The six organizations that make up our division create, steward, and share a diverse record of human experience. The collaboratively developed division plan reflects our commitment to working and learning together to ensure that our collections, services, and programs reach our individual organizational and division-wide DEIA/B aspirations.

**Collections and Scholarly Communication**

**DIVERSITY, EQUITY + INCLUSION PLAN**

**SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING**
As a division that serves both the University community and the broader public through our collections, exhibitions, circulations, publications, and programs, “scholarship, research, practice, & teaching” is core to our collective mission. In our plan, we seek to identify and address the histories, gaps, and biases within our scholarship, collections, and research. In addition, we will support collections-based teaching and programming that reflect the division’s values.

**DIVERSITY OF THE YALE COMMUNITY**
We will assess and develop our internal workplace culture to ensure that our workplaces are inclusive of, and accessible to, colleagues with disabilities, Black, Indigenous, People of Color (BIPOC) colleagues, and LGBTQ+ colleagues at all staffing levels. In addition, we will equip our units with practices and tools for the recruitment and retention of BIPOC candidates and staff.

**EQUITABLE PROCESS, PROCEDURE, & RESPONSES**
We will work together to articulate our values and to align our division’s work with those values. In addition, we will provide centralized cross-unit support and accountability for division DEI, accessibility, and belonging goals, including advocacy for human resources and financial resources to support meeting our goals.

**PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE**
Our plan seeks to foster a spirit of collaboration and to provide opportunities for personal and professional growth across the division. We are building both informal and formal learning opportunities across the division, not only for staff but also for students, faculty, and advisory groups, to ensure that we are fully training those who play a role in building diverse and inclusive spaces for engagement.

**ACKNOWLEDGEMENT, RECOGNITION, & RESPECT**
Our division actively engages with the local community at the unit level through a variety of partnerships, including with the New Haven Public Schools, the New Haven Promise program, and New Haven Works. Our plan seeks to take a holistic look at the ways we engage with our local community across the division, and to identify ways we might strengthen and deepen those relationships through more division-level collaboration.

**COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY**
To foster a culture of respect and belonging, regular communication with staff and other stakeholders is key. We will develop and implement a communications plan that articulates strategies for soliciting stakeholder input and regularly conveys updates and progress related to our DEI, accessibility, and belonging plan.

**ACCOMPLISHMENTS**
1. Establishment of the divisional Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIA/B) Committee
2. Self-assessments of all units to understand strengths and weaknesses
3. Public-facing projects and programming that elevate and celebrate diverse perspectives
4. Partnerships with the local community, including the New Haven Promise program, New Haven Works, and the New Haven Public Schools

**PLANNING TEAM**

**SUSAN GIBBONS**  
Vice Provost for Collections and Scholarly Communication

**ELIZABETH WILLIAMS, MIKE BELL, ANIKO BEZUR, KATE BROWN, MARY CALDERA, KYLE KEARSON, NANCY MACGREGOR, ANDREA MOTTO, GABRIELA REDWINE, JONATHAN ROHNER, ANNA RUSSELL, KATE SCHILLING, MOLLEEN THEODORE, JENYA WEINREB**

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