

CP&F DIB

UPDATES FROM THE DIVERSITY, INCLUSION & BELONGING OVERSIGHT COMMITTEE



About the CP&F DIB Initiative

In alignment with the overall strategic goals of HMS and Harvard University, CP&F has initiated the development of its own Diversity, Inclusion, and Belonging (DIB) program. Recognizing the importance of supporting the DIB efforts of HU and HMS, CP&F also appreciates its unique position to make meaningful impact within its sphere of influence and views this as an opportunity that is not to be missed. The goal of this initiative is to create a continuously improving program focused on inclusive excellence. In February 2021, Steve Maiorisi, Chief CP&F Officer, conducted a DIB kickoff meeting. Since then, the nine-person Oversight Committee has been established and two co-chairs have been named. The first Oversight Committee meeting occurred in June 2021, and the first subcommittee was established in August. Next steps include the development of the Oversight Committee, the Climate & Engagement Subcommittee, and future subcommittees and focus groups.

What We've Done in 2021

- February: CP&F DIB Initiative Kickoff
- March: Named co-chairs of Oversight Committee:
 - Carissa Kelly, Facilities Operations Manager
 - Mimi Lam, Senior Clinical Veterinarian
- May: Established DIB Oversight Committee
 - Members: Tarah Allen, Mohammad Awad, Devonne Countryman-Monteiro, Jason DeConti, Simone Jadusingh, Matrida Neli, Ling Tam
- June: DIB Oversight Committee Kickoff
- August: Established first subcommittee: Climate & Engagement
 - Chair: Matrida Neli, COMS Coordinator
 - Members: Cassie Bowler, John Gadson, Chris Sottile
- September: Created a DIB section of the CP&F website

OVERVIEW:

- About CP&F DIB
- What We've Done in 2021
- What We're Thinking for the Future
- Learning Opportunities
- Questions or Ideas?

What We're Thinking for the Future

- Potential additional subcommittees:
 - Staff & Management Development
 - Staffing & Recruiting
 - Vendor/Contractor Relationships
- Guest speakers and events

Learning Opportunities

[Harvard Training Portal](#)

Diversity, Inclusion & Belonging (DIB) Academy:
6-session curriculum:

1. Intro to Diversity, Inclusion, and Belonging
2. Understanding Unconscious Bias
3. The Intersection of Power, Privilege, and Oppression
4. Microaggressions
5. Anti-Black Racism
6. Allyship

Questions or ideas? Interested in becoming involved? **Contact:**

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