



Yale Athletics

DESCRIPTION

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 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, and inclusion.

Diversity, Equity + Inclusion Plan

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Support belonging group connections 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 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 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 a partnership for annual campaigns, engagement, event access, and development.

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 training and programming opportunities for Yale Athletics Department staff and student-athletes.

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 house campus and community resource links.

Review hiring and 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 Working Group and five staff subcommittees to focus on:

- Welcoming, Onboarding, and Retention
- Education and Workshops
- Community Engagement and Events
- Cultural Center Connections
- Employee Affinity Groups

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

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. Completed third annual equipment drive and delivery for Boys & Girls Club of Greater New Haven.
3. Celebrated 50 years of Title IX in conjunction with Yale women alumni, student-athletes, and community.



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

Planning Team

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LAURA RICCIARDONE, ASSISTANT COACH, SOFTBALL

ELIZA KEOGH, DIRECTOR OF TICKET OPERATIONS



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