



Yale Athletics

Yale Athletics will strategically create opportunities to build an inclusive culture for staff, student-athletes, and prospective student-athletes by valuing diverse thought and backgrounds, actively educating through awareness raising and programming, and evaluating policies and processes.

Our Belonging action plan will focus on our student-athletes, coaches, staff, alumni, and the New Haven and campus communities while prioritizing department goals, recommendations, and initiatives to promote diversity, equity, and inclusion.

Diversity, Equity + Inclusion Plan

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Support belonging group connections focused on uplifting the voices of student-athletes, including those from under-represented groups, and encourage the development of new student-athlete affinity groups.

Identify opportunities to develop connection events and yearly programming for our student-athletes and staff by fostering partnerships with Yale cultural centers and departments that support underrepresented groups.

Collect feedback surveys at the conclusion of diversity and inclusion trainings and select inclusion-focused activities for future events.

DIVERSITY OF THE YALE COMMUNITY

Highlight local minority-owned businesses and resources for Yale Athletics Department staff and visiting teams.

Identify New Haven organizations for partnerships with Yale Athletics staff and student-athletes for annual campaigns, engagement, event access, and development.

Highlight student-athletes and alumni, including those from underrepresented groups, through partnerships with Yale Bulldogs for Change, the Yale Women's Athletics Network, and student-athlete affinity groups.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Create annual inclusion training and programming opportunities for Athletics staff and student-athletes, including a partnership with A Long Talk.

Support the Diversity, Equity, Inclusion, and Belonging Committee operated by the Student-Athlete Advisory Committee, providing a voice to all student-athlete affinity groups.

Create internal diversity, equity, inclusion, and belonging landing page to assist Yale Athletics Department staff with onboarding and to house campus and community resource links.

Review retention data to evaluate unit progress and plan for future employee inclusion and retention efforts.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Evaluate diversity, equity, and inclusion for coaches and staff, focusing on:

- Welcoming, onboarding, and retention
- Education and workshops
- Community engagement and events
- Cultural Center connections
- Employee affinity groups

Collaborate with Yale affinity groups and community partners for joint programming opportunities.

Accomplishments

1. Welcomed social justice educators for annual inclusion discussions with coaches, staff, and student-athletes focused on historical education rooted in the pillars of power, practice, privilege, and personal responsibility to be an active ally in the spaces we occupy.
2. Partnered with multiple affinity groups, departments and offices on campus for co-sponsored programming while also hosting a "Trailblazers in Athletics" panel discussion.
3. Hosted multiple events and sponsored games with our student-athlete affinity groups and teams.



100 percent of Yale Athletics Department staff and coaches have participated in diversity, equity, inclusion, and belonging trainings.

Planning Team

NADEIGE HOLMES-FOUNTAIN – ASSISTANT ATHLETIC DIRECTOR, OPERATIONS, AND DIRECTOR OF DEI AND BELONGING FOR STUDENT-ATHLETES

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COLLEEN MURPHY – ASSISTANT ATHLETIC DIRECTOR, STRATEGIC COMMUNICATIONS

MARY BOUDREAU – ASSISTANT ATHLETIC DIRECTOR, MARKETING



VICKY CHUN

Thomas A. Beckett Director of Athletics

“Our Athletics Department understands the strength of an inclusive community. We will keep learning and providing a supportive environment for physical and mental growth for everyone.”

“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 Salovey, October 14, 2020