



Equity, Diversity, Inclusion, and Belonging

EDIB Academy was created to increase cultural competency among Harvard employees and foster a community of engagement around inclusion and belonging. These live virtual workshops share perspectives on marginalized identities with an emphasis on reflection and understanding of foundational EDIB concepts.

Introduction to EDIB Academy

This 3-hour workshop is a launchpad for developing understanding of foundational EDIB concepts and exploring how your own identity contributes to inclusion and equity at Harvard. Participants will assess their level of diversity awareness through exercises, self-reflection, and group discussions.

Related Self-Paced Courses

- Inclusive Mindset
- Equity First: The Path to Inclusion and Belonging
- Advocating for Change in Your Organization
- How to be More Inclusive

Understanding Unconscious Bias

This 2-hour workshop shows how the brain naturally makes generalizations that may negatively impact others. When this results in stereotypes, marginalized employees are at risk of unfair treatment. While we cannot completely rid ourselves of unconscious bias, participants will learn ways to identify and disrupt bias.

Related Self-Paced Courses

- Unconscious Bias
- Overcoming Cognitive Bias
- Developing Self-Awareness
- Confronting Bias: Thriving Across Our Differences

Addressing Microaggressions at Work

This 2-hour workshop explores different types of microaggressions and how they can appear in the workplace. Participants will examine the impact of microaggressions on individuals and institutions, learn techniques to minimize their occurrence, and ways to respond if they do occur.

Related Self-Paced Courses

- Dealing with Microaggressions as an Employee
- Teaching Civility in the Workplace
- Communicating about Culturally Sensitive Issues
- Communicating with Empathy

Becoming an Ally and Accomplice

This 2-hour workshop examines different types of allyship that contribute to uplifting marginalized individuals and how accomplices can help dismantle systems of oppression. Participants will explore how privilege can be relative in situations at work and how it can be leveraged when taking action.

Related Self-Paced Courses

- Inclusive Mindset for Committed Allies
- Bystander Training: From Bystander to Upstander
- Becoming an Ally to All
- Leading your Org on a Journey of Allyship