

Many voices, one future

An inclusive Princeton



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Inclusive Culture

THE ICEBERG

that sinks organizational change

Visible Organizational Culture



TORBEN RICK – WWW.TORBENRICK.EU

Organizational Culture

Princeton's Culture

- Consensus and deliberation
- Relationship based
- Centralized vs. decentralized
- Loosely coupled organization

*Higher Education/Academia:

- Collaboration
- Shared governance
- Collegiality based on trust
- Open discussion
- Healthy debate

*Source: On Change - Taking Charge of Change: A Primer for Colleges and Universities

Diversity and Inclusion Values



As a community, we respect the dignity, individuality, and freedom of each member...We aim to foster a sense of shared experience and common purpose, along with a collective responsibility for each other's well-being and for the well-being of the University as a whole.

We seek to enable all members of this community to pursue their educational, scholarly, and career interests in an environment that recognizes both the distinctiveness of each person's experience and the common humanity that unites us all...



Elements of Inclusion

Fairness and respect	Value and belonging	Confidence and inspiration
Foundational element that is underpinned by ideas about equality of treatment and opportunities	Individuals feeling that their uniqueness is known and appreciated, while also feeling a sense of social connectedness and group membership	Creating the conditions for high team performance through individuals having the confidence to speak up and the motivation to do their best work

Inclusive Leadership Competency framework



The Six Competencies of Inclusion

- Trait 1: Commitment
- Trait 2: Courage
- Trait 3: Cognizance of bias
- Trait 4: Curiosity
- Trait 5: Culturally intelligent
- Trait 6: Collaborative

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THANK YOU!

To learn more visit <http://inclusive.princeton.edu/>

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