

DIVERSITY  
INCLUSION

OFFICE FOR EQUITY, DIVERSITY, INCLUSION & BELONGING | 2022-23



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**HARVARD**  
OFFICE FOR EQUITY, DIVERSITY,  
INCLUSION & BELONGING

“Our willingness to learn from our past and to lead change in the present is vital to Harvard’s future. I know that our community will continue to face the University’s history with humility, to navigate difference with respect, and to celebrate the power of diversity to enrich our mission. I know this because I have seen it firsthand—and it has made me prouder than ever before to be part of this extraordinary institution.”

—LAWRENCE S. BACOW, 29th President of Harvard University

## From the Chief Diversity and Inclusion Officer

Dear Members of the Harvard Community,

It is no exaggeration to say that over the past few years, our social structures—including the ways that we used to teach, work, and learn—were upended. A confluence of events created a sea change in our culture that is still unfolding today. Looking back, it is easy to remember the challenges, but looking forward the question facing us is how will we create new systems and structures that serve all of us?

I am excited to be a part of answering this question because it is clear that our vibrant community is committed to excellence, working together to meet each new challenge with creativity and collaboration. As part of the Office for Equity, Diversity, Inclusion, and Belonging (OEDIB) five-year planning model, we used the past year to listen and to identify areas in need of development and communities in need of support. My team has worked with partners across Harvard to establish goals, while simultaneously making progress in key areas that are detailed in this update.

I am also proud of how our University community has used technology as a tool for inclusion, opening doors to new ideas, experiences and traditions online. We hosted an online University-wide EDIB Forum, bringing the community together to learn and discuss critical EDIB issues and ideas. We welcomed new members of the community from historically marginalized backgrounds to hybrid events like the Black, Indigenous, and People of Color Welcome.

And at long last, we were able to gather again, meeting face-to-face to celebrate our diversity, including at the inaugural



Dr. Martin Luther King Jr. Commemorative Lecture, affinity graduation ceremonies, and more.

If the last year has taught us anything, it is that change is unavoidable. Technology is expanding, misinformation and extreme partisanship are on the rise, and human rights and the environment are challenged across the globe. As an institution of higher education, we must continue to stand strong for civil rights, for reason, for academic and scientific expertise, and for veritas. Only together can we meet these challenges and ensure that our world, our community, and this University are places where everyone knows that they belong, can reach the promise of their full potential, and truly thrive.

In Community,

A handwritten signature in black ink that reads "Sherri Ann Charleston".

**Sherri Ann Charleston, JD, PhD**  
Chief Diversity and Inclusion Officer (CDIO)  
Office of the President  
Harvard University

# Championing Equity and Inclusion

Harvard President Lawrence S. Bacow

President Lawrence S. Bacow announced his intention to step down in June 2023. Throughout his tenure, Bacow has been a steadfast voice for the value of higher education in meeting the world's most complex challenges, and serves as an example of collaboration, the respectful exchange of ideas, and the importance of diversity and inclusion in realizing the University's mission.

President Bacow continues to call on Harvard to rigorously examine and debate a range of ideas, and to consider and embrace diversity of every variety as a source of strength and innovation. During his tenure, the University has continued to fund EDIB initiatives including, the Presidential Initiative on Harvard

**BELOW:** Lawrence S. Bacow, the 29th president of Harvard University, pictured at Commencement in 2019, is credited for defending affirmative action, supporting students in the Deferred Action for Childhood Arrivals, and leading efforts to reckon with Harvard's past entanglements with slavery.

and the Legacy of Slavery and the Harvard and Culture Lab Innovation Fund grants, and build infrastructure including establishing the Dr. Martin Luther King Jr. Commemorative Lecture at Harvard, and growing the University's OEDIB office and inclusive hiring initiative ([hr.harvard.edu/inclusive-hiring-initiative](http://hr.harvard.edu/inclusive-hiring-initiative)) just to name a few.

