



BELONGING AT YALE

Office of Public Affairs & Communications

DIVERSITY, EQUITY + INCLUSION PLAN

OPAC's Year 3 actions build on the work of the last two years and aim to address the feedback we received in the staff survey. We focus on supporting our staff by equipping them with the resources and tools they need to foster an inclusive environment and grow in their careers.



DIVERSITY OF THE YALE COMMUNITY

- Work with HR to develop standard practices and resources for inclusive hiring across OPAC.
- Prepare a New Hire Orientation resource to ensure that we provide the appropriate resources for an inclusive, respectful workplace. Resource may include:
 - Overview of OPAC's mission and strategy
 - OPAC's DEI/Belonging mission and action plan
 - Staff bios and org chart



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Facilitate staff engagement with DEI/B:
 - Provide regular updates from the working group
 - Offer DEI/B presentations, trainings, activities
 - Explore mechanisms for staff to raise DEI/B concerns within OPAC



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Identify opportunities to expand and improve the voluntary OPAC mentorship program that was launched in Year 2. This program will facilitate connections across the unit and encourage staff to outline their professional development goals.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Implement streamlined tagging developed for Yale News across internal communications channels to effectively track our coverage of DEI/B topics and identify gaps in representation.

ACCOMPLISHMENTS

- **Goals:** Developed a set of DEI/B-specific goals to guide our unit's work in the years to come.
- **Mentorship Program:** Launched a voluntary mentorship program for OPAC staff.
- **Accessibility:** Conducted an accessibility audit across OPAC-owned sites to flag areas for improvement.
- **DEI/B Trainings:** Facilitated two staff trainings which focused on (1) the impact of stereotyping and biased statements and (2) understanding the foundations of gender and sexuality.

93%

Staff who feel they are receiving the tools and training needed to build an inclusive and equitable workplace.

Staff who feel welcome and included in the office culture.

93%

PLANNING TEAM

ASHLEY BLACKWELL
BESS CONNOLLY
PETER CUNNINGHAM
JAIMEE D'AGOSTINO
EMILY DEFRANCES

ROB DESANTO
ERIC GERSHON
KASSANDRA HARO
KATE REYNOLDS
STEPHANIE REYNOLDS RAMOS



RENEE KOPKOWSKI
 Vice President for Communications

"We can create the opportunity to contribute to creating a place where all people can openly share perspectives and work, learn, and grow together. We are deeply committed to achieving that in our small community here on campus."

