

FAS 2018-2019

DIVERSITY



FAS HUMAN RESOURCES
www.hr.fas.harvard.edu/diversity

Dialogue Series

FAS Diversity Conference

A Decade of Dialogue
2009-2019



Thursday, April 25, 2019
8:00 a.m. - 1:00 p.m. Glass Box Suite
Richard F. and Susan A. Smith Campus Center

A Retrospective Reflection...

Welcome to the FAS Diversity Conference: A Decade of Dialogue. There is an African proverb that says “If you want to go fast, go alone. If you want to go far, go together.” Ten years ago, the idea that we could offer these dialogues to the FAS community on a regular basis was an aspiration. Ten years later, we see that this aspiration has become a reality. Working together, what started as an offering once or sometimes twice a year, has become an integral part of our FAS staff diversity efforts. FAS Diversity Dialogues are offered three times during the academic year, and now include a summer panel. Working together, we hope we are helping to influence the FAS culture and environment so that FAS is recognized as a safe place to learn with and about each other, with the chance to apply this learning to our work. Whenever we are asked why these dialogues are important, I remember what one attendee shared several years ago: “I didn’t know what I didn’t know until the diversity dialogues.” We can hope for a broad understanding and acceptance of our differences, if our knowledge of people who are different comes from a range of perspectives, backgrounds and views. With these Dialogues, we have found ways to talk candidly with one another, and in addition to understanding our similarities, we have also learned to celebrate our differences. We are always better together. Thank you for supporting this effort for the past ten years. We hope to continue learning, growing, and sharing with each other in the years to come.

*Andrea Kelton-Harris
Senior Human Resources Consultant,
FAS Human Resources*



Overview of the Morning

Conference Welcome

Andrea Kelton-Harris, Senior Human Resources Consultant

Introduction

John Wilson, Senior Advisor and Strategist to the President

Opening Remarks

Professor Philip J. Deloria, Professor of History and Chair of the Committee on Degrees in History and Literature

Panel Discussion

Renee Graham, Moderator, Boston Globe
Sandra Upton, Cultural Intelligence
Allison Manswell, Race Relations
Stephanie Huckel, LGBTQ Workplace Equity
Michael Fosberg, Anti-Bias/Storytelling

Keynote Presentation

Tim Wise, Writer, Educator and Anti-Racism Activist

Special Presentation

Nina Livingstone, Journalist and Spoken Word Artist

Book Signing

Tim Wise

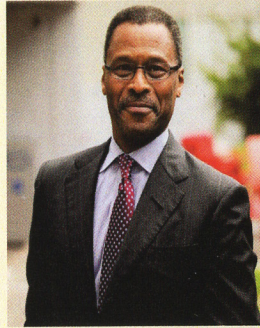
Closing Remarks

Chris Ciotti, Associate Dean for Human Resources

About the Speakers

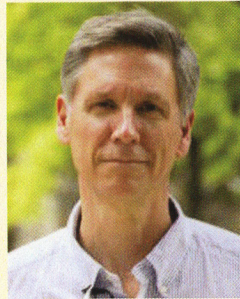
John Wilson

John Silvanus Wilson, Jr. serves as Senior Advisor and Strategist to Larry Bacow, President of Harvard University, and was “President in Residence” at the Harvard Graduate School of Education in 2017. Wilson served as the 11th President of Morehouse College, led a team that successfully increased applications, stabilized and expanded enrollment, and elevated the graduation rate. Prior to his leadership of Morehouse, Wilson served as the executive director of the White House Initiative on Historically Black College and Universities.



Philip J. Deloria

Philip J. Deloria is a Professor of History at FAS, where his research and teaching focus on the social, cultural and political histories of the American Indian peoples and the United States, as well as the comparative and connective histories of indigenous peoples globally. His most recent book is *American Studies: A User's Guide* (2017), which offers a comprehensive treatment of the historiography and methodology in American Studies.



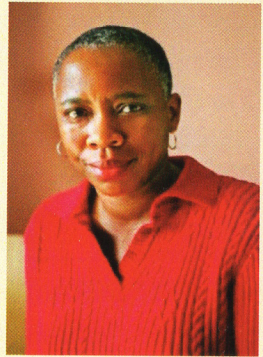
Tim Wise

Tim Wise is among the most prominent anti-racism writers and educators in the United States. He has spent the past 25 years speaking to audiences in all fifty states, on over a thousand college and high school campuses, at hundreds of professional and academic conferences, and to community groups across the country. Wise is the author of seven books, including his most recent, *Under the Affluence: Shaming the Poor, Praising the Rich and Sacrificing the Future of America*.



