

Harvard University

Office of the Assistant to the President for Institutional Diversity and Equity

Diversity & Inclusion: the engines that drive excellence

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IN OTHER NEWS

The Emancipation Proclamation at 150

Scholars from around the world will gather on the Harvard campus as the nation celebrates the 150th anniversary of the Emancipation
Proclamation. Freedom
Rising: 150th Anniversary of the Emancipation
Proclamation and African
American Military Service will be three days of symposia, music performances and exhibitions.

The events, scheduled for early May 2013, are being sponsored by a number of groups including Harvard's

Welcome

Dear Friends,

It is with great enthusiasm that I welcome you to my first newsletter to the Harvard University community. There are so many new and wonderful things going on in the Office of the Assistant to the President for Institutional Diversity and Equity, and many things planned, I want to be sure to share them with you. The newsletter will be issued semi-annually, but for more timely information, please check out our newly launched web

site:www.diversity.harvard.edu.

Lisa M. Coleman, Ph.D.



Office of the Assistant to the President for Institutional Diversity and Equity: Who's Who and What We Do

The goal of Harvard Office of the Assistant to the President for Institutional Diversity and Equity (H-OAP) is to help create an environment at Harvard that is open and welcome, regardless of one's background or disabilities. H-OAP manages issues related to diversity, inclusion, compliance, affirmative action, disability resources, and sexual harassment. The mission is to ensure that Harvard University selects faculty and staff without discriminating against individuals on the basis of race, color, sex, sexual orientation, religion, creed, national origin, age, veteran status, or disability unrelated to job requirements. The office provides counsel to individuals who belong to the university community on these and other related matters.

W.E.B. Bu Bois Institute, the Charles Hamilton Houston Institute for Race & Justice. and African and African American Studies. Joining the Harvard groups in planning and orchestrating events will be the National Park Service's Boston National Historical Park. Boston African American National Historic Site, the Museum of African American History, and the Underground Railway Theater.

Panels will include Black
Communities, Women and
Civil Rights, Emancipation
in a Hemispheric Context,
The African American
Military Experience, and
The Art and Music of
Emancipation. In addition,
the Underground Railway
Theater plans to
perform Toussiant!, exploring
the impact of the Haitian
Revolution on the
antislavery movement and
the Civil War.

Upcoming Diversity Dialogues



Esmeralda Santiago, author, screenwriter, and essavist

ALMOST A WOMAN

Wednesday, April 3, 2013

Introductory remarks by Judith D. Singer, Senior Vice Provost for Faculty In addition, the office serves as the University's liaison with the federal government in matters related to contract compliance concerning equal employment opportunity, coordinates the University's affirmative action program, oversees its implementation and disseminates University policies concerning affirmative action and equal employment opportunity. For more information visit the website: http://www.diversity.harvard.edu.

With this, the first newsletter, and subsequent issues, the goal is to keep you up to date on changes in laws and University policies related to diversity and disabilities, provide information about events and activities on campus related to diversity, share stories and anecdotes, and introduce you to the many people on campus who work to create an environment that is diverse and welcoming.

The staff of the H-OAP, stands ready to help faculty, staff and students understand issues and problems related to diversity, and help navigate through the system on matters related to diversity.

The H-OAP staff:

Lisa Coleman is the University's Chief Diversity Officer and Special Assistant to the President.

Stella Chin is the University Compliance Officer for Equal Employment Opportunity & Affirmative Action, and Interim University Title IX Coordinator.

Michele Clopper is Assistant Director who consults and facilitates the interactive process for reasonable accommodation for faculty and employees.

Michelle Conroy is a disability case manager who collaborates with managers, Human Resources and other Harvard representatives in exploring reasonable accommodations for Faculty and Staff.

Teresa Malonzo is the program coordinator responsible for the Administrative Fellowship Program.

Karen Millett is a disability case manager who collaborates with managers, Human Resources and other Harvard representatives in exploring reasonable accommodations for Faculty and Staff.

