

# Timeline for SEAS process

- Presidential Task Force on Inclusion and Belonging: Summer 2016 – March 2018
- SEAS Diversity Task Force: January – June 2017
- Listening Tour: September – November 2017
- SEAS Standing Committee on Diversity, Inclusion, and Belonging: January 2018 –

# Step 1: SEAS diversity task force

- Convened to “examine current diversity ethos and suggest how we may improve it” and serve as conduit to University task force



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# Outcomes from SEAS diversity task force

- Recommendations for immediate action:
  - Include Diversity, Inclusion, and Belonging as a School Goal
  - Dean's Online Video
  - Diversity and Women in Science Dialogues
  - Collaborate with Harvard University Native American Program
  - Review and Leverage Harvard T.H. Chan School of Public Health's Strategic D&I Plan
  - Develop and Disseminate Diversity, Inclusion and Belonging Databases/Sources
  - **Hire Administrative Fellow to Develop Long-term Interventions → Alexis Stokes**
  - **Retain and Expand the Diversity, Inclusion, and Belonging Task Force**

# Step 2: Listening Tour (Alexis Stokes)

- 46 individual and group meetings
  - Faculty
  - Staff
  - Undergraduate Students
  - Graduate Students
  - Postdoc
- 8 events
- 17 existing reports
- Participants: Students (undergraduate and graduate); Faculty; Staff; Postdocs; Staff outside of SEAS

# Outcomes from Listening Tour (Alexis Stokes)

- Recommendation for SEAS-wide climate survey (happened in April 2018)
- Themes of listening tour led to formation of subcommittees:
  - Recruitment and access
  - Retention and success
  - Community engagement
  - Assessment and tracking
  - Outreach to broader external community

# Step 3: Strategic planning

- Each subcommittee prepares 2-3 strategic plans for initiatives to address core issues (Feb-Apr 2018)
- Strategic plans reviewed by entire standing committee (April 2018)
- Strategic plans revised to address comments (May 2018)
- Strategic plans reviewed by Dean (soon!)
- Implementation to begin in Fall 2018