## Draft: Framework for HUIT Diversity, Inclusion, and Belonging Plan

<table>
<thead>
<tr>
<th>Objective</th>
<th>Examples of Goals</th>
<th>Subgroup Members</th>
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| **ATTRACTION** | **Implement the HR processes to attract, develop, and retain a diverse workforce** | 1. Define DIB metrics to measure progress  
2. Review every stage of HUIT hiring practices to ensure they are inclusive  
3. Create employee referral program tied to our diversity efforts  
4. Create diverse and inclusive mentoring relationships | Chris Agmi  
Kae Audette  
Nicole Breen  
Erich Manser  
Jinesh Mehta |
| **CONNECT** | **Enable staff to connect to each other and to the mission of Harvard** | 5. Develop schedule of HUIT multicultural events  
6. Enhance onboarding to better welcome staff to HUIT  
7. Create resource for staff to learn about Harvard events and programs open to staff | Pete Chvany  
Chip Goines  
Heather Lantz  
Cody Lazri  
Melissa Lucius |
| **RESPECT** | **Provide the tools and resources to create an environment of mutual respect** | 8. Create comprehensive training opportunities that address DIB concepts (e.g., bias, gender identity, privilege, bystander awareness, etc.)  
9. Foster more awareness of HUIT values and how they support our goals for inclusion and belonging | Juliana DiLuca  
Naomie Dorilas  
Stephanie Gumble  
Barbara Loblundo  
Hilary Stoebig |
| **EMBRACE** | **Ensure our symbols, spaces, systems, and processes reflect a culture of inclusion and belonging** | 10. Assess HUIT workspace environments for opportunities to reflect our community  
11. Update HUIT email signature template to include pronouns  
12. Ensure the systems and processes we design for our users reflect the principles of inclusion we’re fostering in our organization | Sarah Craig  
Jill Ehrenzweig  
Max Hyppolite  
Emily Kelly  
Rajesh Mohan |