



# BELONGING AT YALE

## Office of Public Affairs & Communications

### DIVERSITY, EQUITY + INCLUSION PLAN

OPAC's five-year action plan will focus on our staff, the larger communications community at Yale, and our communications work. In Year 1, an intentional focus on OPAC staff aims to create a solid foundation for future efforts.



#### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Support diverse speakers and programming through the Poynter Fellowship in Journalism.

Engage communicators across the university (the Communications Community) on issues related to DEI and Belonging.



#### DIVERSITY OF THE YALE COMMUNITY

Outline and implement a thorough reflection process for hiring managers to address unconscious bias.

Partner with HR to analyze hiring trends within our unit and identify obstacles to an inclusive hiring practice.

Compile a diverse list of relevant job boards, networks, and organizations to use as a potential talent pipeline.



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Review accessibility of OPAC's digital products and physical spaces and pinpoint opportunities for improvement.

Work with the Office of the Secretary and Vice President for University Life to identify and implement best practices for accessible event planning.



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Partner with HR to facilitate required bi-annual DEI training for OPAC staff. Potential courses include:

*Creating an Environment of Mutual Respect*

*OUCH! That Stereotype Hurts*

*Unconscious Bias*



#### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Spotlight through OPAC channels (YaleNews, Media Outreach/News releases, It's Your Yale, newsletters, and social media) the many Yale-led programs in New Haven that foster a sense of community between the city and the institution.



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Regularly review progress toward our DEI and Belonging goals through short anonymous staff surveys.

Assess the breadth of representation and DEI/Belonging topics covered across OPAC channels. Reflect on trends and gaps in representation to inform future coverage.

### ACCOMPLISHMENTS

**Editorial** Highlights stories across the Yale community relevant to anti-racism and DEI/B.

**Media relations** Connects underrepresented faculty members with journalists seeking expert commentary.

**Poynter Fellowship** Supports inclusive programming with topics including race, politics, and gender.

**Visitor Center** Promotes accessibility for all, including through mandated training for tour guides.

**Internal Communications** Hosts events to foster community and inclusion and support campus culture.

90%

OPAC staff who feel issues of diversity, equity, inclusion, and belonging at Yale and OPAC are important to them.

OPAC staff who feel welcome and included in the office culture.

79%

### PLANNING TEAM

BILL BUCCHERI  
OLIVIA CELESTE  
BESS CONNOLLY  
LEE FAULKNER  
PARFAIT GASANA

MAURA GIANAKOS  
SUSAN GONZALEZ  
VANESSA MACARY  
KATIE POMES  
STEPHANIE REYNOLDS RAMOS



NATE NICKERSON  
Vice President  
for Communications

“Through who we are, whom we convene, and what we do, OPAC has the power to be a center — and a beacon — of belonging.”

