

# IMPACT

**SPRING 2021**

Harvard Kennedy School is committed to advancing diversity, equity and inclusion on our campus so that everyone in our community can thrive and fulfill our mission to improve public policy and leadership. We need to do more to overcome racism, sexism, and other systemic injustices, here at the Kennedy School and in the world.

To meet this commitment, many members of the Kennedy School community have contributed important insights. Some stem from recommendations of the student-faculty-staff task force commissioned by the Dean in 2016, while others have been developed by members of the community over time.

Making an **IMPACT** on diversity, equity and inclusion is both our goal and a mnemonic to describe our approach:

- ( **I** ) Creating and sharing **INSIGHTS** to advance our collective learning;
- ( **M** ) **MEASURING** our progress to hold ourselves accountable;
- ( **P** ) Developing **POLICIES** to generate a more level playing field;
- ( **A** ) Increasing **ACCESS** to all aspects of HKS life;
- ( **C** ) Nourishing a **CULTURE** of respect for the dignity and differences of others;
- ( **T** ) Creating **TOOLS** that help us to achieve our aspirations.

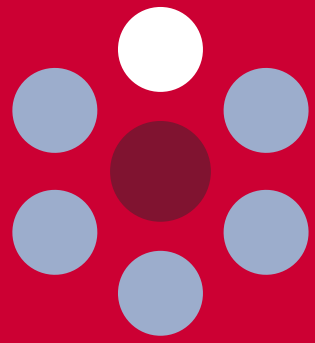
The **IMPACT** wheel is a living document that will evolve as we keep learning from each other and advancing as an institution. The wheel provides links to activities undertaken, courses and trainings offered, data collected, procedures redesigned, financial resources provided, and tools created.

Together, we will make progress toward a world that is more just for all, including here at HKS. Please send your comments and suggestions to **DIB@hks.harvard.edu**.

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SPRING 2021





**INSIGHT**

MEASUREMENT

POLICY

ACCESS

CULTURE

TOOLS

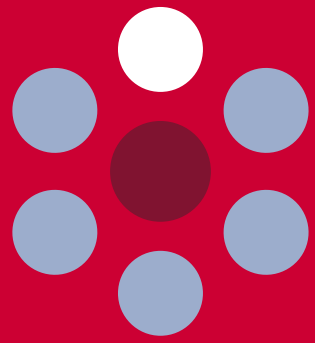


**INSIGHT**

**Education**

**Research**

**Training**



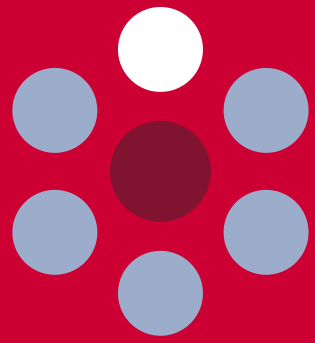
**INSIGHT**  
MEASUREMENT  
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TOOLS



## Education, Research, Training

### Examples of courses

- **Required MPP-course: Race and Racism in the Making of the United States as a Global Power**
- **Creating Justice in Real Time: Vision, Strategies and Campaigns course**
- **Disability Law and Policy course**
- **Native Americans in the 21st Century: Nation Building course**
- **Race and the State: The Role of Public Policy in U.S. Racial Inequality course**
- **Queer Nation: LGBTQ Protest, Politics, and Policy in the U.S. course**
- **Understanding Gender in International Development course**
- **Violence, Gender, and Global Politics course**
- **Executive Education Program: Strategies for Building and Leading Diverse Organizations course**
- **Executive Education Program: Women and Power course**