As a champion for opportunity and equity, President Bacow has added his voice on the national stage in support of the most vulnerable in our society, highlighting the importance of the free flow of ideas and people across borders and expanding access to educational opportunities, while speaking out against white supremacy and racism. Learn more about President Bacow and his tenure: [harvard.edu/president](http://harvard.edu/president)



# Inclusive Excellence

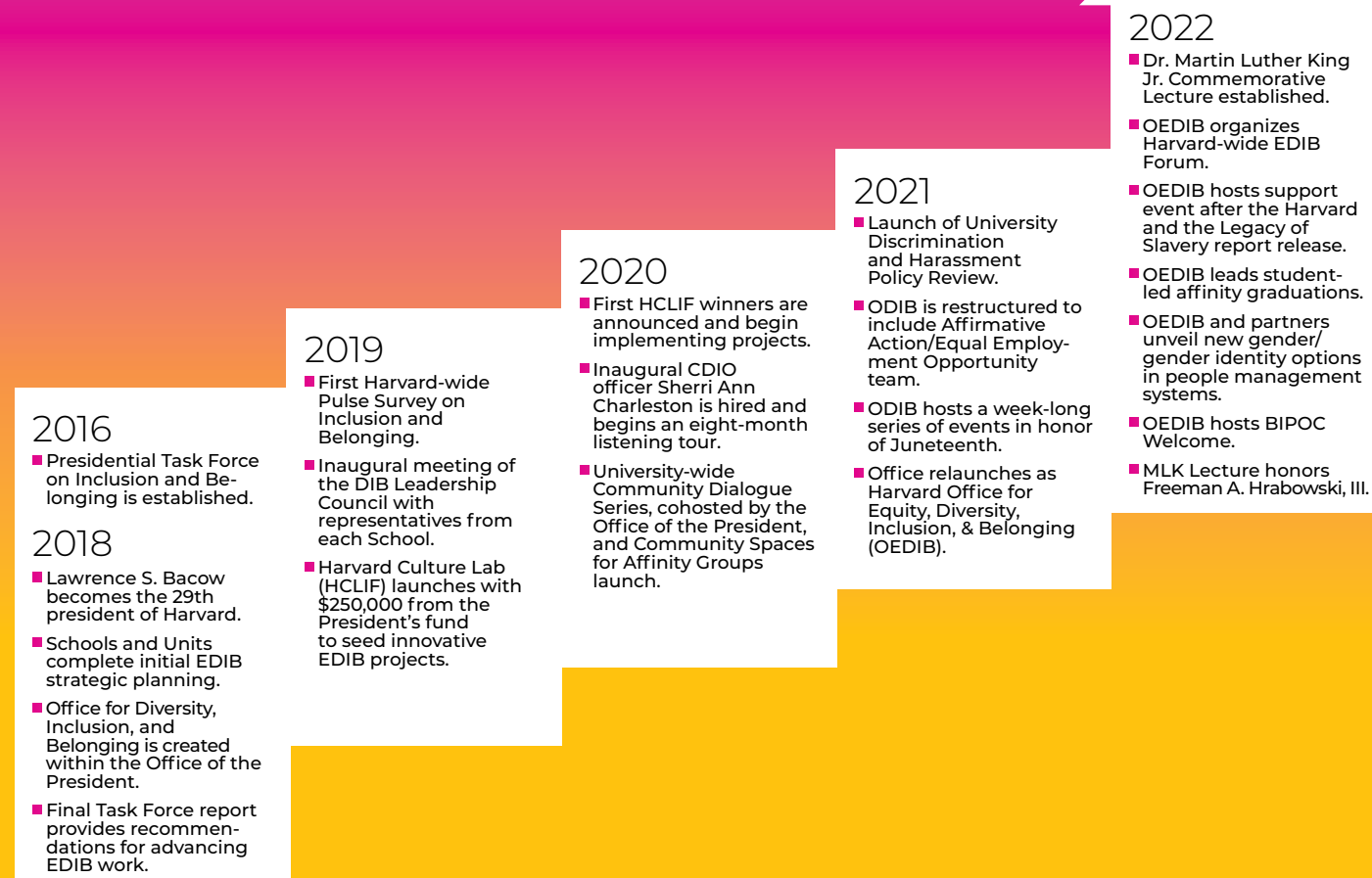
Progress through Partnership

Inclusive Excellence acknowledges that true excellence requires diversity, equity, inclusion, belonging, and anti-racist policies, processes, and initiatives as

fundamental. By aspiring to represent the broadest range of ideas, disciplines, backgrounds, and perspectives, Harvard aspires to Inclusive Excellence.

## Harvard's Progress Toward Inclusive Excellence

After listening to stakeholders and gathering data from across the University, OEDIB identified key target areas of focus for both long- and short-term projects.







# Organizational Excellence

## Transforming Systems to Advance Equity and Inclusion

**H**arvard brings together students, faculty, researchers, clinicians, and staff—from every imaginable background—allowing the University to make significant contributions to academic disciplines and fields of study too numerous to name. By creating and supporting infrastructure and systems that convene and nurture this diverse group of thinkers, leaders, scientists, and administrators across campus, Harvard is prepared to address global challenges with the most innovative, equitable, and inclusive solutions.

