



# Secretary and Vice President for University Life

## ACCOMPLISHMENTS TO DATE

Year 1 achievements include: continued restructuring and investment in institutional equity and accessibility, new capacity to shape and coordinate policies and protocols on public safety, student life, and free expression, a wide-reaching engagement and communications strategy; and continued support for Belonging at Yale leadership and unit planners. [Learn more about OSVPUL Year 1 progress.](#)

## UNIT PLAN FOR DIVERSITY, EQUITY + INCLUSION



### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

The division's offices and centers will produce and sponsor programs that address antiracism, Anti-Semitism, Anti-Asian sentiment, and other biased actions at a variety of scales for the benefit of faculty, staff, and students (and open to alumni as appropriate).

These programs may include speaker events, grants, book groups, heritage-month activities, and certain religious and cultural offerings.



### DIVERSITY OF THE YALE COMMUNITY

We will develop religious accommodations guidelines to help support an environment in which people of many religious beliefs can thrive; continue to address structural and cultural issues that present obstacles to equity, inclusion, and belonging; increase attention to anti-Semitism, anti-Asian and -LGBTQ sentiment and accessibility for people with disabilities.

We will establish a Veterans Affairs Office to advocate for and foster a sense of belonging for all veterans and to support student veterans.



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

We will continue to expand the work of the new collaborative system for safety and response created by the Office of Public Safety and the OSVPUL in partnership with safety leaders across the university.

We will lead the coordination of activities that support the university's commitments to free expression, including preparations for and responses to protests and high-profile events.



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

We will launch a pilot for Cultivating Conversations, engaging a range faculty, staff, students, and alumni to foster fruitful exchange and provide opportunities to practice having difficult conversations on campus.

Division leaders will provide additional restorative practices training and professional development opportunities for Discrimination and Harassment Resources Coordinators, OIEA Title IX staff members and other university staff. We will offer education, training, and support against anti-Asian, anti-Semitic, and anti-LGBTQ bias.



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

We will continue to support activities, events, and programs that mutually benefit New Haven and Yale.

Divisional leaders will provide continued support to organizations involved in community partnerships (e.g., Dwight Hall, International Festival of Arts & Ideas, Peabody Museum).

The Chaplain's Office will continue Alternative Spring Break in New Haven and we will foster partnerships with New Haven community organizations.



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

We will regularly review progress toward DEI and belonging goals and support the university planning process, tracking of presidential priorities, and leadership meetings.

We will continue to support the cohort of 150 unit planners and champions as they revise and implement Belonging at Yale plans, providing technical assistance and assessment tools.

We will expand the Belonging at Yale communications strategy to focus on learning through storytelling and opportunities for engagement activities and provide communications professionals across the university with resources.

*To be excellent today, to advance our mission, Yale must be a place where all of us – staff, faculty, students, and alumni – encounter and consider many ideas, know we will be treated with dignity and respect, and feel welcome to contribute our talents and energies.*



## DESCRIPTION

Our plan builds on the ongoing work of our division, which provides leadership to the support, cultivation, and celebration of Yale's diverse community of students, faculty, staff, and alumni: Chaplain's Office, Office of LGBTQ Resources, Office of Institutional Equity and Accessibility, Office of the Secretary and Vice President for University Life, and Student Accessibility Services.

We work closely, too, with Yale College's Office of Student Engagement and many other campus partners.

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

