It’s that time of year again! Pumpkin spice is back, the leaves are changing color, and it’s almost time for Benefits Open Enrollment—your once-a-year chance to review your benefits and make the decisions that are right for you and your family.

You can enroll and make changes to your benefit elections November 10–19, 2020, with all elections taking effect January 1, 2021. This year’s changes include the following:

• **Moving to digital.** Faculty, nonunion staff, HUCTW, and Harvard Business Publishing employees will receive digital enrollment guides by email this month. Be sure to confirm your Harvard email address in PeopleSoft (HarvardKey required) so you don’t miss it. Select My Personal Details > Contact Details. All other employees will receive paper guides mailed to their homes.

• **Introducing our new vision carrier.** EyeMed will replace Davis Vision as our vision plan carrier. If you make no changes to your vision plan, you’ll automatically be enrolled in EyeMed at the same coverage level as before.

As always, Open Enrollment is your chance to review your Harvard benefits and make sure you’re taking advantage of your options—medical, dental, and vision, as well as long-term disability, life insurance, legal plans, and identity theft protection. And remember—if you want a Flexible Spending Account for 2021 to help pay for medical costs and/or caring for a dependent, you must make an active choice during the Open Enrollment period.

Want some guidance on comparing your options? Faculty and nonunion staff can ask Alex, a digital, personal assistant, for help in determining the coverage that’s best suited for their situation. Note that Alex will be updated for 2021 in late October.

For more details, visit the [2021 Open Enrollment website](#).
RECOVERY: OVERCOMING NEW WORKPLACE CHALLENGES

In response to the current challenges, the Center for Workplace Development’s Resilience, Recovery, and Renewal initiative has developed resources and guidance for addressing pandemic-related impacts to your life and work.

The Resilience phase, which dealt with immediate responses to the crisis, began in March. Now we’re beginning to focus on Recovery: overcoming new challenges, experimenting with new approaches, and regaining productivity. Phase two includes resources curated by the Center for Workplace Development, from renowned business consultants, architects, researchers, and more. For example, you can find tips and advice about adopting new ways of working, learning to plan for future uncertainty, finding individual purpose in times of crisis, and motivating yourself during the pandemic.

If you’re a manager, you’ll want to consider repopulating your workspace under new physical configurations, making your team more agile, and cultivating compassionate conversations, as well as joining the Center for Workplace Development’s Managers Community Forum (HarvardKey required).

You can find all these resources (and more) on the new Resilience, Recovery, and Renewal initiative webpage, which is regularly updated. Be sure to check back often to get the latest info.

Additionally, to help leaders address organizational needs, we’ve compiled resources providing guidance on:

- Managing remotely
- Strategic planning
- Team effectiveness
- Diversity, inclusion, belonging, and equity
- And much more!

MIND AND BODY

Maintaining your health has never been more important—and these programs and benefits can help make it easier.

- Use your $150 annual fitness benefit from HUGHP or BCBSMA for everything from gym memberships to weight-loss programs to—for this year only—online fitness classes or new or used home exercise equipment purchased before December 31, 2020.
- Help prevent a twindemic! Make sure to get your free flu shot this year, at the Science Center Plaza or Longwood.
- Find your new favorite wellbeing program—choose from yoga, Tai Chi, self-massage, stress management, and more—at the HUHS Center for Wellness and Health Promotion.

LEARNING AND GROWTH

The watchword for this month is proactive—that is, addressing and tackling issues before they become full-blown problems.

- Be a good ally by understanding that being passively “not racist” is not the same—or as powerful—as being actively “anti-racist.” Learn more about what anti-racism means in a work environment with these Anti-racism Resources for the Workplace.
- All employees who are responsible for Harvard-related social media accounts are encouraged to sign up for a new training session, How to Use Social Media at Harvard on October 29 (HarvardKey required).
- Don’t get overwhelmed—get organized! Gain control of your email with an Email Management class on October 7, and learn how to manage university records with these online resources.
LIVING AND WORKING

Tap into resources that will help you relaunch this fall and into 2021.

• **Flexworking** with kids in and out of school? Register at [Care@Work](#) to access a suite of tools and services that can help with managing the challenges of distance learning, including a system to connect you with families in similar situations, and emergency childcare. (Make sure to [register](#) before you need it!)

• Share the benefits of mindfulness with your family members—along with a 30% discount for the Ten Percent Happier app. More information, including a personal message to the Harvard community from program founder Dan Harris, can be found [here](#).

• [Harvard's Employee Assistance Program (EAP)](#) offers immediate support for emotional issues, 24/7, whether you need advice or to talk through legal, financial, elder care, childcare, or career concerns. You can learn more about all the ways the EAP can help by attending a [webinar on October 14](#).

FINANCES AND SECURITY

The best time to invest in yourself and your future security is now.

• Visit [TIAA's Virtual Benefits Fair](#) through November 30 to increase your financial know-how, consult with an investment professional, try out the Paycheck Calculator, and maybe even win a prize playing the Financial IQ Challenge!

• Free [webinars from Harvard Real Estate Assistance](#) can help you on your home-buying journey and provide information about special programs and discounts available through Harvard.

• Take advantage of discounts on computers, software, and related accessories through [Harvard University Information Technology](#) (HarvardKey required).

To explore additional Harvard employee events, view the [full calendar](#) on HARVie.