### Investing in Institutional Change

The Office for Equity, Diversity, Inclusion, and Belonging (OEDIB) supports innovative ideas and actions, convenes stakeholders, and is an information hub for EDIB efforts across campus. Harvard continued to invest in OEDIB as a force for institutional change,

**BELOW:** Harvard University Dining Services, Harvard University Native American Program, and OEDIB, coordinated with Bryant Rob, a noncampus member of the Wampanoag tribe, to honor Native American Heritage Month with special menus in dining halls throughout November.



adding two new roles to the team. Associate Chief Diversity and Inclusion Officer Alexis Stokes who joined OEDIB in December 2021, leads engagement efforts. To establish metrics that better assess campus-wide progress toward EDIB goals, Associate Director for EDIB Research and Assessment Tim Harrigan joined the team and supports School- and University-based efforts related to EDIB data. Both new positions will allow OEDIB to better coordinate and document EDIB efforts within Harvard’s decentralized environment.

### Fostering Communities of EDIB Practice

Vital to creating a more inclusive campus climate is a shared understanding of the challenges and opportunities at Harvard. OEDIB convened two leadership groups to share best practices, report progress, promote community engagement, and brainstorm strategic solutions to EDIB concerns from across the community.

In 2022, OEDIB inaugurated the EDIB Leadership Network, consisting of eighty campus administrators with both formal and/or voluntary EDIB-related roles. Quarterly meetings provide an EDIB-focused forum for a community of “doers” to collaborate and coordinate efforts, share resources and best practices, and provide professional development.

The DIB Leadership Council, a cohort of sixteen DIB leaders, continues to focus on strategic planning efforts. The Council members, who work with School- and Unit-level senior leadership, gather monthly to provide progress updates, set goals, and share current ideas from their communities, in addition to

addressing emerging issues and planning for University- wide initiatives. See a full list of DIB Council Members on p. 10 or online: [edib.harvard.edu/diversity-inclusion-belonging-leadership-council](https://edib.harvard.edu/diversity-inclusion-belonging-leadership-council)

### Expanding Gender-Inclusive Options for Employees

In collaboration with Harvard Human Resources, Harvard University Information Technology, and the Office for Gender Equity, OEDIB coordinated an initiative to integrate more diverse self-identification options for employees into PeopleSoft, one of Harvard’s internal people management systems. With input from the LGBTQ+ Community Coalition, expanded gender marker, gender identity, and pronouns options became available to employees in July. The deidentified data will be used to improve and inform programming for community members who identify as gender queer. Read more: [news.harvard.edu/gazette/story/2022/07/a-step-toward-a-more-gender-inclusive-harvard/](https://news.harvard.edu/gazette/story/2022/07/a-step-toward-a-more-gender-inclusive-harvard/)

### Honoring Heritage and Identity

In August 2021, OEDIB gathered the first Harvard Heritage Months working group. Representatives from across the University meet quarterly to identify heritage acknowledgements to raise awareness about particular cultures or identities, and help guide local-level event planning. These monthly acknowledgments celebrate the many cultures and identities that make up the Harvard community. Partnering with Harvard College, OEDIB developed a calendar highlighting Harvard-wide heritage events and EDIB activities. Learn more: [edib.harvard.edu/heritage-months](https://edib.harvard.edu/heritage-months)

“As the University’s EDIB infrastructure has evolved, it has created new opportunities for planning, coordination, and collaboration across Harvard.”

—AMARILDO “LILU” BARBOSA, Chief Diversity and Inclusion Officer, Harvard T.H. Chan School of Public Health



### The Harvard T.H. Chan School of Public Health

integrates EDIB and anti-oppressive principles and practices into its core functions. The Office of Diversity and Inclusion, led by Lilu Barbosa, strategically connects with students, staff, faculty, postdocs, and researchers across the School to collaborate on planning, committee work, program implementation, and to identify areas of solutions and growth.

Barbosa’s team has increased transparency through community communications including monthly newsletters, weekly listserv emails, and by making key reports and action plans available online.

“Engagement within the School is essential to our vision and direction of our work. This includes routine engagement with senior leaders, standing agenda items and updates, and cyclical engagement with department leaders and their EDIB committees during the year,” says Barbosa. “This allows us to work on key priorities consistently over time.”