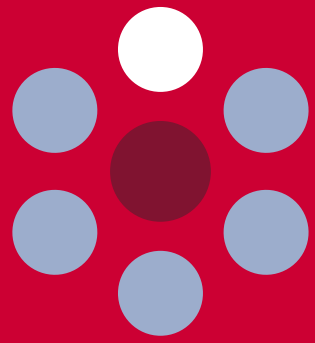


**INSIGHT**  
MEASUREMENT  
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# INSIGHT

## Education, **Research**, Training

- Recent Faculty Hires working on Race, Gender and DIB
- Student Journals related to DIB
- Student Awards for Research on Gender and Race
- Women and Public Policy Program, Weekly Research Seminar
- Women and Public Policy Program, Gender Action Portal
- Race, Research & Policy Portal
- Shorenstein Center, Institutional Antiracism and Accountability Project
- Center for Public Leadership, William Monroe Trotter Collaborative for Social Justice
- Wiener Center, Program in Criminal Justice Policy and Management
- Select HKS Faculty DIB Research (2015-2019)



## INSIGHT

MEASUREMENT

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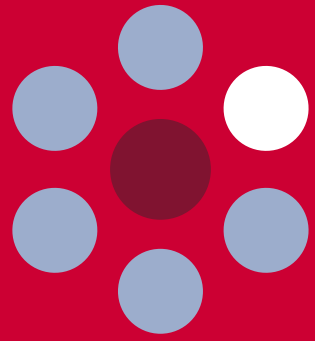
CULTURE

TOOLS

# INSIGHT

## Education, Research, **Training**

- Center for Workplace Development DIB Curriculum
- Bias Training for Admissions Committees and Staff
- Bystander Intervention Training
- ODIB Anti-Racism 101 Workshop (so far rolled out to TAs)
- Dean's Discussions on Gender and Race
- Orientation: Exploring Community Workshop and Antiracism and Allyship Workshop
- Anti-Racism Workshop for HKS Leaders with Community Change Inc.
- Implicit Bias Faculty and Staff Seminar
- Teaching Seminar on Difficult Conversations in the Classroom
- Culture Change and Diversity Toolkit

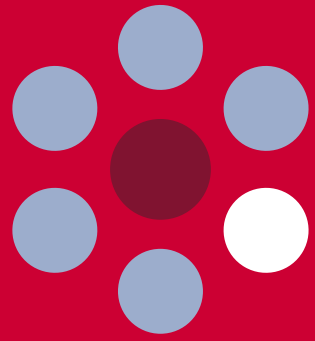


INSIGHT  
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**MEASUREMENT**

- **HKS Annual Diversity Statistics**
- **Admissions Tracking Database**
- **Pulse Survey on Campus Climate**
- **Title IX Annual Report**



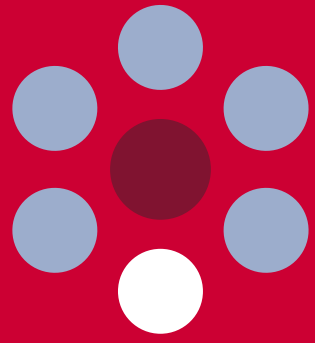
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**POLICY**

- Faculty Hiring and Promotion Procedures
- Staff Hiring and Recruitment Practices
- Title IX Policy and Procedures
- Guidelines on Racial and Other Harassment



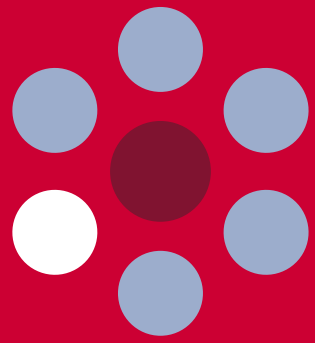


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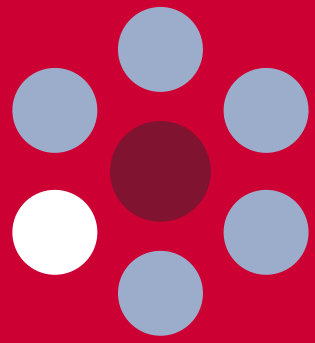
**ACCESS**

- **Public Policy Leadership Conference (PPLC)**
- **Fellowship Program for Students Serving African American Communities**
- **Student Involvement in Student Recruitment**
- **Student Involvement in Faculty Searches**
- **Support of Student Run Conferences**
- **Student of Color Pre-Orientation**



