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COMPLIANCE SPOTLIGHT

Title IX:

For more information

about Title IX visit...

<http://diversity.harvard.edu/>

[pages/title-ix-sexual-harassment](#)

Welcome

Dear Friends,

Greetings from the Harvard Office of the Assistant to the President (H-OAP) for Institutional Diversity and Equity.

There have been a number of exciting developments in the H-OAP office. First, is the addition of Norm Jones to the staff and we are delighted that Norm has joined our team. His expertise on all areas pertinent to diversity and inclusion, as well as his skills in leadership and organizational development, strategic planning, program management and community outreach will enable him to partner and collaborate with colleagues from across the university. He has certainly hit the ground running, and is already having a huge impact. If you have not met Norm yet, you certainly will soon.



In other exciting news, H-OAP has launched the Information Technology Accessibility Initiative (ITAI) and the Assistive Technology Lending Library and Lab (ATLLL). For more information check the University Disability Services website: www.accessibility.harvard.edu/.

H-OAP in conjunction with the Office of the President, the GSAS and MIT sponsored the second annual Ivy Plus Symposium for Graduate Students. Over 140 graduate students participated in the program and it was very successful. Thank you to all the faculty and staff who made the event possible. [Read the Harvard Gazette article.](#)

For more H-OAP news, see our website: www.diversity.harvard.edu.

Lisa M. Coleman, Ph.D.

Jones Joins H-OAP staff as Associate Chief

Diversity Officer

In November, Norm J. Jones, who has had a long and distinguished career in academic diversity, compliance and inclusion, joined the H-OAP staff as the Associate Chief Diversity Officer and Deputy Director.

In this new position, Jones works closely with human resources and diversity officers across the schools to administer and foster diversity and inclusion, equal opportunity and access programs, as well as training and workshops across the University.

Jones has been involved in nearly every aspect of diversity, affirmative action, inclusion and compliance. Most recently, he was Associate Vice President of Student Development and Dean of Institutional Diversity at Dickinson College in Pennsylvania. He has also served as Assistant to the

President and as Associate Dean of Students. In these positions, he implemented a variety of student, faculty and staff initiatives.

Jones holds a Ph.D. in workforce education and development and a Master of Public Administration from Pennsylvania State University, and a B. A. degree in English and linguistics from Morehouse College in Atlanta.

Vang Appointed Assistant Director of Diversity and Inclusion Programs

Mai Hu Vang, an equity and affirmative action officer at the University of Wisconsin-Stevens Point, joined the H-OAP staff as the Assistant Director of Diversity and Inclusion Programs on May 12.



Vang will be involved in a myriad of activities related to diversity and inclusion, including programming and working with staff in all schools throughout the University to develop analytical systems of evaluation. She will work with and serve as liaison with offices and committees across the University to enhance programs and outreach, strengthen diversity and inclusion competencies, and to increase support for emerging diversity programming.

At the University of Wisconsin-Stevens Point, Vang has been Special Assistant to the Chancellor of Equity and Affirmative Action since 2006. Prior to that, she was coordinator of Project Forward at U of W-Stevens Point, a program that advises Hmong-American students at three University of Wisconsin campuses. She also taught English as a second language at Portage County Literacy Council in Stevens Point, Wis.

Vang holds an M.S. degree in Educational Leadership and Policy Analysis from the University of Wisconsin-Madison, and an M.S.E and a B.S. in Elementary Education, both from U of W-Stevens Point.

University Disability Services and New Technologies

The technology world is moving forward at breakneck speed, making life easier for everyone. These new technology advances have also had a significant impact on people with disabilities. "The technological advances are a massive upgrade over older, disability-specific clunky devices," declared the Huffington Post in an article last year. For example, "blind people can take notes using voice-recognition programs, and listen to emails or "read" a website with screen readers," said the reporter. Harvard is utilizing state of the art technologies as well for faculty, staff, and students with disabilities. Soon students with disabilities, needing alternative formats as reasonable accommodations will have access to SensusAccess, an international accessibility company whose mission is "to contribute towards an accessible and inclusive information society."

SensusAccess is an internet-based alternative media service that can produce digital Braille books, mp3 audio files, structured audio books, visual Braille artwork and e-books. It can also convert inaccessible documents to more accessible formats, the company said. Students needing access to SensusAccess must register with their respective schools' disability coordinator offices.

