CREATING CHANGE, GETTING SUPPORT, EVOLVING A MORE INCLUSIVE COMMUNITY

Events of the past few years have rekindled public discussion about structural racism in the U.S. Many of us have committed to learning more about the history of race-based discrimination and its negative impacts on historically marginalized members of our community—particularly the burden of racial health disparities.

Creating change in large institutions, in our schools and government, and across our nation seems daunting and will no doubt take effort on all our parts, but we can succeed together. Consider contributing to positive change toward equity, inclusion, and belonging by participating in one or more of these Harvard offerings.

- **DIB Academy from CWD** is a six-session curriculum that explores diversity, inclusion, identity, and biases and uncovers how power and privilege impact people, policies, procedures, and practices.

- **Employee Resource Groups** formed by Harvard staff and faculty bring employees together while strengthening our inclusive workplace, enhancing personal development, and acting as a resource for our community.

- **Affinity Spaces** is a series of open discussions wherein Harvard community members are brought together through meaningful conversations. Register for the next session.

- Harvard’s new **Heritage Months and Identity Recognitions** calendar is a resource to help our community align around identity awareness and to help in planning and participating in upcoming events.

- **Inclusive Hiring Talent Acquisition & Diversity forums—a.k.a. TAD Talks** (HarvardKey required)—provide opportunities to discuss important topics around inclusive hiring, including accessibility, diversity recruitment strategies, affirmative action plans, and much more.

- The OEDIB calendar includes diversity-related events from across the University. You can find or submit events here or via the Harvard Gazette calendar using the “Diversity & Inclusion” tag.

Creating welcoming and equitable spaces benefits us all. Do you have an idea for creating a more inclusive community? Visit the **Harvard Culture Lab**, which funds innovative ideas and projects that build inclusive excellence at Harvard.
KNOW YOUR 2022 HEALTH BENEFITS

Understanding and accessing your health benefits is a critical part of staying well. The cost-sharing for some health treatments were modified during the pandemic, but not all the changes were permanent. For instance, copayments and coinsurance for COVID-related doctor visits and telehealth will continue to be waived, but copayments for non-COVID-related telehealth services and behavioral/mental health visits are in effect for 2022. See your plan guide for copayments and coinsurance details.

Some other important reminders about ways to make the most of your plan benefits:

• All Harvard plans include Express Scripts prescription coverage, which
  − offers certain medicines for chronic medical conditions (like diabetes, asthma, depression, high blood pressure, and others at reduced or no cost). Learn more.
  − saves you more on prescriptions when you set up a profile with Express Scripts online or via its mobile app.

• If you are enrolled in a Harvard-sponsored BCBS or HUGHP medical plan, you and your enrolled dependents can be reimbursed for, and purchase or order—at no charge to you—up to eight at-home COVID test kits each per 30-day period through Express Scripts (ESI). For more details, go to HARVie and the Express Scripts COVID test flyer.

• All faculty and staff enrolled in a Harvard-sponsored medical plan have access to
  − Blue Cross Blue Shield’s ahealthyme (workshops, a library of health information, and resources for staying healthy) and special member prices on fitness gear and services from Blue365 and
  − SmartShopper to compare costs for certain medical procedures and receive a financial incentive of up to $250 when you use a preferred provider.
MIND AND BODY

Getting outside for fresh air, sunshine, and exercise does wonders for your physical and mental health any time of year.

• Take a guided walk through the Arnold Arboretum using online text, images, and audio, or download a map of hiking, snowshoeing, and cross-country ski trails through the Harvard Forest.

• Yum! See which tasty food trucks will be on campus this month!

• Plan a visit to Waterville Valley or Pats Peak ski resorts (or stay inside at the Museum of Science, Aquarium, or Children’s Museum) using discounted passes from Outings and Innings (HarvardKey required).

LEARNING AND GROWTH

Take advantage of programs and benefits designed to foster your personal and professional growth.

• Check out the Center for Workplace Development’s redesigned Harvard Training Portal (HarvardKey required), featuring the center’s newest courses; customized development plans; and links to LinkedIn Learning, COVID-19 safety information, and Harvard ManageMentor.

• Learn how to deliver a difficult message with poise, empathy, and resolve in the Navigating Difficult Conversations webinar (HarvardKey required).

• Browse Harvard Human Resources’ channel on YouTube for recorded workshops on career management, leadership development, and other topics as well as uplifting tributes to our Harvard Heroes and the Benefits Information series.

LIVING AND WORKING

The Office of Work/Life offers programs and resources to support your wellbeing all year long.

• Build healthy habits by joining Mindful Movement: Yoga for the (Home) Office every Monday, and find other mindfulness programs in the OWL Program Calendar (HarvardKey required).

• Learn the best strategies for paying off credit card debt and developing better spending behaviors at the Managing Debt webinar presented by KGA.

• Review detailed descriptions of the Office of Work/Life’s wellbeing programs in our monthly flyer, and choose a program that meets your needs.

FINANCES AND SECURITY

The best discounts save you money on goods and services you already planned to buy!

• Save money on everything from housing and pet insurance to computers and cultural events with Harvard employee discounts.

• Join Americans across the country who are finding more ways to save during America Saves Week, February 21-25. Learn about the America Saves Week webinars and other tools offered by HUECU, check out TIAA’s page on Personal Finance 101, and be sure to visit the national America Saves Week Tool Kit.

• Encuentre información sobre los beneficios, servicios, y recursos de Harvard en español. Find information about benefits, services, and resources at Harvard in Spanish.

To explore additional Harvard employee events, view the full calendar on HARVie.