

A pathway to Inclusive Excellence

Composition + Action = Environment / Culture



Diversity

Equity

Inclusion

Belonging

Anti-racism

**Inclusive
Excellence**

Diversity describes all of the ways in which people differ, including primary characteristics, such as age, race, gender, ethnicity, mental and physical abilities, and sexual orientation; and secondary characteristic, such as education, income, religion, work experience, language skills, geographic location, and family status.

Equity is the guarantee of fair treatment, access, opportunity, and advancement for all groups while at the same time acknowledging historically underserved and underrepresented populations and striving to identify and eliminate barriers that have prevented the full participation of marginalized groups.

Inclusion is the notion that an organization or system is welcoming to new populations and/or identities.. Inclusive processes and practices are ones that strive to bring groups together to make decisions in collaborative, mutual, equitable ways.

Belonging connotes full membership in the Harvard community. This entails success in achieving not merely formal participation but also rewarding participation for all members of a diverse campus community in the opportunities, resources, and decision-making structures of the campus.

Anti-racism results from a conscious decision to make frequent, consistent, equitable choices daily. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do.

A framework that unifies our network of diversity, equity, inclusion, belonging, and anti-racism initiatives into a strategic focus that encompasses our efforts to assemble and support the widest possible pool of exceptional talent. The aspiration to achieve inclusive excellence moves beyond the goal of nondiscrimination and toward an embrace of the value that flows from bringing diversity of experience and thought to campus, and the rich and varied forms of excellence that can emerge from that diversity.