Global Strategy and Academic Initiatives

The work of our division involves close collaboration with colleagues in offices across the Yale campus, such as the Jackson Institute for Global Affairs and the MacMillan Center for International and Area Studies (MC). The division includes the following offices:

- Office of International Affairs (OIA)
- Office of International Students and Scholars (OISS)
- Yale-NUS College New Haven Office
- Yale Young Global Scholars (YYGS)
- Yale Conference & Events (YC&E)
- Yale Trademark Licensing (YTL)
- Poorvu Center for Teaching and Learning (Poorvu)
- Yale Schwarzman Center (YSC)
- University Registrar’s Office (URO)

DIVERSITY, EQUITY & INCLUSION PLAN

PROFESSIONAL & PERSONAL DEVELOPMENT

All staff will develop at least one Performance Management goal for 2021-2022 that addresses personal growth in DEI & Belonging topics. A subcommittee will create and share a menu of opportunities for training:

- Workshops by external experts
- Small group discussions of common reading options
- Improved access to centrally organized events
- Opportunities for staff who work with international populations
- Independent self-directed LinkedIn Learning or Coursera courses

DIVERSITY OF THE YALE COMMUNITY

We will collaborate across offices and with HR to create a guide for hiring managers. As we return to campus, we will freshly consider accessibility of our resources, programs, and physical spaces. We will celebrate workplace practices that honor diversity (examples include potluck meals featuring foods connected to individual heritage, cultural celebrations, and a staff-generated community values document to emphasize inclusivity). We will encourage and provide support for career advancement opportunity, a critical necessity for maintaining and increasing community diversity.

COMMUNICATION, TRANSPARENCY & ACCOUNTABILITY

We will conduct a refined assessment through focus groups and interviews to identify specific priorities to address in future years of our unit plan. We will develop shared language and definitions for DEI & Belonging concepts, so there is a common foundation for communication. We will develop a timetable for regular communication to provide transparency and accountability for the unit plan development and action implementation process. We will share quarterly progress updates with a timeline graphic to emphasize the framework of personal, community, and institutional level information.

We will convene a division-wide retreat in June 2022 to reflect on Year 1 progress and challenges, which will inform our Year 1 report and suggest new or continued priorities for Year 2.

PLANNING TEAM MEMBERS

RONICE AWUDU (POORVU)
NATHAN CAMP (OIA)
JENNY FREDERICK, CHAIR (POORVU)
KRISTI GIBSON (HR)
ELENA GOSALVEZ BLANCO (YYGS)
MOLLY HAMPTON (OISS)
GAYE KIM (YYGS)
NATHAN LUBICH (YC&E)
SHEILA MCCREVEN (OIA)
LEIGH ANNE MINUTOLI (TL)
JULIA MURAVNIK (MC)
ASIA NEUPANE (OIA & MC)
LAURA PAUL (YSC)
EMILY SHANDLEY (URO)
LUCAS SWINEFORD (POORVU)
JOHN WHALEN (YYGS)

PREVIOUS TEAM MEMBERS

MAURICE HARRIS (YSC)
NORAH LANGAT (MC)
EDDIE MANDHRY (OIA)
GARTH ROSS (YSC)
RICHARD SOSA (MC)

Global Strategy and Academic Initiatives serves the mission of the university by strengthening teaching and research both on campus and internationally. We are a diverse team, and inclusion and belonging are core to our mission.”

PERICLES LEWIS  Vice President for Global Strategy and Vice Provost for Academic Initiatives