



## Resources for Addressing Systemic Racism

Systemic (or institutional) racism is a form of racism that is embedded as normal practice within society or an organization. It involves policies, practices, structures and norms that result in inequitable outcomes for people of color. Systemic racism cannot be reduced to individual prejudice and cannot be effectively addressed by focusing on the values or conduct of individual people. For a review and examples of systemic racism, [Race Forward offers a brief video resource.](#)

Best practices for rooting out systemic inequities involve identifying questions that can be rigorously explored through data driven answers. Potentially, observed inequities can then be identified by their sources in policies and routine practices. This document includes guidelines for addressing systemic racism within academic units. We hope that these suggested immediate actions, best practices, and structural improvements help to convey the fundamental mission for Princeton University of excellence in teaching, research, and service.

## Anti-Racism Initiatives

A good starting place is to focus on *actions that can be taken within your department or discipline to identify, understand, and combat systemic racism within and beyond the University.* You may want to assess:

- Hiring policies and processes
- Tenure/promotion processes
- Recruitment and admission of students
- Teaching, research and scholarship
- Access to mentoring, professional development and professional sponsorship
- Leadership both of your unit and your wider academic field and sub-discipline
- The value system we communicate through our work and how to avoid representational racism
- Access to budget and space resource decisions regarding the selection of vendors, suppliers and professional services
- Individual experiences

Academic departments, centers, institutes and programs may be able to identify and make a commitment to obvious, immediate actions that would address a systemic challenge or opportunity. Below are general best practices specific to the processes, policies and procedures managed by academic units.

## Anti-Racism Best Practices

- **Improved Use of Data:** Data-informed strategies for longer-term planning are impactful in addressing both challenges and opportunities. Consult with the Provost's Office to discuss sources of data, strategies to collect data and best practices for evidence-based interventions.
- **Demographic Data:** Diversity and Inclusion dashboards are available to academic department chairs, directors and managers. They provide departmental level data on student, faculty, postdoctoral and staff demographics.
- **Selection of Departmental Officers:** Ensure faculty selected for leadership roles (Search Officers, Directors of Graduate Studies etc.) influencing equitable outcomes are senior colleagues committed to diversity and inclusion.
- **Training:** All Academic Search Committees and Graduate Admissions Committees can participate in implicit bias workshops. Additional workshop topics include inclusive mentoring and innovation. [Explore a full list of available workshops.](#)
- **Transparent Communications:** Create a diversity, climate and inclusion section on the departmental website to communicate information, policies, initiatives and publicly available data. Analyze all unit communications (displays, photos on websites, etc.) to ensure equitable representation. Schedule community listening sessions and group conversations. The Provost's Office can assist with ideas for structure and/or facilitation.



## Hiring Policies & Processes

Modest demographic changes among undergraduates has yet to be reflected among the [faculty ranks](#).

- Use the Dean of the Faculty's *Best Practices for Faculty Search Officers and Search Committees Guide* to conduct fair and inclusive searches.
- Review data on past departmental searches (applicant pools and short lists), demographics of the national pool (distribution of Ph.D.'s in the field), and current unit demographics.

## Student and Postdoc Recruitment & Selection Processes

Analyzing your policies and procedures for the recruitment of graduate students and postdocs with an inclusive lens can have a major positive impact on the pipeline of future scholars.

- Reach out to Renita Miller, Associate Dean for Access, Diversity & Inclusion at the Graduate School for advice on how to holistically adapt your admissions processes to be more inclusive.
- Support initiatives that support the recruitment and success of under-represented students & postdocs of color via the following initiatives:
  - Graduate School: [Pre-Doctoral Fellowship Initiative](#) and [Princeton Prospective PhD Preview \(P3\)](#)
  - SEAS: [Pathways to Graduate School](#)
  - Departmental: [MolBio Scholars](#) and [EEB Scholars](#).
  - Postdocs: [Presidential Postdoctoral Research Scholars Program](#)

## Leadership

Princeton Faculty serve in leadership roles for professional associations and academic journals.

- Engage with professional associations, discipline-specific organizations and journals to review policies, procedures, and practices. This ensures representation and equitable access to opportunities for underrepresented scholars.

## Research & Scholarship

Research demonstrates that [racial inequities in sponsored research funding](#) and journal selections still persist.

- Increase the number of underrepresented discipline-specific scholars and researchers to participate in departmental events.
- Explore opportunities to invite scholars from minority-serving institutions to participate as seminar and lecture speakers, panelists and colloquium participants.

## Teaching

Research shows that diverse higher education institutions [enjoy higher levels of innovation and productivity](#).

- Develop a departmental procedure for the regular examination of syllabi to ensure the representation of a diverse array of scholars in the field.
- Develop a new course or revamp an existing course through funding from the [250<sup>th</sup> Fund](#) for Innovation in Undergraduate Education. [A special call for proposals](#) that address systemic racism, racial injustice, anti-racism, and/or the history of civil rights or anti-racist movements was announced.
- Redesign the curriculum to address inequities in access and retention.
  - [SEAS new first-year courses](#)

## Questions, Comments, & Guidance

Please reach out to the Office of the Provost:

Shawn Maxam, Senior Associate Director for Institutional Diversity and Inclusion at [smaxam@princeton.edu](mailto:smaxam@princeton.edu) or 609-258-9687.

Explore additional resources at the [Academic Inclusion Resources webpage](#).