



# Alumni Affairs & Development

BELONGING  
AT YALE

## ACCOMPLISHMENTS:

- AA&D supported the skill development of 90+ managers by developing a DEI Training Cohort, consisting of five critical topics that support hiring and managing a diverse staff population.
- AA&D developed two new DEI and Belonging sub-committees focused on internal Communications and Programming.
- YAA continues to host 60+ DEI and Belonging programs showcasing the talents, expertise, and diversity of our alumni and campus communities.
- AA&D has built a Workplace Culture Climate Assessment, and SLT action plans in support of accountability.

## 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 between DEI and Belonging and alumni engagement priorities.

**Year 2 & 3 Action Areas:**

1. Provide staff resources/learning opportunities in support of enhanced capability around DEI and Belonging, philanthropy, and engagement.
2. Develop fundraising proposals for Belonging-related priorities and share them with fundraising staff.
3. Create opportunities for our staff to engage in education.



### DIVERSITY OF THE YALE COMMUNITY

**5-Year Goal:** Attract, increase, retain, and engage:

- underrepresented staff at all levels
- underrepresented alumni, friends, and donors.

**Year 2 & 3 Action Areas:**

1. Identify opportunities to strengthen the excellence and diversity of division staff.
2. Develop a plan to address those opportunities.
3. Implement systems and practices that result in pipelines for staff and volunteers.
4. Execute approved actions of the Hiring Task Force and the Task Force for Inclusive Excellence.



### 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 2 & 3 Action Areas:**

- Develop internal communication processes that provide more access to information for all stakeholders.



### 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 2 & 3 Action Areas:**

1. Provide monthly learning opportunities, for staff, to increase advanced knowledge in topics related to DEI and Belonging.
2. Provide annual opportunities for volunteers.
3. Provide DEI and Belonging advanced learning cohorts for AA&D staff.



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

**5-Year Goal:** Foster and reinforce a culture of universal respect for all.

**Year 2 & 3 Action Areas:**

1. Include staff in DEI and belonging action planning via Communications and Programming Subcommittees.
2. Continue to support the YAA Board of Governors Equity and Inclusion Committee's learning sessions and planned alumni programs.
3. Promote partnership of the AA&D DEI & belonging strategic plan with the workplace culture initiatives and the HR strategic plans.



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

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

**Year 2 & 3 Action Areas:**

1. Promote the incorporation of the AA&D mission and vision statements in our division
2. Provide belonging updates via various AA&D communication channels.
3. Provide an annual, internal workplace culture climate survey and data analysis report to staff.

## OUR TEAM

Our AA&D DEI and Belonging Working Group comprises diverse C&T and M&P staff members committed to the enhancement of our workplace culture and the development of a stronger sense of belonging for our staff, donor, and alumni communities. Our group is committed to embracing best practices and developing strategic plans that allow for accountability and transparency in AA&D.



**Joan O'Neill**  
Vice President  
for  
Alumni Affairs & Development

## PLANNING TEAM

Joan O'Neill, team sponsor  
Alan Baubonis, member  
Clara Mojica, member  
Dannika Kemp Avent, member  
Giovanni Amore, member  
James Kenny, member  
Jessica Woodward, member  
Kelly Bozzuto, member  
Mathwon Howard, member  
Melissa Mason, member  
Rebecca Cramer, member  
Sean McAvoy, 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."*

*Peter Salovey*  
President

