

Harvard University Resource Groups

There are various resource groups available to you, across the Harvard community, that contribute greatly to fostering a diverse, inclusive, and equitable workplace. These are safe spaces for support, advocacy, partnership, development and more, and assist with expanding connectivity and increasing overall engagement. We welcome you to explore these groups and encourage you to participate as interested.

Resource groups are groups of employees who join together, formally or informally, in their workplace based on shared characteristics or life experiences.

What is an Employee Resource Group (ERG) and What Do They Do?

The Harvard University [Employee Resource Groups](#) (ERGs) strive to promote equal opportunity, awareness, and understanding of Harvard's rich and diverse community, centering on the experiences of staff and faculty from historically-marginalized groups. Their efforts foster an environment of excellence, inclusion, and equity.

These ERGs have been formed by Harvard staff and faculty over the past decades through grassroots channels as an effort for individuals from marginalized groups to connect. They are formally recognized by the University, and the mission of the collective ERGs is to:

- Educate, raise awareness, and share information about issues that affect historically marginalized communities
- Provide professional development, networking, and cultural appreciation opportunities
- Improve diversity, equity, inclusion, and belonging
- Offer a forum in which staff/community concerns can be made known to the University

What is an Affinity Group and What Do They Do?

Affinity Groups provide an opportunity for people to explore, unpack, and engage in conversation on the various interpersonal dynamics, beliefs, and thoughts that shape our experiences as members of a community. They are similar to ERGs in that they have a shared interest or common goal, and can be spaces for processing, healing, or deep interrogation of our own beliefs. They can also be comprised of individuals who formally or informally belong.

Participation in these various resource groups span all Harvard schools and units, and all Harvard employees are welcome to participate across identity lines in allyship and support. A list of Harvard resource groups, and how to get involved, are on the following pages.

Group Name	Description	Get Involved!
<p>Ability +</p>	<p>Harvard Ability+ serves as Harvard's university-wide affinity group for employees with a disability and their allies. We strive to build community, provide resources, and promote advocacy in the Harvard network for disability inclusion and belonging. We welcome all Harvard community members and have a specific emphasis on employee populations and aim our resources for those working at Harvard with a disability. However, we welcome all those who experience disability or those who wish to learn, advocate, and strive for inclusion of disability in the Harvard community.</p>	<p>To join, please email Erich Manser at erich_manser@harvard.edu.</p>
<p>Association of Black Faculty, Administrators and Fellows (ABFAF)</p>	<p>ABFAF strives to support and advocate for the University's Black community. We provide a means of communication, interaction and counseling for members through seminars, discussion groups, and social gatherings. The Association of Black Faculty, Administrators and Fellows is a university-wide group, and is open to all faculty, administrators, fellows and staff.</p>	<p>View their website to learn more about how to join their mailing list, attend events, explore resources, and make connections:</p> <p>https://employeeresourcegroups.harvard.edu/abfaf</p>
<p>Association of Harvard Asian and Asian American Faculty and Staff (AHAAAFS)</p>	<p>We were established to provide opportunities for networking, career development, awareness, and support for Asian, Asian American, and Pacific Islander faculty and staff. It also serves as a resource for the larger Asian and Asian American community at Harvard. All staff and faculty are welcome to participate in AHAAAFS events and activities.</p>	<p>View their website to submit a membership request, learn how to join their mailing list, attend events, explore resources and make connections:</p> <p>https://employeeresourcegroups.harvard.edu/ahaaafs</p>
<p>Association of Harvard Latinx Faculty and Staff (AHLFS)</p>	<p>AHLFS was founded in 2009, through grassroots efforts by a number of employees here at Harvard University. AHLFS was established to promote, support and advance the needs and goals of Latinx faculty and staff at Harvard University. Membership is free of charge and open to all faculty, administrators, fellows, and staff at all levels employed by Harvard University and its affiliates who support the mission of AHLFS.</p>	<p>View their website to submit a membership request, learn how to join their mailing list, attend events, explore resources and make connections:</p> <p>https://employeeresourcegroups.harvard.edu/ahlfs</p>

Group Name	Description	Get Involved!
<p>Committee on the Concerns of Women at Harvard (CCW)</p>	<p>Our mission is to improve professional and academic experiences for all women at Harvard while celebrating their successes big and small. Women make up a large and important constituency of the University, and the Committee will work to identify women’s concerns within the workplace and address them through education, dialogue, community, and collective action.</p>	<p>View their website to learn more about how to join their mailing list, register for their newsletter, attend events, explore resources, and make connections:</p> <p>https://employeeresourcegroups.harvard.edu/ccw</p>
<p>Harvard Women in Technology + Allies (HarvardWIT+)</p>	<p>HarvardWIT+ is a staff-led, University-wide, volunteer organization that seeks to advance gender representation, engagement, and support in STEM and technology-related fields. A Task Force on Diversity and Inclusivity was formed in 2017 to develop actionable items towards recruiting, retaining and advancing people of diverse backgrounds in IT.</p>	<p>View their website to learn more about how to join their mailing list, register for their newsletter, attend events, explore resources, and make connections:</p> <p>https://wit.abcd.harvard.edu/get-involved</p>
<p>Harvard University Native American Program (HUNAP)</p>	<p>Read their full mission statement here that highlights education, community, scholarship and inclusion resources and initiatives.</p>	<p>View their website to learn more about how get involved:</p> <p>www.hunap.harvard.edu</p>
<p>LGBTQ Staff and Faculty Employee Resource Group (QERG)</p>	<p>The mission of the QERG of Harvard University is to ensure that Harvard is a welcoming and inclusive workplace for lesbian, gay, bisexual, transgender, nonbinary, and queer employees. The QERG works with the University’s many schools, offices, and LGBTQ leaders in our shared goal of ensuring Harvard is a great place to both work and learn. The QERG serves as a visible, accessible resource for LGBTQ employees and will provide recruitment, networking and career development opportunities.</p>	<p>View their website to learn more about how to join their mailing list, register for their newsletter, attend events, explore resources, and make connections:</p> <p>https://employeeresourcegroups.harvard.edu/qerg</p>

Group Name	Description	Get Involved!
Women of Color Harvard Leaders	Women of Color (WoC) group focused on formal and informal mentorship, professional development, leadership, and fostering and uplifting community for staff and administrators. We are an administrators network open to women who share similar professional development interests. Members joining agree to be part of a safe, empowering and uplifting community of WoC.	Membership is open to Union or Exempt Women of Color administrators at Harvard. To join, please email the Admin Co-Chairs at: wocharvardleaders@gmail.com

Should you require an accommodation to participate in these resource groups, please contact University Disability Resources (UDR). UDR welcomes students, faculty, staff and visitors with disabilities and ensures an accessible, welcoming working and learning environment for individuals with disabilities, while ensuring compliance with federal and state regulations.

University Disability Resources

Website: <https://accessibility.harvard.edu/>

Email: disabilityresources@harvard.edu

Phone: 617-495-1859

TTY: 617-496-0466

Address: Richard A. and Susan F. Smith Campus Center, Suite 900, Cambridge, MA 02138