



# BELONGING AT YALE

## 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.

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

76%

### PLANNING TEAM

ASHLEY BLACKWELL  
ALAINA BORSARI  
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KASSANDRA HARO  
LISA MALONEY  
STEPHANIE REYNOLDS RAMOS



**KAREN PEART**  
Interim Vice President for Communications

*"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."*

