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.

79% OPAC staff who feel welcome and included in the office culture.

PLANNING TEAM
BILL BUCCHERI
OLIVIA CELESTE
BESS CONNOLLY
LEE FAULKNER
PARFAIT GASANA

MAURA GIANAKOS
SUSAN GONZALEZ
VANESSA MACARY
KATIE POMES
STEPHANIE REYNOLDS RAMOS

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

belong.yale.edu