



# Division of the Senior Vice President and General Counsel

## DESCRIPTION

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 FY23, including a session on creating a climate of mutual respect and a session on mentorship and sponsorship.

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

### DIVERSITY OF THE YALE COMMUNITY

The division will continue its efforts to engage all staff and foster inclusion and belonging, with a focus on meaningful small group interactions, including monthly informal "lunch and learn" meetings on various DEI and Belonging topics, attendance at campus events and lunchtime walks.

We will create opportunities for mentorship and career development to demonstrate commitment to the professional development of all staff. We will provide training on how to be an effective mentor and sponsor, and guidance on how to seek mentorship.

### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

The division will review the ways in which we recognize the professional accomplishments of colleagues, both individually and as a group, and will highlight important work done by colleagues in and out of the workplace, including work that advances diversity, equity, inclusion, and belonging.

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

### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

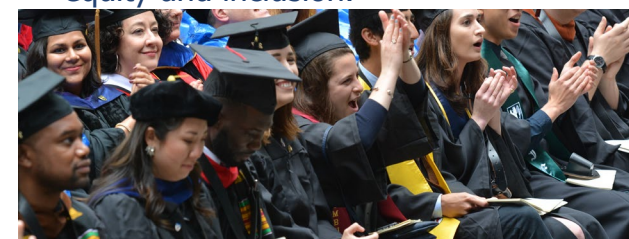
The division will conduct a periodic DEI and Belonging survey in an effort to track progress and identify issues or concerns.

We will provide division members with regular updates on actions taken pursuant to this plan and solicit ongoing feedback from staff 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, engagement in Yale's affinity groups, and attendance at DEI-related events.

## Accomplishments

1. Website bios have been updated to highlight staff members' community engagement, professional association membership/leadership, and activities that advance diversity, equity, inclusion, and belonging.
2. We have begun a monthly informal lunch discussion series on DEI and Belonging topics.
3. We have developed a set of guidelines for outside counsel, including expectations with respect to diversity, equity and inclusion.



## Planning Team

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**ALEXANDER HAN, ASSOCIATE GENERAL COUNSEL**

**CRYSTAL PATENAUDE, SENIOR ADMINISTRATIVE ASSISTANT**

**SOHAIL RAMIREZ, ASSOCIATE GENERAL COUNSEL**

**CHRISTEN RUFF, ASSOCIATE 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.