

Subject: Community update on Equity, Diversity, and Inclusion Resources
Date: Thursday, November 17, 2016 at 12:24:42 PM Eastern Standard Time
From: Leslie Kirwan (sent by <fas-staff-announce-bounces@mailman.fas.harvard.edu>)
To: 'FAS-Staff-Announce@mailman.fas.harvard.edu'

Dear FAS Staff Colleagues,

I am writing to share the following message, sent from Harvard College Dean Rakesh Khurana to the Faculty, which contains links to a sequence of messages the College has sent to undergraduate students. We thought you might find it helpful to see these communications, as well.

With regards,

Leslie Kirwan
FAS Dean for Administration and Finance

Dear Colleagues,

Many of you have contacted me to better understand how we are supporting our students, as many are feeling uncertain and vulnerable in this particular moment. I wanted to share with you the following three messages that have gone out to the Harvard College community, including the message below, which was just sent from Dean of Students, Katie O'Dair to all students, as well as two messages from last week - [one which I sent](#) and [another from Katie](#), regarding these efforts.

Warmly,
Rakesh

From: Dean Katherine O'Dair <deanodair@fas.harvard.edu>
Reply-To: Dean of Students Katie O'Dair <deanodair@fas.harvard.edu>
Date: Wednesday, November 16, 2016 at 4:09 PM
Subject: Community update on Equity, Diversity, and Inclusion Resources

This message contains graphics. If you do not see the graphics, [click here to view](#).



Dear Harvard College Students,

Over the past week, I have met and talked with many of you about your anxiety and uncertainty regarding what lies ahead for our country, as well for our Harvard College community. Within that context, I'd like to share an update with you about the work that is ongoing by the College, and members of the Office of Student Life (OSL) specifically, to foster understanding, community, and belonging on our campus.

First, I have asked [Loc Truong](#), Director of Diversity and Inclusion Programs for the Office for Equity, Diversity, and Inclusion (EDI), to focus more intensively on supporting undocumented students in our community. Over the course of the past week, Loc has worked to identify and consolidate resources for undocumented students that can be accessed in a central location and to think through both short-term and long-term plans for the College's support. In addition, Loc has been meeting with members of [Act On A Dream](#), a student organization whose primary focus is to support undocumented students. The College's [Diversity Peer Educators](#) also continue to be available to facilitate discussions on this topic and other related concerns in our community. Our goal with this work is to help our community commit to living out our values through a [broad array of programs and initiatives](#) that permanently embed diversity and inclusion into the fabric of Harvard College's academic, residential, and work environments.

More broadly, I want you to know that acts of bias, harassment, and discrimination are not tolerated in our community. If you experience harassment, whether on campus or off, I strongly encourage you to utilize our full range of resources to report this behavior, including our residential staff, faculty, and administrators, as well as the Harvard University Police Department or local Cambridge authorities. The College also has a [bias incident response](#) that can be used to report such incidents.

Finally, I want to provide an update on the search for a new Assistant Dean for Equity, Diversity, and Inclusion. Over the past month, I have met with students, staff, and faculty representatives to learn about this important role in the College – to understand what personal qualities are needed, and what important competencies are required to lead our strategic efforts in this area. And two weeks ago, the College engaged a search consultant to assist us in hiring for this position. We will be bringing the search consultant to campus next month to meet with students, staff, and faculty stakeholders.

I am personally committed, as is the entire OSL team and our colleagues across the College and around our campus, to working together with you as we move forward in a spirit of compassion and unity.

Best regards,
Dean Katie O'Dair