Additional recently acquired auxiliary aids for the Harvard community with disabilities are the FarView – video magnifier, a portable and easy to use

handheld magnifier; the Opeltec Clear Reader+, “an auto-focus desktop electronic magnification system that enables users to read, write, view photos, do work” and other visual tasks, according to its manufacturer; Active Braille, a refreshable Braille; and various assistive listening devices such as the portable William Sound PocketTalker; the SurfLink Mobile Device, a wireless powerful assistive listening device ideal for listening in meetings or group setting; and an Improved Listening Infrared Assistive Listening Device.

“We are very excited to add SensusAccess services and other technologies to our Information Technology Accessibility Initiative (ITAI) and our Assistive Technology Lending Library and Lab (ATLLL), offering a range of devices, equipment and tools to assist people with disabilities,” said Mary Thomas, Director of University Disability Services.

For more information about the Information Technology Accessibility Initiative and Harvard go to the University Disability Services website: www.accessibility.harvard.edu or call 617-495-1859.

Under Van Bailey’s guidance, Office of BGLTQ Student Life makes huge strides

Life at Harvard for Van Bailey has been somewhat of a whirlwind since taking the reins as the first director of the Office of Bisexual, Gay, Lesbian, Transgender, Queer/Questioning (BGLTQ) Student Life for the College in July 2012. “We’re new, so we are building an entire program from scratch, which means developing everything from the beginning, mission statement, communications devices such as a website (recently launched: <http://bglq.fas.harvard.edu/home>), developing support systems for LGBT students, training staff who work with students, networking and collaborating with other student life offices. The list goes on and on,” he declared.

In its mission statement, just announced this March, the office vows to “provide support, resources, and leadership development for bisexual, gay, lesbian, transgender, queer, and questioning students.” In addition, Bailey said, “our mission statement goes on to say that we will collaborate with students and student organizations, to create opportunities for fellowship, thoughtful dialogue, and the pursuit of knowledge.” Finally, and foremost, “we seek to foster a safer, more diverse, and inclusive campus by educating and engaging the Harvard community about the multiplicity of sexual and gender identities,” he concluded.

In the last year alone, Bailey said the office implemented more than 80 programs, activities and offerings. Some of the highlights included a *Queer Prom* and an *End-Of-Year BGLTQ Reception and Dinner* last April. There was a *Black+Pride* event designed to “explore the intersection of black and queer identities,” *Love Spectrums*, a kick-off event for Women’s Week last March, and *Beyond Binaries*, to explore the fluidity of sexual identities. Other educational programs included *Interpreting Lesbian Mothers’ Narratives: The Intimate & the Legal*; *LGBTQ Intimate Partnership Abuse*; and *Sexuality and History: A Discussion with Niall Ferguson*.

In their first annual report (2012-13), Bailey said, “the work of this Office goes far beyond the community events and educational programming. As director, I also have had the honor of building relationships across the campus with faculty, staff, and students. Indeed, many departments have asked for direct support and I am proud to have conducted consultations and trainings about the lived experiences of BGLTQ-identified students.”

“We have made tremendous progress in a very short time,” Bailey said. “But there is so much more to do. I want to see even more conversations around gender inclusive policies and spaces in the Houses, LGBT curricular changes, and more leadership development,” he said. “It’s very exciting work that begins and ends with the students, and I feel great about that,” he

concludes.

Wong Lands Harvard Position, Comes Full Circle

Ricky Wong's academic and career voyage has come full circle. Earlier this month he was appointed a Financial Analyst in the Office of Sponsored Programs at Harvard. Wong began laying the foundation for his current position in 2002 when he worked in the Office of the Assistant to the President through the Summer Team Employment Program (STEM), now the Summer Youth Employment Program, a partnership between Harvard and agencies in Cambridge and Boston to offer summer jobs to teens.



Wong said of his 2002 summer job at Harvard, "It was a great experience for me to work with the individuals in the OAP office. It provided me with a glimpse of what the 'workforce' was like, given that I was a high school junior at that time. During my time there, I was able to form long-lasting relationships and develop a strong and consistent work ethic."

Following his summer placement at Harvard, Wong went on to graduate from Boston Latin School, receive a B.S. degree from the University of Massachusetts, Amherst, and study abroad at DCT University Center in Switzerland. He has worked for The Bank of New York Mellon, JP Morgan Chase and Mellon Financial Co.

"With my new position at Harvard," Wong said, "I have come full circle. In many ways, my experience in the STEP program enabled me to both continue my career and contribute fresh ideas to Harvard University."

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