Collections and Scholarly Communication

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

As a division that serves both the University community and the broader public through our collections, exhibitions, circulations, publications, and programs, “scholarship, research, practice & teaching” is core to our collective mission. Our plan seeks to identify and address the histories, gaps, and biases within our scholarship, collections, publications, and research. In addition, we will support collections-based teaching and programming that reflect the division's values.

DIVERSITY OF THE YALE COMMUNITY

We work to ensure that each unit has a mechanism in place to assess and develop its internal workplace culture so that our workplaces are inclusive of, and accessible to, colleagues with disabilities, BIPOC (Black, Indigenous, People of Color) colleagues, and LGBTQ+ colleagues at all staffing levels. In addition, we continue to work to equip our units with practices and tools for the recruitment and retention of BIPOC candidates and staff.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

We are working together to embed assessment mechanisms into our DEIA/B work to provide centralized cross-unit support and accountability for division DEI, accessibility, and belonging goals, including advocacy for human resources and financial resources to support meeting our goals.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

We seek to foster a spirit of collaboration and to provide opportunities for personal and professional growth across the division. We are building both informal and formal learning opportunities across the division.

ACKNOWLEDGEMENT, TRANSPARENCY, & ACCOUNTABILITY

To foster a culture of respect and belonging, regular communication with staff and other stakeholders is key. We are working to implement a communications strategy that keeps stakeholders apprised and involved with individual units’ DEIA/B efforts, to advocate for scalable division-wide human resources practices and support across the division, and to build community amongst our staff and stakeholders.

ACCOMPLISHMENTS

1. Established dedicated leadership to advance divisional DEIA/B goals
2. Administered first annual survey to identify synergies and needed resources
3. Continued successful internal speaker series
4. Convened DEIA/B committees from each of our six units, as well as our divisional steering committee, to connect and build community

PLANNING TEAM

- MIKE BELL
- ANIKO BEZUR
- KATE BROWN
- MARY CALDERA
- MELISSA Fournier
- KATHERINE MINTIE
- ANDREA MOTO
- RISE NELSON
- NICOLE PALFFY-MUHORAY
- ANISSA PELLEGRINO
- CATHERINE SPAER-MORALES
- MOLLEEN THEODORE
- JENYA WEINREB
- ELIZABETH WILLIAMS

“...The six organizations that make up our division create, steward, and share a diverse record of human experience. The collaboratively developed division plan reflects our commitment to working and learning together to ensure that our collections, services, and programs reach our individual, organizational and division-wide DEIA/B aspirations.”

- Susan Gibbons

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