To learn more about EDIB at Harvard Chan School, visit: [hsph.harvard.edu/diversity](https://hsph.harvard.edu/diversity)



# Fostering a Culture of Inclusion

## Redefining Community Connections

As we looked to the future, considering new values, practices, and goals, the Report of the Presidential Committee on Harvard and the Legacy of Slavery confronted the University's past and the ways in which it participated in and benefited from the slave trade and slave labor. Guided by seven recommendations from the Presidential Committee, the work to reckon with Harvard's past has just begun and will continue to inform work and intentional steps to ensure honesty about Harvard's past, and creating an equitable and inclusive future.

### EDIB Forum: Reimagining Community

In April 2022, OEDIB organized and launched Harvard's inaugural Equity, Diversity, Inclusion, and Belonging Forum—Reimagining Community. This virtual three-day event

**BELOW:** Freeman A. Hrabowski, III delivered the inaugural Dr. Martin Luther King Jr. Commemorative Lecture on October 12 in Sanders Theatre. He is celebrated for his leadership in developing a national educational model for students from diverse backgrounds to excel in STEM. Watch the lecture at [bit.ly/HarvardMLK2022](https://bit.ly/HarvardMLK2022).



brought the community together to learn and engage with critical EDIB topics. The forum featured over a dozen breakout sessions, and speakers—including Bill Lee, Cornell William Brooks, Lauren Ridloff, LaTosha Brown, and many more.

The forum provided an opportunity for Harvard staff, faculty, and researchers to participate in professional development around EDIB issues and was a chance for individuals from across the University to network and socialize. Over 2,600 people registered, with attendees from every Harvard School represented. In a post-event survey, more than 90 percent of participants reported that their forum participation increased their knowledge of diversity and inclusion topics.

Watch select forum videos online: [bit.ly/EDIB-YouTube](https://bit.ly/EDIB-YouTube)

### Harvard & the Legacy of Slavery

Released in April 2022, the Report of the Presidential Committee on Harvard & the Legacy of Slavery (H&LS) documents the ways Harvard has profited from the exploitation of enslaved people and began the long work of reckoning with the legacy of the University's entanglements with slavery.

In tandem, with the Report's release, OEDIB organized two University-wide forums as spaces of support to reflect on the Report's troubling findings and to begin a dialogue within the community. OEDIB also provided a comprehensive listing of similar School-level and local events. In partnership with the Harvard Radcliffe Institute, where the Presidential Committee is anchored, and with Sarah Bleich, the newly appointed vice provost for special projects, and her team will oversee the implementation of the initiative.

To learn more about H&LS visit: <https://legacyofslavery.harvard.edu>

### Affirming Celebrations

In May, the OEIDB piloted a Harvard-wide model of student-led and staff-supported events. OEDIB staffed six ceremonies celebrating graduates from diverse backgrounds with nearly 1,400 students participating. All members of the Harvard community were invited to participate in ceremonies congratulating Asian Pacific Islander Desi-American, First Gen, LGBTQIA+/Lavender, Black, Latinx, and Indigenous graduates. OEDIB also supported a 2020/2021 graduates reception, with over 720 participants, and a Black undergraduate celebration.

### Dr. Martin Luther King Jr. Commemorative Lecture at Harvard

In October 1962, Dr. Martin Luther King Jr. spoke at Harvard Law School about the future of integration and the path to racial justice. In honor of the 60th anniversary of that speech, President Bacow announced in January 2022 the annual Dr. Martin Luther King Jr. Commemorative Lecture to recognize individuals who through their dedication to activism, advocacy, scholarship, or service have made an indelible contribution to advancing justice and equality. OEDIB oversaw the inaugural public lecture honoring Freeman A. Hrabowski III, celebrated for his leadership in developing a national educational model for students from diverse backgrounds to excel in science, technology, engineering, and math. Nominations for the honoree were solicited from community members from across Harvard.

Learn more at: [edib.harvard.edu/mlk-lecture](https://edib.harvard.edu/mlk-lecture)

“Hospitality is most successful when we are inclusive in understanding the unique needs of our guests.”

—SMITHA SAANDHYA HARI HANEEF, Managing Director, Harvard University Dining Services



Harvard University Dining Services' (HUDS) strategic vision incorporates community building and engagement while promoting health, cultural, environmental, and religious sensitivity. Led by Managing Director Smitha Haneef, HUDS celebrates diversity and fosters community by continually innovating the design of events, spaces, and offerings. “I have the privilege of supporting the University's mission alongside a diverse team of professionals who extend the best of hospitality and help nourish our community,” says Haneef.

