



## NPS Alumni Association & Foundation

### **Statement on Diversity, Inclusion, and Equity**

We are at an historic moment regarding racism in America. Recent tragic events, such as the killing of George Floyd and Ahmaud Arbery have highlighted how much work there is for us to do in creating a fair and just society for all of our citizens. How we respond is what matters right now.

Influential leaders, including Admiral Mike Mullen (Ret) and LtGen Vince Stewart (Ret), have stated that they cannot remain silent. Naval Postgraduate School (NPS) President, VADM (Ret) Ann Rondeau, also spoke out in her note to the NPS community, “A Time for Listening and Leading.” The NPS Alumni Association and Foundation will also not be silent on this issue. Systemic racism and discrimination are antithetical to the values of our organization, our partners, and the NPS community we support.

Over the years, the NPS Alumni Association and Foundation has worked to provide opportunities to support students and faculty that reflect the rich diversity of perspectives, experiences, and ethnicity from different academic disciplines, different military services, and different nations. Our student programs are open to all members of the NPS community equally. Our support for faculty research is apportioned based on the quality of the research proposals and the expectation of its impact on the Department of Defense and national security. However, these activities are insufficient to address the larger systemic challenges before us. Through the collective work of NPS alumni and the students, faculty, and staff we can make a difference.

We recognize there is more work for us to do. That work begins by furthering our commitment to diversity, equity, and inclusion within the NPS Alumni Association and Foundation. We have an opportunity to listen to our broader community and learn more about how we can better meet the needs of our alumni. We appreciate and encourage the members of our community to engage in this conversation. We commit to building an alumni association that actively celebrates and supports the diversity of the NPS student body and alumni. We must listen and learn today in order to better lead tomorrow.

As President Rondeau noted in her message to NPS: “I believe our NPS community reflects the promise of our Navy and Marine Corps, our military and of our nation — that talented people

from across the country, indeed from around the world, with different backgrounds, ethnicity and life experiences can flourish here. NPS is an inclusive interservice, interagency and international campus. Inclusion and diversity of thought must be encouraged as part of our culture, not just as an academic institution, but as part of an unwavering value set that defines who we are.”

At the recent NPSAAF board meeting, our leadership discussed the necessity for increasing the diversity of our Board of Trustees and our Advisory Council. We commit to do this and will look to our Governance Committee to lead the work to improve our diversity and identify how we can change forms of unconscious bias into conscious inclusion. This committee will provide its recommendations for action to the Board of Trustees. We welcome your input on this effort and would ask that you write to us at [info@npsfoundation.org](mailto:info@npsfoundation.org).