

Harvard IRC Diversity and Inclusivity Policy

The Harvard International Relations Council (hereafter “the IRC”) is committed to fostering, cultivating, and preserving a culture of respect for diversity and inclusion.

The diversity of identities and experiences represented in our membership results in a plethora of unique life experiences, self-expression, and talent which our members invest in this organization, enriching our operations and our community. **Our diversity represents a significant part of not only our culture, but also our organization’s achievement.**

Accordingly, the IRC embraces and encourages our members’ identities and all differences in identity, including but not limited to race and ethnicity, gender identity or expression, sexual orientation, socio-economic status, disability, national origin, religion, veteran status, and other characteristics which make our members unique.

The IRC commits itself to creating a robust culture of inclusion and belonging where all members feel valued and respected. This means building a culture predicated on respectful communication between all members; non-discrimination in program recruitment, selection, and operations; and thoughtful and responsible community membership and student leadership. All members of the IRC have a responsibility to treat others with dignity and respect at all times and are expected to exhibit conduct that reflects these values. **IRC and program leaders are obligated to model this behavior, to foster an inclusive culture,** and to take action when these community standards have been violated.

The IRC recognizes that it is not enough to simply not be discriminatory; the organization strives to be actively supportive, inclusive, and proactive about uplifting members of marginalized communities. The organization realizes this by training its leadership in cultural sensitivity and unconscious biases, releasing statements to promote education on current instances of global inequity, and other measures that are consistently being introduced by the hardworking Diversity & Inclusivity subcommittee and Board of Directors.