One example is a partnership with Harvard University Native American Program and OEDIB to celebrate Native American Heritage Month. This year's celebration featured an expanded range of Indigenous recipes for dinner in undergraduate dining halls on November 15, and lunch at Harvard Law School on November 17. Recipes were sourced from an Indigenous HUDS chef, student submissions, and team research. HUDS' Learnings Report details their inclusive and healthy hospitality programs for students and community members.





# Data-Informed Innovation and Leadership

## Sharing Actionable Data that Drives Inclusive Change

Undergirding all the University's endeavors are administrative policies and practices that can help bolster inclusion and ensure equity is a core value embedded in all the University's activities. EDIB leaders across campus—from employee resource group members, student leaders, and local diversity deans—contribute innovative ideas and use data to inform areas for development or communities in need of resources, as well as measuring progress on a systemic level.

### Inclusion Informed by Data

In collaboration with the Harvard University IT development team and Office of the Executive Vice President, OEDIB began work on an accessible, web-based resource for sharing data involving EDIB work happening across the University. As part of a broad effort to better understand EDIB efforts, the Inclusion Index will establish a sustainable data reporting system that schools and units

**BELOW: HCLIF-funded First-Generation Visibility Week offered a series of events aimed at empowering, celebrating and validating the identities of first-generation students. Events included an open mic night, guest speakers, and distribution of flower bouquets and books with first-gen alumni testimonials on November 8, National First Gen Day (pictured).**



can utilize to collect information on a range of EDIB initiatives. The Index will provide stakeholders with capacity to better understand the breadth of Harvard's EDIB initiatives, and will provide a springboard for support and collaboration on new initiatives.

### Harvard Culture Lab Innovation Fund

For the fourth year, OEDIB oversaw the Harvard Culture Lab Innovation Funds (HCLIF). Funded by the Office of the President, this idea incubator invests \$200,000 annually to support innovative, community member-led projects that advance a culture of belonging at Harvard. Thirteen projects received funding in FY22, including an underrepresented minority mentorship program, BIPOC mental health interventions, disability kindness training for staff, restorative justice workshops, and antiracist curriculum initiatives. These projects allow members of the community, including historically marginalized groups, to identify and address their needs in meaningful ways, and ensure stakeholders are part of the process of institutional change. See the sidebar on page 9 for more information.

### Addressing Discrimination and Bullying

Provost Alan Garber established the University Discrimination and Bullying Policy Steering Committee and Working Groups in January 2021. The three working groups conducted research, reviewed existing policies, and recommended, in spring 2022, new University-wide procedures concerning sexual misconduct, discrimination, and bullying. The Non-Discrimination Policy Working Group, chaired by CDIO Sherri Charleston,

examined how to address forms of prohibited discrimination other than sexual and gender-based harassment.

In April 2022, after review of the reports by the Steering Committee and deans, the provost opened the comment phase of the project, over several months, encouraging all Harvard community members to share their thoughts on the proposed policies and procedures. Drafts of the working groups reports can be found at:

[communitymisconductpolicies.harvard.edu](https://communitymisconductpolicies.harvard.edu)

### Building Inclusion into Financial Planning

Collaboration is at the heart of systemic, sustainable culture change. OEDIB partnered with Schools, Departments, and Units across Harvard to gather data and identify systems and processes that may create inequities unintentionally.

In collaboration with OEDIB, the Office of Financial Strategy and Planning introduced a new narrative question in the annual budget process to better understand how Schools and Units are budgeting for investments in EDIB, and is also developing a framework for tracking financial investments and EDIB resource allocation as part of annual multi-year financial planning.

In support of efforts to develop a robust supplier diversity program, Harvard Strategic Procurement and the University Construction Management Council continue to work with OEDIB to purposefully consider BIPOC and female-owned firms in external spending, procurement, and Harvard-funded capital projects as part of Harvard's Supplier Diversity Program.

**“First Generation Visibility Week raised awareness about issues that impact first-gen college students, and connected them to resources to help them feel celebrated and thrive at Harvard.”**

—MARVIN BACLIG, Assistant Director for Student Programming, Harvard Foundation for Intercultural and Race Relations



### In 2022 Harvard Culture Lab Innovation Fund

awarded thirteen grants to teams of students, staff, faculty, and researchers who proposed innovative projects that create and support a culture of inclusion at Harvard. The program was created in 2019 and is funded by the Office of the President. Projects span a wide range of topics, from advancing technology at Harvard to art-based projects and support groups.

