Many voices, one future
An inclusive Princeton

Shawn Maxam, Senior Associate Director for Institutional Diversity and Inclusion, Office of the Provost
Inclusive Culture
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...

Source: Excerpt from Princeton’s Statement on Diversity and Community – Rights, Rules, Responsibilities
## Elements of Inclusion

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

**Source:** The six signature traits of inclusive leadership: Thriving in a diverse new world – Deloitte University Press
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

Source: The six signature traits of inclusive leadership: Thriving in a diverse new world – Deloitte University Press
THANK YOU!

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

Contact Shawn Maxam – smaxam@princeton.edu