Office of Public Affairs & Communications

DIVERSITY, EQUITY + INCLUSION PLAN

In Year 2, OPAC’s DEI/Belonging action plan will have an internal focus: facilitating our staff's professional development, building community in a hybrid workplace, and encouraging connections across teams. With Internal Communications recently becoming part of OPAC, some of the efforts in Year 2 will include community-building actions that aim to welcome and integrate that team into the office.

DIVERSITY OF THE YALE COMMUNITY

Develop voluntary mentorship program for OPAC staff. Mentorship pairings will facilitate connections across the unit, help staff outline/reach professional development goals, provide career guidance, and facilitate knowledge sharing.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

In preparation for the move to Drupal 9, audit and assess OPAC-owned sites for accessibility through Siteimprove. Review accessibility policies and best practices and flag any issues or potential improvements to be addressed in the rebuild.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Partner with HR to facilitate required bi-annual DEI training for OPAC staff. Facilitate in-person events (“Optional Outings”) open to all OPAC staff to foster community and connections across teams. Encourage OPAC staff to include a DEI/Belonging-related goal in their Focus Form to increase individual accountability. Staff members should develop a personal development goal and review progress with their managers.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Regularly review progress toward DEI/Belonging goals through short anonymous staff surveys. After auditing editorial coverage of DEI/Belonging topics in Year 1, explore streamlined tagging across OPAC channels. Streamlined tagging will allow effective tracking of coverage of DEI/B topics and identify gaps in representation.

ACCOMPLISHMENTS

Poynter Fellowship Increased annual outreach to include 60+ cultural centers, student groups, etc. whose work touches on DEI/Belonging.

Communications Community In January 2022, Kim Goff-Crews presented on the Belonging at Yale communications campaign and highlighted how communicators across campus can support Belonging efforts.

Staff Training OPAC hosted three DEI/Belonging professional development events focused on unconscious bias, inclusive workplaces, and creating an environment of mutual respect.

Editorial Assessment revealed that about one-third of Yale News/Yale Today content has a DEI/Belonging-related theme or focus.

74% Staff who would recommend Yale as a great place to work.

76% Staff who feel part of a community and a sense of belonging at Yale.

PLANNING TEAM

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“OPAC’s strength and vibrancy depend on the perpetual cultivation of an environment that not only welcomes but actively embraces the chance to share and explore each other’s perspectives. I will always be open and eager to hear yours.”

belong.yale.edu