A few projects funded in 2022 include:

- **Harm to Harmony:** A training that expands restorative justice practices within Harvard College residential communities to prevent, intervene, and respond to harm.
- **Language Exchange:** Matches community members who want practice conversing in a language of their choice.
- **To Be Seen, Acknowledging Indigenous Land in Green Spaces:** An installation of a series of interpretive signs on a widely used public trail, to amplify local Indigenous voices and experiences.

To see the full list of HCLIF and Express Grant recipients or to apply to get your project funded, visit: [edib.harvard.edu/culture-lab](https://edib.harvard.edu/culture-lab)

# Partnerships and Collaborations

## Working Together to Achieve EDIB Goals

**A**s momentum to tackle EDIB issues grows, finding creative ways to integrate efforts across Harvard's complex and decentralized infrastructure is both a challenge and opportunity. OEDIB's work centers on forming new alliances—not just new initiatives—across all levels of the University. No single person or team can fully address EDIB issues. Partnership is central to creating equitable, sustainable responses to University issues and allows internal expertise and innovative ideas to flourish. Keeping participatory, inclusive collaborations at the heart of EDIB initiatives is vital to centering historically marginalized communities in EDIB conversations and grounding efforts in the ideas and experiences of those communities.

### Disability Awareness and Advocacy

OEDIB meets and partners on awareness raising, inclusion, and accessibility initiatives guided by and focused on the experiences of community mem-

bers with disabilities. In partnership with University Disability Resources, OEDIB representatives serve on the Student Accessibility Advisory Group charged with elevating student voices on topics of accessibility across Harvard. OEDIB works regularly with Ability+, an affinity group for employees with disabilities and their allies.

### Recognizing and Responding to Mental Health on Campus

OEDIB is represented on the Implementation Committee for Student Mental Health and Wellness, which is working to prioritize the recommendations of the July 2020 Report of the Task Force on Managing Student Mental Health. The implementation committee is creating plans to operationalize the Report's key recommendations, conducting an inventory of mental health and wellness resources across the University, and providing oversight and follow-up on progress.

### DIB Academy

In partnership with Harvard Human Resources Center for Workplace Development, OEDIB continued the development of the DIB academy, a six-module professional development offering for Harvard benefits-eligible faculty, postdocs, and staff. The training series is an opportunity for community members to consider diversity in policies, process, and administrative work. Sessions added over the past year include: The Intersection of Power, Privilege, and Oppression; Microaggressions; Anti-Black Racism; and From Allyship to Accomplice.

### Welcoming Students of All Backgrounds

In collaboration with admissions officers from across the University, the CDIO shared a message of welcome and encouragement to accepted students from historically marginalized or underrepresented backgrounds. OEDIB plans to partner with admissions offices in the upcoming year to welcome potential students at a spring 2023 One Harvard event.

### Reimagining Campus Community Safety






OEDIB supports campus-wide conversations about reimagining safety led out of the Office of the Executive Vice President. CDIO Sherri Charleston is a member of the executive steering group and OEDIB staff serve as members on the campus engagement planning committee. The first conversation took place during the EDIB Forum in April 2022, with two additional conversations over summer and fall, with more planned in the upcoming year.

### Advancing EDIB at the School Level

Schools and Units across Harvard also have dedicated offices and teams that advance the University's diversity, inclusion, and belonging goals, each offering a wide range of programs and initiatives. Each School's diversity officer and representatives from Harvard University Libraries, Health Services, and Native American Program serve on the EDIB Council. More information about local initiatives can be found at:

[edib.harvard.edu/schools-units](https://edib.harvard.edu/schools-units)

