



# Yale Athletics

## DESCRIPTION

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

Our DEI 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, inclusion, and belonging.

## Diversity, Equity + Inclusion Plan

### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Create a student-athlete leadership team focused on uplifting the voices of underrepresented student-athletes 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 developing partnerships with Yale cultural centers and departments that support underrepresented groups.

Collect feedback surveys after the conclusion of diversity and inclusion trainings and select inclusion-focused events for use in future event planning.

### DIVERSITY OF THE YALE COMMUNITY

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

Identify local New Haven organizations for Yale Athletics staff and student-athletes to build partnerships, including annual campaigns, engagement, and access for events and development.

Create opportunity for the Yale Athletics Department to highlight student-athletes and alums from underrepresented groups through partnerships with Yale Bulldogs for Change, the Yale Women's Athletics Network, and other student-athlete affinity groups.

### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Create annual inclusion trainings and programming opportunities for Yale Athletics Department staff and student-athletes.

Establish a Diversity, Equity, Inclusion, and Belonging Committee operated by the Student-Athlete Advisory Committee that provides 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 house campus and community resource link.

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

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Establish Diversity, Equity, and Inclusion Working Group and five staff subcommittees to focus on:  
-Welcoming, Onboarding, and Retention  
-Education and Workshops  
-Community Engagement and Events  
-Cultural House Connections  
-Employee Affinity Groups

Create monthly department inclusion newsletter to highlight campus resources, events, and programming.

Collaborate with campus affinity groups, cultural centers, and partners for joint programming opportunities.

## Accomplishments

1. Welcomed a social justice educator and an internal university speaker for annual inclusion discussions surrounding implicit bias and navigating hard conversations with coaches, staff, and student-athletes.
2. Introduced annual community engagement efforts in support of New Haven Reads and the New Haven Boys and Girls Club chapter.
3. Hosted alums of color panel discussion in conjunction with Afro-American Cultural Center and moderated by student-athlete representatives from Yale Bulldogs for Change.



**Percent**  
of Yale Athletics Department Staff and coaches that attended annual diversity, equity, inclusion, and belonging trainings.

## Planning Team

- NATHALIE CARTER**, SR. ASSOCIATE ATHLETIC DIRECTOR, COMMUNITY ENGAGEMENT AND DEI
- MARISSA PEARSON**, ASSISTANT ATHLETIC DIRECTOR, ADMINISTRATION
- JASON STRONG**, ASSOCIATE ATHLETIC DIRECTOR, COMPLIANCE
- MATHIEU ARAUJO**, ASSISTANT COACH, FOOTBALL
- LYNN LEONG**, BROOKS G. RAGEN DIRECTOR OF SQUASH AT YALE
- LAURA RICCIARDONE**, ASSISTANT COACH, SOFTBALL
- ELIZA KEOGH**, DIRECTOR OF TICKET OPERATIONS



**VICTORIA M. "VICKY" CHUN**  
Thomas A. Beckett Director of Athletics

*"Sport brings together people of all backgrounds in the pursuit of a singular goal. The Athletics Department celebrates this mentality and believes it can be used to create a more inclusive community."*

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

President Salovey, October 14, 2020