



BELONGING AT YALE



Collections and Scholarly Communication

DESCRIPTION

The Collections and Scholarly Communication division is led by Vice Provost Susan Gibbons and comprises six units: Institute for the Preservation of Cultural Heritage, Yale Center for British Art, Yale Peabody Museum, Yale University Art Gallery, Yale University Library, and Yale University Press. Numbering nearly 1,000 staff members, we steward over 30 million items that span millennia and annually serve over 650,000 visitors, scholars, and students who engage with our collections, research, programs, and publications.

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 work to ensure that each unit has a mechanism in place to assess and develop its internal workplace culture so that our workplaces are inclusive of, and accessible to, all colleagues, including those 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 embed assessment mechanisms into our DEIA/B work so that we can 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 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 are working to implement a communications strategy that keeps stakeholders apprised and involved with efforts related to supporting our individual units, advocating across our division for University-level support, and building community among our staff and stakeholders.

ACCOMPLISHMENTS

1. Ongoing efforts of the divisional Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIA/B) Committee
2. Self-assessments of all units to understand strengths and weaknesses and to help prioritize work
3. Internal DEIA/B Series for staff that highlights work happening across our division
4. Partnerships with the local community, including the New Haven Promise program, New Haven Works, and the New Haven Public Schools



SUSAN GIBBONS

Vice Provost for Collections and Scholarly Communication

PLANNING TEAM

MIKE BELL, ANIKO BEZUR, KATE BROWN, MARY CALDERA, MELISSA FOURNIER, KAPPY MINTIE, ANDREA MOTTO

RISÉ NELSON, NICOLE PALFFY-MUHORAY, ANISSA PELLEGRINO, MOLLEEN THEODORE, CATHERINE SPARER-MORALES, JENYA WEINREB, ELIZABETH WILLIAMS

“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.”