### Deans and Diversity Officers

-  **Tomiko Brown-Nagin**, Dean  
**Nisha Mongia**, Executive Dean  
HARVARD RADCLIFFE INSTITUTE
-  **Nancy Coleman**, Dean  
**Shirley Greene**, Associate Dean of Students  
HARVARD DIVISION OF CONTINUING EDUCATION
-  **George Q. Daley**, Dean  
**Joan Reede**, Dean for Diversity and Community Partnership  
HARVARD MEDICAL SCHOOL
-  **Srikant Datar**, Dean  
**Terrill Drake**, CDIO  
HARVARD BUSINESS SCHOOL
-  **Emma Dench**, Dean  
**Sheila Thomas**, Dean for Academic Programs and Diversity  
HARVARD GRADUATE SCHOOL OF ARTS AND SCIENCES
-  **Francis J. Doyle III**, Dean  
**Paula Nicole Boone**, Assistant Dean DIB  
HARVARD JOHN A. PAULSON SCHOOL OF ENGINEERING AND APPLIED SCIENCES
-  **Douglas Elmendorf**, Dean  
**Robbin Chapman**, Associate Dean of DIB  
HARVARD KENNEDY SCHOOL OF GOVERNMENT
-  **Claudine Gay**, Dean  
**Sheree Ohen**, Associate Dean of DIB  
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-  **William V. Giannobile**, Dean  
**Fadie Thomas Coleman**, Assistant Dean, DIB  
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-  **David N. Hempton**, Dean  
**Melissa Bartholomew**, Associate Dean of DIB  
HARVARD DIVINITY SCHOOL
-  **Rakesh Khurana**, Dean  
**Alta Mauro**, Associate Dean of Students for Inclusion and Belonging  
HARVARD COLLEGE
-  **Bridget Terry Long**, Dean  
**Ivonne M. Garcia**, Director for DEI, Faculty and Staff Development Lead  
**Gregory Saint-Dick**, Director for DIB, Student Development Lead  
HARVARD GRADUATE SCHOOL OF EDUCATION
-  **John F. Manning**, Dean  
**Monica E. Monroe**, Assistant Dean for Community Engagement, Equity, and Belonging  
HARVARD LAW SCHOOL
-  **Sarah M. Whiting**, Dean  
**Naisha Bradley**, CDIO  
HARVARD GRADUATE SCHOOL OF DESIGN
-  **Michelle A. Williams**, Dean  
**Lilu Barbosa**, CDIO  
HARVARD T.H. CHAN SCHOOL OF PUBLIC HEALTH
-  **Kelli Mosteller**, Executive Director  
HARVARD UNIVERSITY NATIVE AMERICAN PROGRAM
-  **Laurie Nicolas**, Director for Equity Diversity, Inclusion and Belonging  
HARVARD UNIVERSITY HEALTH SERVICES
-  **Jerome Offord**, Associate University Librarian for Antiracism  
HARVARD LIBRARY

“By working together our actions and policies will continue to be more equitable and inclusive, ensuring that each staff member has the opportunity to thrive.”

—MEREDITH WEENICK, Executive Vice President



“At Harvard, we aspire to reach our full potential in scholarship and education, and also in how we value, include, and respect one another. We can only achieve the former if we succeed in the latter.”