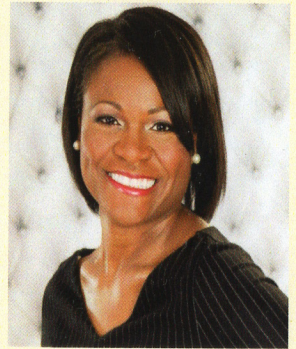
Renee Graham

Renee Graham is an opinion columnist and associate editor for the Boston Globe. She writes on a variety of subjects, with a concentration on race and racism, domestic violence, LGBTQ issues, gun control, and politics. Graham is a regular contributor on WBUR-FM's “Radio Boston,” a news and public affairs program, and was featured in the acclaimed Netflix documentary, “ReMastered: The Two Killings of Sam Cooke.”



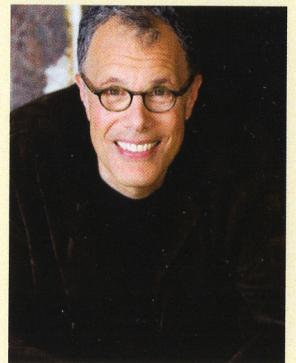
Sandra Upton

Dr. Sandra Upton is Vice President of Educational Initiatives with the Cultural Intelligence Center and is responsible for leading the Center's educational efforts. She is the lead educator for the Center's work in unconscious bias and guides unconscious bias certification programs across the globe. Dr. Upton has over 25 years of experience training and consulting with universities, K-12 schools, businesses, and non-profit organizations.



Michael Fosberg

Michael Fosberg has spoken at nearly a thousand high schools, colleges, government agencies, corporations and not-for-profits since 2001, utilizing his award-winning autobiographical story as an entry point for meaningful dialogues on race and identity. Michael is currently finishing his latest book, *Nobody Wants to Talk About It; Seven Tools to Help Bridge the Racial Divide*. He has participated twice in the FAS Diversity Dialogue series and is honored to return for this anniversary conference.



Stephanie Huckel

Stephanie Huckel is the Senior Global Program Manager for Diversity & Inclusion at IGT, a global innovation leader in the gaming industry. We are pleased to welcome back Stephanie, who has led a Diversity Dialogue in the past. She also heads up Huckel Inclusive, a D&I consulting company with an expertise in LGBTQ inclusion. Stephanie is a member of Rhode Island's Office of Diversity, Equity, and Opportunity Advisory Council and on the board of directors for Sojourner House, an advocacy and resource center for sexual assault survivors.



Allison Manswell

Allison is the Founder and Chief Results Officer of Path Forward Consulting, a firm that specializes in targeted development programs, particularly for underrepresented groups. She holds an MBA in Leadership and is a Certified Professional in Learning and Performance. Allison's third book, Listen In: Crucial Conversations on Race in the Workplace, gives readers tools to move the needle on diversity and inclusion on both a personal and organizational level. Allison is a former Diversity Dialogues speaker and we are delighted to have her return for the conference.



Nina Livingstone

Nina Livingstone offers a unique perspective of the world through her work as a professional journalist, award-winning public speaker, and comedian — all of which she does despite the loss of her sight and hearing in the year 2000. Nina brings her stories to life onstage as a regular on the NPR Moth StorySlam and as an open-mic comedian. Nina's work has appeared in the Harvard Gazette, among other publications.



About the FAS Diversity Dialogue Series

From 2009 to 2019

Over the past ten years, the FAS Diversity Dialogue series has sparked conversation about diversity, equality, and inclusion in the Harvard community and beyond. Since our work is enriched by the various experiences and perspectives of the FAS community, we work with departments to recruit, develop, and retain talented staff. The

FAS is committed to creating and maintaining a workplace community as diverse as our student and global populations, where all feel we belong, whatever our race, gender, age, sexual orientation, faith, abilities, work status, or other identifying characteristics.

Past Series Topics and Themes Include...

- Authenticity at Work
- Inclusive Leadership
- Intersectionality
- Microinequities
- Race and the Media
- Religious Diversity
- Storytelling to Enhance Inclusion
- Transgender Inclusivity
- Unconscious Bias

Past Speakers Include...