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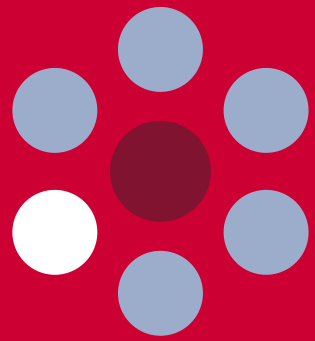


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## Engagement, Resources

- **Diversity Committee (DivCo)**
- **Staff Cultural Ambassadors**
- **Artwork Committee**
- **Town Halls and Meetings with Students on Anti-Racism and other DIB-topics**
- **Staff Conversations on Race**



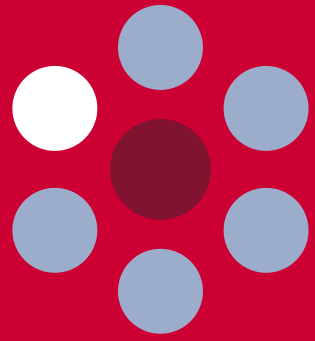
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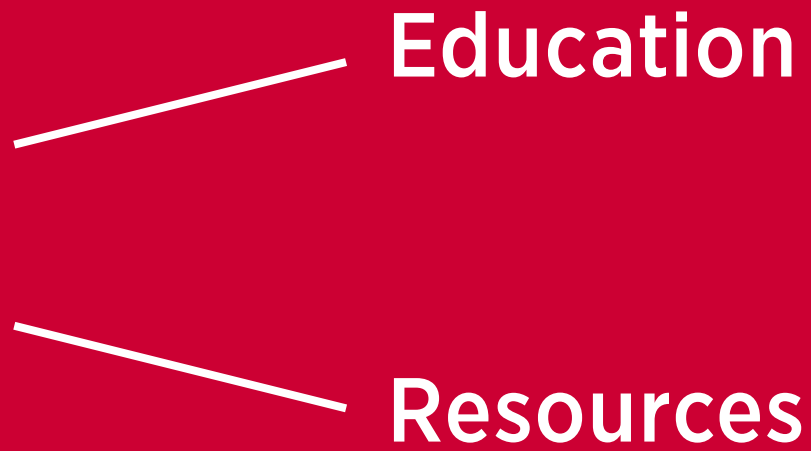
**CULTURE**

## Engagement, **Resources**

- **ODIB Monthly Newsletter**
- **On-Campus Room for Religious Observance, Meditation Practice, and Reflection**
- **Heritage Months**
- **Support for Black and Latinx Commencements**
- **Additional Title IX Resources**

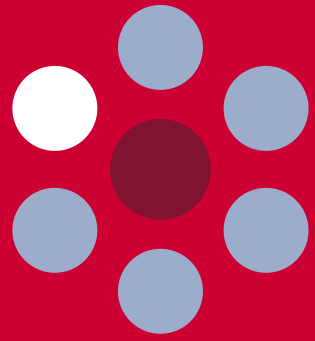


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**Education**

**Resources**

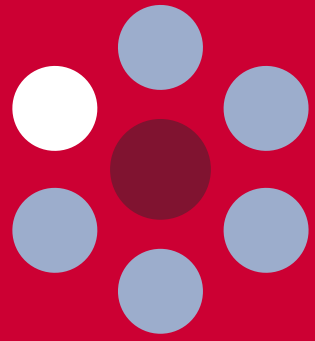


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## Education, Resources

- **Teachly Participation Tracker**
- **Race and Social Justice Case Collection**
- **Gender Course Guide**
- **Guide to Courses Related to Racism and Bias**



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**TOOLS**

## Education, **Resources**

- KNet portal page on DIB information and resources
- Race Resources for the HKS Community
- Opposing Racism and Discrimination through Public Policy and Leadership
- Fairness & Justice Policy Topic Public Webpage
- LKS Racial Justice, Racial Equity, and Antiracism Reading List
- LKS Diversity, Inclusion, and Belonging Collection
- Resource List for Parents on Racial Justice

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