

CASE STUDY

HARVARD BUSINESS PUBLISHING

DIVERSITY, INCLUSION & BELONGING

HARLEM LABS



PROJECT DESCRIPTION

Harvard Business Publishing engaged Harlem Labs for a year-long project to flesh out the organization's existing diversity and inclusion framework.

Key Deliverables

- Developed task-oriented teams to advance the goals of the program.
- Introduced beneficial partnerships with external organizations to support future diversity talent recruitment efforts.
- Coordinated team events, meetings and ongoing internal communications.
- Supported directives and vision of executive team to expound the program.



KEY ACTIONS

Leadership Engagement:

We worked closely with the leadership team to stand up five teams designed to address key focus elements of the initiative.

Partnership Development:

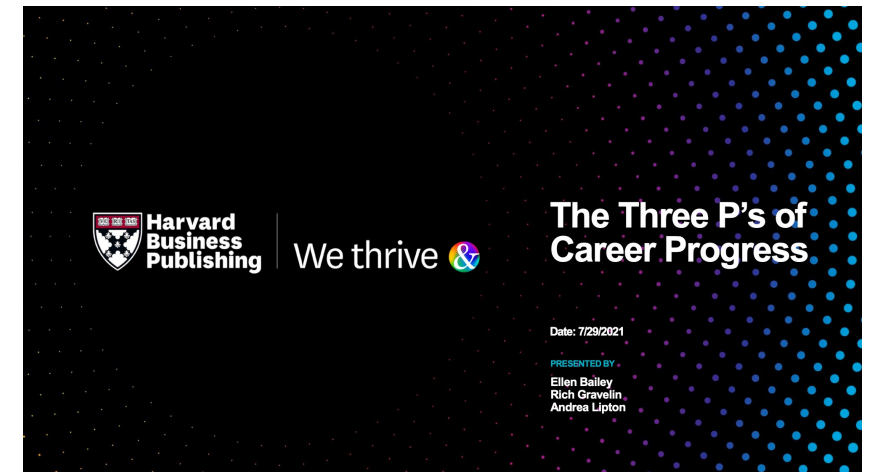
We researched, identified and engaged with community partner organizations that would help drive HBP's DIB goals.

Database Segmentation:

We reviewed and content and supported the development of reading pathways for target community populations.

Implementation & Planning:

We supported management with the planning and execution of meetings, events and operational elements required to facilitate the projects' successful implementation.



DETAILS

Ambassador Support

- Worked closely with the Team Captains and Ambassadors to affect their envisioned change.
- Helped in designing team strategies and launching initiatives.
- Provided guidance and insight to help resolve emerging challenges

Partnership Development

- Identified and engaged ideal partners.
- Provided ongoing support by securing and implementing initial steps

Content Pathway Creation

- Reviewed library of material to identify key materials for use in engaging audiences.
- Compiled and organized findings to support the development of pathways to appeal to and support career development of target audiences.

EFFORT SYNOPSIS

Harlem Labs was an ideal Sherpa for the climb HBP undertook in activating its around Diversity, Inclusion and Belonging initiatives.

Our engagement resulted in the organization developing ongoing sustainable programs that drive inclusion.

Testimonial

It was a pleasure working with Harlem Labs as HBP stood up its DIB efforts over the course of several months.

Harlem Labs not only cultivated HBP community partnerships, but provided guidance on how to grow and enhance those partnerships.

Their special focus on improving our acquisition and retention of talent from target communities was key to helping us make progress with our efforts and we highly recommend them for similar work.

Ellen Bailey, VP Diversity and Culture
Harvard Business Publishing

QUESTIONS?

Email us at: team@harlemlabs.com

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