

Facilitation (Train-the-Facilitator)

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- i A community of agents of change who can collaborate with their center leadership and staff to make deliberate, committed action plans to advancing DIB at HKS

This toolkit was designed to provide CAs with the content, background, and history of systems of inequality, including anti-racism and racial justice, so they may effectively facilitate conversations within their department or center.

While the CAs will address a range of issues related to belonging and diversity, we recognize that issues of anti-racism are at the top of the list for what many CAs feel they would like to learn more about and become more effective and comfortable engaging with. Therefore, the bulk of the resources below will focus on anti-racism. Many of the concepts also apply to other forms of inequality, and we have included some resources on other forms of inequality also.

This guide includes readings, activities, facilitation guides, videos, and other relevant resources. It may be used by individuals or teams to assess their own knowledge, attitudes, procedures, and practices and move HKS towards being an anti-racist institution. This tool will support the journey of the Culture Ambassadors and help the HKS community understand the importance of building an inclusive culture, starting with introspection and ending with actionable change. Equity, justice, and belonging work is a life-long process, and this is a starting point for our journey to help us to think about how we can better support each other at HKS.

- i Interpersonal: how can we advance building within the CAN and identify ways we can work together through this network to advance DIB?
- i Community: how can you work with your own centers and leadership to advance DIB?
- i Systemic: what are the ways in which we can change systemic processes and procedures to make effective change long-term? (Talent management, research, programming, events, student engagement, etc.)

Self

Increase one's own knowledge about the core concepts of power, privilege, and anti-racism

