



Division of the Senior Vice President and General Counsel

The Division of the Senior Vice President and General Counsel, consisting of the Offices of the General Counsel, Federal and State Relations, Enterprise Risk Management, and Institutional Affairs, is committed to maintaining a workplace that is inclusive of

the many diverse voices that make up our division, and to taking active steps to foster and enhance that diversity. We believe that this is essential to our provision of excellent service to Yale.

Diversity, Equity + Inclusion Plan

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

The division will present a minimum of three professional development programs during FY22, including a session to explore the meaning of diversity, equity, inclusion, and belonging as they pertain to our unit, and to establish a common understanding to prepare for ongoing conversations.

We will provide professional development opportunities for managers within the division on effective leadership and management, with a specific focus on DEI/belonging areas.

DIVERSITY OF THE YALE COMMUNITY

The division will partner with Human Resources to conduct a review of our outreach and hiring processes to determine where enhancements might be made in future searches.

We will create a set of guidelines for outside counsel, including expectations with regard to the diversity of lawyers at law firms engaged to represent Yale.

Internally, we will engage all staff and foster a sense of inclusion and belonging by highlighting important work done by all division units, updating website bios to highlight staff engagement in community and DEI activities, and creating new opportunities for staff interaction.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

The division will review the ways in which we currently recognize the professional accomplishments of colleagues, both individually and as a group, in order to ensure that we are highlighting important work done by all colleagues, in and out of the workplace, particularly with respect to DEI.

In future years, we will review office artwork and other displays and consider ways to enhance representation and inclusion. We will also consider ways to support New Haven-based initiatives.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

The division will conduct an annual DEI survey in an effort to track progress and identify issues or concerns.

We will provide division members with regular updates on actions taken pursuant to this plan and solicit ongoing feedback on perceptions of progress toward DEI goals.

We will encourage and support division staff to become “champions” of DEI work, for example through committee service and support, volunteer and community activities, active engagement in Yale’s affinity groups, and attendance at DEI-related events.

Accomplishments

1. We have developed new recruitment strategies, including outreach to different professional organizations and law school career offices.
2. We have created a forum for ongoing discussion of DEI issues and concerns and are providing regular progress updates with respect to our division goals.
3. We have begun a series of steps, such as regular all-staff meetings, designed to foster a sense of inclusion and belonging among all members of the division.



Planning Team

VANNESSA MARTINEZ CECCHINI, SENIOR ASSOCIATE GENERAL COUNSEL

ALEXANDER HAN, ASSOCIATE GENERAL COUNSEL

CRYSTAL PATENAUDE, SENIOR ADMINISTRATIVE ASSISTANT

SOHAIL RAMIREZ, ASSOCIATE GENERAL COUNSEL

CHRISTEN RUFF, ASSISTANT DIRECTOR, INSTITUTIONAL AFFAIRS



ALEX DREIER

Senior Vice President for Institutional Affairs, General Counsel, & Senior Counselor to the President

“Maintaining excellence – in the services we provide in support of the university’s mission and its diverse community – demands that we work together to ensure the inclusion of every voice on our team.”

Our division’s DEI Plan aims to provide each member of our group with a sense of belonging, as a part of our team and within the greater Yale community.