Asian Americans, particularly as they navigate their college years.

## Vanessa González-Pérez

Assistant Dean for Diversity Initiatives in the Natural Sciences, Graduate School

Vanessa's Poster reads:

"I fight for equal respect for others"

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What you can't tell by looking at me is that I'm half Puerto Rican and half Colombian, that I'm a passionate scientist, and that I'm 100 percent proud of my heritage and my accomplishments. As a first generation Latina, I fight for equal respect for others, especially because in our current society, we have forgotten that despite our differences in gender, upbringing, socio-economic class and/or ethnicity, we still need to acknowledge, respect and celebrate one another.

## Liz Erickson

Director for Disability Services

Liz's Poster reads:

"Be open to their difference, even when it is not your own"

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"Don't make assumptions!" When we meet someone, our brains are trained to assess the clues before us: what does the person look like, what are they wearing, what is their ethnicity, what is their speech like? Then, we take these observations and weigh them against what we know about people, and finally, we draw conclusions about who this person is. But how many times do we make assumptions that are incorrect? For instance, just because someone takes longer than "normal" to respond to your question doesn't mean the person is not intelligent. Just because a person uses a wheelchair doesn't mean he/she/they can't travel the world.

So what do you think about the differences you observe in that person? Do you assume they are better or worse than you in some way, more or less intelligent, more or less valued? Or do you process difference and recognize the rich diversity difference brings to our lives? Get to know someone well before making assumptions. Learn where they have been, and what they have done, and who they are inside, before drawing conclusions. Be open to their difference, even when it is not your own.

## Sonya K. Smith

Associate Dean for Diversity Outreach, Office of Admission

Sonya's Poster reads:

"She taught me at an early age that it was okay to be strong, okay to be a little different"

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I'm of mixed race—Mexican American and white—and I identify as Chicana. The word Chicana locates me/reveals me: my politics, my community on the West Coast, my gender and my racial background. Chicana—the sing-song melody of my ancestors comes through in just the pronunciation, the distinct rhythm of home and community. I was raised in a single-parent, low-income household by a feisty and independent mother who refused to be limited by gender or racial roles. She taught me at an early age that it was okay to be strong and a little different, and even okay to challenge authority for what's right.

I went to a high school where few people went on to selective colleges, and my first year of college was isolating in a way I hadn't expected. I was surrounded by smart, confident people who all seemed so glamorous and so comfortable in their own skins. I feared that everyone would figure out that I was the admission office's mistake. Now that I work in admission, I know that we don't make mistakes. So, for our Princeton students, let me be clear: You are not a mistake. You belong here. Never doubt that or yourself.

## Rochelle Calhoun

Vice President for Campus Life

Rochelle's Poster reads:

"We can give each other the grace and the benefit of the doubt that allows each of us to grow"

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As we work to build more inclusive communities, one thing that's absolutely necessary is trust. We have to begin to place our trust in one another and to recognize that, with trust, we can give each other the grace and the benefit of the doubt that allows each of us to grow, stretch and develop in our understanding of people who are different from ourselves.

## Nimisha Barton

Associate Director of Programs for Access and Inclusion,  
Office of the Dean of the College

Nimisha's Poster reads:

"What we are about: Strength, Talent, Grit, Power"

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What we are about: Strength. What we have in spades. Talent. What we doubt, sometimes. Grit. What they say we need. Power. What we fear the most, and covet secretly.

## Judy Jarvis

Director, Lesbian, Gay, Bisexual, Transgender Center

Judy's Poster reads:

"Younger versions of me didn't know what was possible, didn't know this wholeness was coming"

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My life is different than I imagined, because as a kid, I knew I was supposed to want a husband and kids. The kids part felt right but the husband part...I couldn't put my finger on why that didn't fit or feel good. In my fantasies of the future when I was 8 or 9, I often imagined myself as a single mom. My imagination was limited by the examples I saw around me—I couldn't even conceive of having a woman as my partner, so it made more sense in my head and my drawings (I did a lot of drawings about my future as a kid) for it to be me and kids—typically four of them because I could never choose just one or two names.

My life is different than I imagined, but so so much better than I imagined. My wife, my family, her family, our friends and my job—which allows me to talk about sexuality, gender and race all the time, which I love—they make me feel so whole. I do often feel a twinge of sadness that younger versions of me didn't know what was possible, didn't know this wholeness was coming.

## Theresa S. Thames

Associate Dean of Religious Life and the Chapel

Theresa's Poster reads:

"I woke up and decided to walk to freedom. I began walking because I decided to choose me"

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I woke up and decided to walk to freedom. If Harriet Tubman could do it, so could I. I began walking because I decided to choose me. I decided to live. I knew that walking would radically change my life. That was over 250 pounds and three years ago. Yet, I still walk. I walk in the dark and I walk into the light.

I walk to explore the land and to connect with my innermost self. I walk to pray. I walk to cry. I walk to celebrate. I walk to replenish my soul. I walk with others and I walk alone. But most importantly, I walk with God.

## Lianne Sullivan-Crowley

Vice President for Human Resources

Lianne's Poster reads:

"Growing up in the 1970s...I could not imagine coming out. Fast forward to 2017, the world and I have changed"

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My life is so different than what I first imagined. You see, when I was growing up in the 1970s, it was just not OK to be gay. In fact, it was, at times, dangerous. So, I hid. I hid from my family and my friends. I resigned myself to the fact that I would never have children. I resigned myself to being in the closet in order to protect my job. I could not imagine coming out.

Fast forward to 2017, the world and I have changed. The limitations I lived with because of my "gayness" no longer exist for me. I don't hide anymore; I celebrate the "whole me" in every part of my life. My wife and I were one of the first couples in the United States to be married and we have two healthy and intelligent children who fill up our lives. I am also one of three openly gay members of the President's Cabinet. Now, I cannot imagine what my life would have been like if I had not come out.

Celebrate the whole you!!!

## Bob Durkee

Vice President and Secretary

Bob's Poster reads:

"I was the first person in my family to go to college"

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I was the first person in my family to go to college. I went to a large public high school—a graduating class of 604—that had almost no tradition of sending students to Ivy League schools. I arrived at Princeton not fully having comprehended that Princeton was all-male. Interestingly, almost all of the other top students in my high school were women, so that was my peer group. As I became a reporter for Princeton's daily student newspaper (and later its editor-in-chief), I took a particular interest in the question of whether Princeton would admit women, and in 1967 I broke the story that Princeton's president had concluded that coeducation was "inevitable."

I never could have imagined that later in life all three of my daughters would graduate from Princeton. Of course, I also could never have imagined in 1967 that I would spend the first three years after my own graduation having the transformative experience of teaching fifth and sixth graders in an overcrowded public school in Trenton, a number of whom remain in touch with me to this day.