

## Recent and Ongoing Efforts to Advance Inclusion and Anti-Racism at Harvard Kennedy School September 2020

### School Structure and Information

- Following the recommendation of [HKS's 2016 Task Force on Diversity and Inclusion](#), creating the [Office of Diversity, Inclusion, and Belonging \(ODIB\)](#) and creating the position of Associate Dean for Diversity, Inclusion, and Belonging to oversee ODIB and serve as a member of the Dean's senior leadership team.
- Appointing Dr. Robbin Chapman as Associate Dean for DIB following a search process involving students, staff, and faculty, and building an ODIB team with the addition of Kimberly Harris as Assistant Director and Harrison Nekoroski as Program Coordinator.
- Developing and distributing each October a [report](#) to the HKS community with data on the race, gender, and national origin of students, faculty, and staff.
- Creating and maintaining a [Knet portal](#) on diversity, inclusion, and belonging to consolidate information and resources.
- Curating [materials on diversity and racism at HKS's Library and Knowledge Services](#) and [anti-racist resources](#) organized for various constituencies in our community.
- Creating and disseminating [new information and resources on Title IX and sexual harassment](#) on Knet, and arranging bystander training regarding sexual harassment.
- Supporting the Women and Public Policy Program, HKS's research center that advances gender equity through its research and outreach.
- Regularly convening a Diversity Committee comprising students, staff, and faculty.
- Recognizing heritage months for underrepresented groups.
- Distributing a monthly newsletter from ODIB.
- Creating a [new section of the public website devoted to racism and public policy](#).
- Developing a new approach for tracking and responding to incidents of bias or harassment based on race.

### Faculty, Curriculum, and Pedagogy

- Implementing new procedures for faculty search and review committees that use the latest research evidence to increase inclusiveness and minimize bias, and focusing on cluster hiring.
- Appointing roughly a dozen faculty members over the past three years whose teaching, research, and outreach address race and public policy, and appointing other faculty members whose work addresses other aspects of diversity and equity.
- Creating a required course for first-year MPP students on race and public policy, and offering other new courses that address injustice based on race, gender, sexual orientation, disability, and religion.
- Developing new teaching cases on race, gender, and social justice.
- Funding development and implementation of "Teachly," a software tool to help faculty engage with students more inclusively at HKS and now in other schools.
- Providing training and support to faculty for inclusive teaching practices.

- Conducting numerous seminars, discussions, and events on racism and other forms of injustice through HKS research centers and programs, including the Racial Justice program at the Carr Center for Human Rights Policy; the Summer Teach-In arranged by the Center for Public Leadership, Institute of Politics, and Women and Public Policy Program; the William Monroe Trotter Collaborative for Social Justice at CPL; and the Initiative for Institutional Anti-Racism and Accountability at the Shorenstein Center on Media, Politics, and Public Policy.

## **Student Admissions and Support**

- Expanding and revising recruiting practices, with a particular emphasis on reaching underrepresented applicants more effectively.
- Improving the process for reviewing applications by streamlining admissions committees and providing comprehensive training to committee members on bias and holistic review of files.
- Partnering with student groups to conduct personal outreach to admitted applicants in order to improve student yield.
- Creating an Orientation Week session on anti-racism and allyship.
- Working with Community Change, Inc., to develop anti-racism training workshops.
- Committing substantial resources to sustain a scholarship program for students serving underrepresented African-American communities.
- Supporting student affinity groups, conferences, and journals focused on perspectives of underrepresented groups.
- Holding town hall meetings to hear students' perspectives.
- Significantly increasing the number of participants and academic excellence of those admitted to our Public Policy Leadership Conference, a pipeline for undergraduates from diverse backgrounds.
- Creating an award for the best student research paper related to race, given in honor of Emeritus Professor William Julius Wilson, and continuing an award for the best student research paper related to gender, given in honor of Emerita Professor Jane Mansbridge.

## **Staff**

- Providing training in implicit bias, micro-messaging, bystander intervention, and cross-cultural communication, including during orientation of new staff members.
- Increasing significantly the outreach to HBCUs and affinity organizations, and pursuing other approaches, to identify talented applicants with a wide range of backgrounds and experiences and to facilitate greater diversity of our staff.
- Fostering meaningful dialogue in each working unit of HKS by having senior managers lead and encourage conversations about race, social justice, and the climate here.
- Making some seminars on relevant topics accessible to staff, including the weekly research seminar on gender organized by the Women and Public Policy Program.

## **Spaces**

- Shifting artwork and acquiring new artwork (including portraits of leaders with diverse backgrounds) to make common spaces more welcoming and inclusive.
- Creating a Community Bulletin Board where all members of HKS can share messages and solicit new connections.
- During our campus transformation, making significant improvements in accessibility and creating an additional lactation room and a room for religious observance, meditation practice, and reflection.

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