—ALAN M. GARBER, Provost and Chief Academic Officer





# Anticipated Initiatives

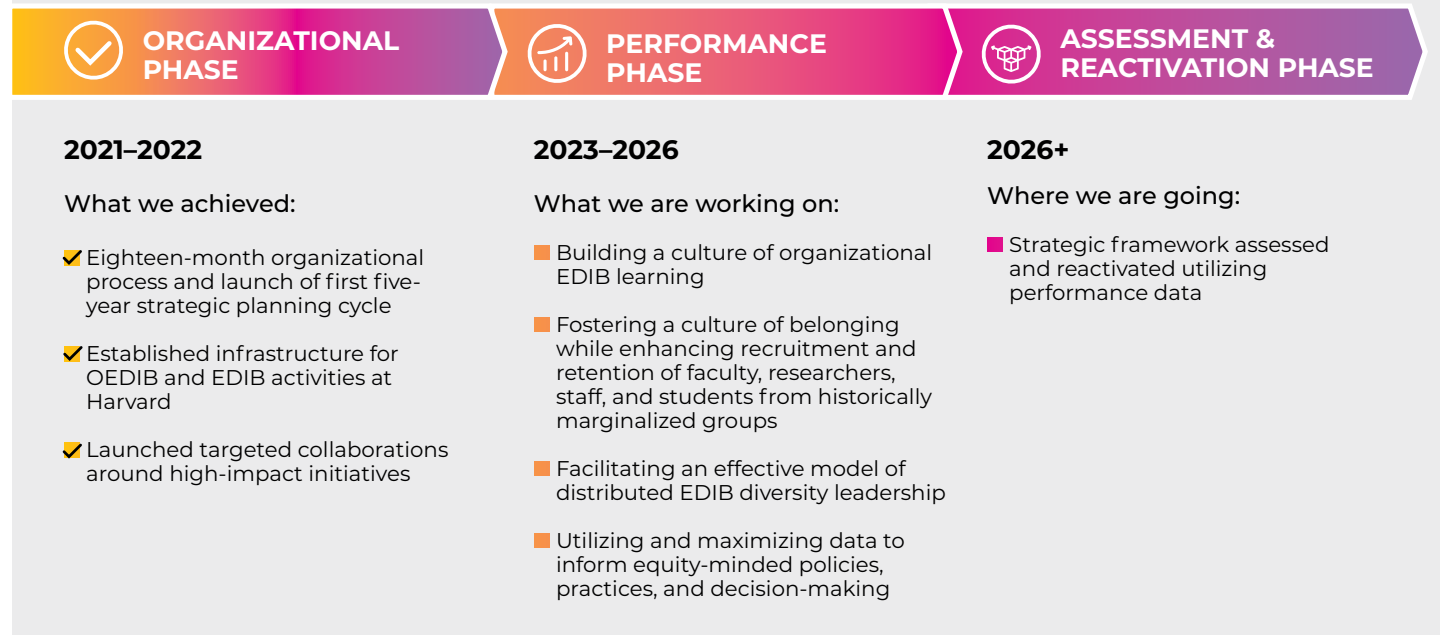
## Looking Ahead

Harvard continues its commitment to advancing diversity and equity for all community members. Creating a culture of belonging and inclusion is up to all of us and over the past year, OEDIB has been proud to convene and collaborate with stakeholders from across the University. This update highlights some of the advances and changes that have

been made in EDIB—from complex systemic changes in policy and processes to creating simple opportunities for individuals to connect across differences.

Over the next five years, Harvard will continue to support a culture of inclusion and equity by developing our infrastructure, facilitating partnerships, gathering data, and assessing the progress of EDIB efforts across campus.

### OEDIB's Five-Year+ Planning Model



### Find Resources, Take Action

A collective, community commitment is a part of every phase of current activities and future plans. Access self-guided learning resources, get event information, or apply to get your EDIB project funded.

Apply for Culture Lab funding:  
[edib.harvard.edu/culture-lab](http://edib.harvard.edu/culture-lab)

University-wide and school-based EDIB resources:  
[edib.harvard.edu/resources](http://edib.harvard.edu/resources)

Self-guided learning guides and toolkits:  
[edib.harvard.edu/guides-toolkits](http://edib.harvard.edu/guides-toolkits)

Register for an upcoming event:  
[edib.harvard.edu/events](http://edib.harvard.edu/events)

Read the 2019 Pulse Survey results:  
[pulse.harvard.edu/results](http://pulse.harvard.edu/results)

Subscribe to the OEDIB Newsletter:  
[Mailchi.mp/2fc75fe8ea74/dib](mailto:Mailchi.mp/2fc75fe8ea74/dib)

“We want to build a community in which all of us feel like we can be not only agents of change, but also support for members of the community in times of challenge and need.”

—CLAUDINE GAY, Edgerley Family Dean of Harvard's Faculty of Arts and Sciences, who will become the 30th president of Harvard University on July 1, 2023.



## Meet the OEDIB Team

**Sherri Ann Charleston**  
Chief Diversity and  
Inclusion Officer



**Alexis J. Stokes**  
Associate Chief  
Diversity and  
Inclusion Officer



**Gary Schwartz-Moore**  
Senior Director  
of Administration  
and Operations



**Teresa Malonzo**  
Director of  
Affirmative Action  
and Diversity  
Analytics

**Tim Harrigan**  
Associate Director  
for EDIB Research  
and Assessment



**Angela Alberti**  
Senior Outreach &  
Digital Strategy  
Officer



**Anabella Morabito**  
Senior Manager  
EDI Community  
Engagement



**Hana Omiya**  
Project  
Manager

**Sarah Minkin**  
Affirmative Action  
Program Analyst



**Aryn Clay**  
Executive Assistant/  
Project Coordinator



## Learn More

Learn more about CDIO Sherri Charleston and read her statements to the community at: [edib.harvard.edu/people/sherri-ann-charleston](https://edib.harvard.edu/people/sherri-ann-charleston)

To find out more about us visit us online at: [edib.harvard.edu/about](https://edib.harvard.edu/about)

Photography: Marvin Germain, Justin Knight, Harvard University Native American Program; Steve Lipofsky, lipofsky.com; Rose Lincoln, Kris Snibbe Design; Laura McFadden Design, Inc.



**Access  
Resources**

Go to the OEDIB guides and toolkits page:  
[edib.harvard.edu/guides-toolkits](https://edib.harvard.edu/guides-toolkits)



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