Alumni Affairs & Development

ACCOMPLISHMENTS:

- AA&D launched 22 new DEI and Belonging learning programs in the last year to advance the knowledge and skills of all staff.
- AA&D developed two new DEI and Belonging focused task forces - AA&D Hiring Task Force & Task Force for Inclusive Excellence.
- In the last year, YAA hosted over 60 DEI and Belonging learning programs showcasing the talents, expertise, and diversity of our alumni and campus communities.
- Campaign Committee reflects diversity in age, gender, ethnicity and affiliation to Yale.

ACCOMPLISHMENTS:

Yale community, etc.)

AA&D STRATEGIC PLAN FOR DEI AND BELONGING

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING
5-Year Goal: Emphasize connections between DEI and Belonging and comprehensive campaign/fundraising goals, and DEI and Belonging and alumni engagement priorities.

Year 1 Action Areas:
1. Provide staff resources/learning opportunities in support of enhanced capability around DEI and Belonging and philanthropy and engagement.
2. Create opportunities for our internal and external stakeholders to engage in education via DEI and Belonging programming.

DIVERSITY OF THE YALE COMMUNITY
5-Year Goal:
Attract, increase, retain and engage - underrepresented staff at all levels - underrepresented alumni, friends, and donors.

Year 1 Action Areas:
1. Implement systems and practices that result in the development of a pipeline:
   a. Staff who will bring excellence and diversity to division management and leadership.
   b. Alumni who will be nominated and appointed to various alumni committees and volunteer opportunities.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES
5-Year Goal:
Foster an environment in which all internal and external stakeholders (staff, alumni, donors, Yale community, etc.) feel a sense of belonging in interactions within AA&D.

Year 1 Action Areas:
1. Develop and leverage internal communication processes that provide more access to information to all constituents.
2. Review all division practices regarding accessibility and equity to ensure alignment with Yale policies and best practices.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE
5-Year Goal:
Provide a series of professional development and learning opportunities to staff and volunteers inclusive of DEI and Belonging practices.

Year 1 Action Areas:
1. Provide regularly scheduled opportunities for volunteers to increase their learning in the area of DEI and Belonging relevant to their roles.
2. Develop and present skills sessions customized to DEI and geared towards stakeholder engagement and relationship management for AA&D staff.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT
5-Year Goal:
Foster and reinforce a culture of universal respect for all.

Year 1 Action Areas:
1. Engage interested staff in DEI and Belonging action planning via new Communications and Programming subcommittees.
2. Continue support of YAA Board of Governors Equity and Inclusion Committee efforts to hold regular board discussions customized to DEI and geared towards stakeholder engagement and relationship management for AA&D staff.
3. Assess opportunities for broader adoption - across the division - of shared expectations.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY
5-Year Goal:
Create a culture that breaks down barriers to communication, encourages dialogue, and embraces accountability.

Year 1 Action Areas:
1. Develop a mission and vision statement aligned with the vision of Belonging at Yale.
2. Provide quarterly DEI and Belonging plan updates in established communication channels.
3. Communicate the adopted recommendations of the Hiring Task Force and the Task Force for Inclusive Excellence and create a structure for implementation and accountability.

OUR TEAM
Our initial AA&D Planning Team is a working group of unit leaders committed to the enhancement of an inclusive workplace culture and the development of a stronger sense of belonging for our donor and alumni communities. Our team is committed to inclusion of ideas, embracing best practices, and developing strategic plans that allow for accountability and equitable practices in AA&D.

PLANNING TEAM
Joan O’Neill, team sponsor
Carolyn Claflin, member
Cate McDonough, member
Dannika Kemp Avent, member
James Kenny, member
Mathwon Howard, member
Sondra Cruver, member
Weili Cheng, member
Joelle Murchison, consultant

“We are connected by a need to improve the world, and we are a community that holds itself to high standards of acceptance, inclusion, and belonging.”

President Peter Salovey