Zanefa Mtshali is the primary contact for available services and procedures and to obtain accommodations for students, faculty, staff and visitors of the University.

Jody Steiner is responsible for coordinating services for deaf and hard of hearing students, faculty, employees, and visitors to the University.

Mary Thomas is the Director of University Disability Services, overseeing programs to ensure an accessible, hospitable working and

Development and Diversity; James Bryant Conant Professor of Education. This presentation will explore themes of inclusion, migration, culture, and sexuality through the personal stories and experiences of Esmeralda Santiago.

10:00 a.m. - 12:00 p.m., Radcliffe Gym, 10 Garden Street, Cambridge, MA learning environment for persons with disabilities.

Penny Turner is the assistant to the Chief Diversity Officer and Special Assistant to the President.

Disability Services Update







Mary Thomas

Michele Clopper

Jody Steiner

The past year has been busy for the University Disability Services (UDS) office. With the appointment of **Mary Thomas**, Director, the entire UDS team, along with colleagues throughout the University, are working together to streamline disability services and implement a more integrated disability management model.

Recently **Michele Clopper** was promoted from Senior Disability Case Manager to the Assistant Director of University Disability Services. Karen Millett has joined the UDS team as the new Disability Case Manager and will work alongside Michelle Conroy to explore and implement reasonable accommodations for faculty and staff with disabilities.

Jody Steiner, Coordinator of Services for Individuals who are Deaf and Hard of Hearing rounds out the UDS leadership team. UDS is supported by Zanefa Mtshali and Jamie Spear.

"The University community can expect additional disability-related initiatives as we continue to analyze past and current disability procedures and work together to implement best practices," said Lisa Coleman, Chief Diversity Officer and Special Assistant to the President.

For more information about UDS and disability services at Harvard, please visit www.accessibility.harvard.edu.

Administrative Fellows Hit the Ground Running



2012 - 2013 Administrative Fellows with H-OAP Staff

Continuing the legacy of a flagship leadership development fellowship for high potential academic administers of color, 19 new fellows have been selected for the 2012-2013 class of the Administrative Fellowship Program. Eight fellows are visiting fellows and eleven are Resident Fellows. Visiting Fellows are talented professionals drawn from business, education, and the professions outside the University, while Resident Fellows are exceptional professionals currently working at Harvard identified by their department and selected by the Fellowship Program review committee as having the leadership potential to advance to more senior administrative positions. See link of current fellows with contact information and bio sketches here.

Coordinated by the Office of the Assistant to the President, the Administrative Fellowship Program (AFP) launched the program year with an exciting one-day orientation at the Harvard Faculty Club in September. Provost Garber welcomed the sponsors and nineteen new fellows and immediately sponsored a lively discussion on Harvard's ongoing commitment to diversity within its pursuit of academic and administrative excellence. Following Provost Garber's address, special guest speaker, Amy Rollins, presented the "Harvard Brand" to the group. During lunch, five former fellows currently working and thriving at Harvard shared their experiences and insights for a successful fellowship.

Entering its twenty-fourth year, AFP is a university-wide program that provides outstanding professionals an opportunity to learn leadership and work in a significant academic administration role the Harvard community for a one-year. AFP reflects Harvard's strong commitment to addressing the under-representation of ethnic minority groups within the University's administrative workforce.

The program is supplemented with educational seminars and case studies on various aspects of higher education leadership and academic administration. The program faculty are a combination of school deans, vice presidents, major office directors, and faculty across the University. The goals of the program include enhancing the fellows' administrative and professional skills and clarifying their

career objectives.

Harvard Office of the Assistant to the President

for Institutional Diversity and Equity (H-OAP)

Suite 935, Holyoke Center Cambridge, MA 02138 Tel. (617) 495-1540 Fax. (617) 495-8520

Email: diversity@harvard.edu