- | | | |
|-----------------|-----------------|--------------------|
| Eric Alva | Amy Edmondson | Eddie Pate |
| Mahzarin Banaji | Chris Edwards | Gail Price-Wise |
| Carol Bell | Mark Fowler | Esmeralda Santiago |
| Stephanie Burt | Jackie Glenn | Connie Wong |
| John Dovidio | David Livermore | Stephen Young |

FAS Diversity Dialogues Timeline

Follow Diversity Dialogues, Harvard University and the US through a decade of inclusivity and belonging.

Employee Resource Groups

Harvard ERG's strive to promote equal opportunity, awareness and understanding of our rich and diverse community that comprise the staff, students and faculty. Our efforts foster an environment of excellence, inclusion, equity and access through collaborative engagement, intersectional educational opportunities, and social initiatives focused on historically underrepresented groups. ERGs are partners with numerous Harvard offices to engage and promote academic administrative excellence, inclusive workplace best practices, as well as an appreciation for the range of diverse talent and breadth of experiences across the University. For more information, see employeeresourcegroups.harvard.edu

#ConsciousHarvard

#ConsciousHarvard traveling board sponsored by #consciousharvard project team: an interactive board for public spaces to create action-focused dialogue about diversity, inclusion, equity and belonging at Harvard.

The #consciousharvard project team is composed of staff members from Global Support Services, Common Spaces, CWD and FAS, and is funded by the President's Administrative Innovation Fund 2018 (PAIF).

Presidential Task Force Report on Inclusion and Belonging

The Report outlines eight concrete recommendations to strengthen the foundation of inclusion for the pursuit of excellence. The first three are steps that can be taken in the near term. The next five steps will build the infrastructure to support a long-term initiative for inclusive excellence and advancement of the framework established in the Report.

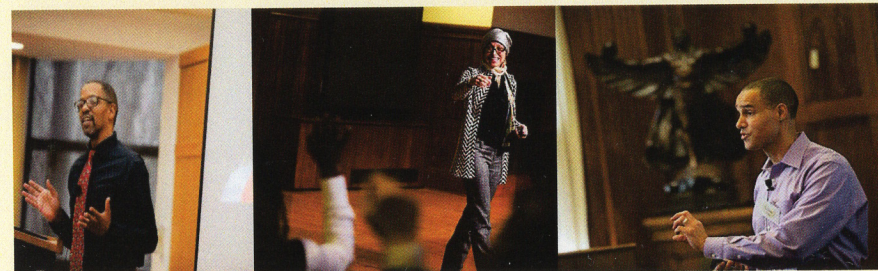
High-Impact First Steps

1. Inclusive Symbols and Spaces
2. Two University-Wide Research Centers to Expand the University's Research Agenda
3. Resources to Enhance Mental Health Services in Support of Well-Being

Sustained Focus on Inclusive Excellence

4. School and Business Unit Strategic-Planning Work
5. Alignment and Coordination of Inclusive Excellence Work in the Office of the President and Provost
6. Increased Focus of University Human Resources on Enabling Staff Talent and Improving Organizational Culture
7. Transparency, Feedback, and Dialogue: OPP Sponsors a Triennial Assessment of the University's Progress Toward Inclusive Excellence
8. Increased Resources for Faculty Renewal and Development

Room for Thought...



Summer 2019 Panel Series To Be Announced
Watch your email for more information.

Information about the Diversity Dialogue series can be found at:
<https://hr.fas.harvard.edu/diversity>

The **FAS Diversity Dialogue Series** is part of a broader diversity initiative within the FAS that includes a range of offerings. To advance staff diversity and inclusion, FAS HR offers the following programs and resources:

FAS Diversity Dialogue Series

Contact: Andrea Kelton-Harris
617-496-3141
alharris@fas.harvard.edu

**FAS Year Up Program &
Harvard's Administrative
Fellowship Program**

Contact: Etaine Smith
617-496-9380
etaine_smith@harvard.edu

FAS Diversity Recruitment

Contact: Chris Keller
617-495-2730
chriskeller@fas.harvard.edu

FAS CareerPlus

Contact: Angela Lifsey
617-496-8897
alifsey@fas.harvard.edu



Offered in partnership by the
FAS Dean's Office, FAS Human Resources,
and the FAS Office of Diversity Relations and Communications,
with support from and Harvard University Athletics Department



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