



BELONGING  
AT YALE

# Secretary and Vice President for University Life

## UNIT PLAN FOR DIVERSITY, EQUITY + INCLUSION



### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- Produce events or virtual presentations for a broad university audience, bringing together different voices and diverse perspectives.



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Support student civic engagement by establishing a centralized effort, in partnership with student groups, to increase undergraduate and graduate voter registration and turnout for elections.
- Establish an inaugural Director of Restorative Practices to lead Yale's efforts to develop and support informal resolution and restorative practices within the University's programs and activities.



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Survey the division to identify professional development gaps and needs.
- Offer division-wide training opportunities based on survey results.
- Engage leaders and managers in efforts to prioritize professional development across the division.
- Create and disseminate a list of internal and external professional development opportunities.
- Plan programming that encourages the respectful exchange of ideas and shares best practices for dialogue. Consult with student groups and stakeholders.



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

- Establish consistent divisional and director-level meetings to create additional opportunities for acknowledgement and collaboration.
- Plan open houses, tours, and informal meetup opportunities across the division to provide further connection and to strengthen relationships.
- Pilot a divisional e-newsletter as a vehicle to communicate information across the division, share best practices, highlight significant achievements, introduce new staff, etc.



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Present unit plan and progress in division-wide meetings.
- Establish group ownership of the unit plan by having team leaders identify three actions in the plan on which to focus their efforts.
- Share the results of the professional development survey with the division.



## Accomplishments

- Developed and shared religious accommodations guidelines with entire campus community.
- Piloted the Leading for Belonging program attended by 29 faculty and staff leaders.
- Provided restorative practices training and professional development for Discrimination and Harassment Resource Coordinators, Office of Institutional Equity and Accountability staff, and Title IX staff.
- Provided training to staff and students on Yale's guidance on free expression and peaceable assembly.
- Featured offices and individuals on the *Belonging at Yale* website, celebrating work that fosters DEI and belonging.
- Welcomed the new University Liaison for Veteran and Military Affairs, an expanded and newly full-time role.

*"A shared sense of belonging is fundamental to achieving our goal of excellence at Yale. We are committed to creating and sustaining a university community in which staff, students, faculty, and alumni feel seen, connected, respected, and heard."*

**KIMBERLY M. GOFF-CREWS**  
Secretary and Vice President for University Life

