



# Office of the Provost

The Provost’s Office is deeply committed to promoting diversity, equity, inclusion, and belonging in our office and throughout Yale. This action plan is focused on our office’s internal culture, recognizing that the foundation for long-term and long-lasting progress in these areas begins with honest self-reflection. All members of our staff were engaged in building this action plan. We look forward to this important work ahead.

## Diversity, Equity + Inclusion Plan

### DIVERSITY OF THE YALE COMMUNITY

Foster sustainable work norms. Host discussions about work schedule expectations, and establish clear standards for working location, teamwork, communication, and protected time.

Continue to adopt best practices identified in the office hiring guide, including training on unconscious bias for hiring managers and structured interview processes.

### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Offer unconscious bias training, inviting all staff to understand this form of bias.

Continue to train staff members, each of whom is prepared and available to guide colleagues to institutional resources that resolve disputes or mediate dialogues. Use anonymized input to identify areas for broader staff training.

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Expand opportunities for community-building circle practice. Deepen staff relationships using guided questions about shared values and goals.

Build on the “Work Champions” mentorship program. Train staff on effective mentorship, encourage cross-sector training and exposure, issue a survey to assess the program’s effectiveness, and explore the concepts of sponsorship and sponseeship.

### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Launch an office-wide book club. Engage with readings that provide new insights on DEI and belonging issues and Yale and community history. Offer forums and support resources for discussing complex issues.

Expand efforts to feature artwork by Yale and New Haven artists on office walls, reflecting the rich diversity of the community.

## Accomplishments

1. Deepened relationships and facilitated conversations about work and personal values through community-building circle practice.
2. Embraced best practices identified in the Provost’s Office hiring guide.
3. Identified and trained a group of colleagues who support staff with workplace questions and direct them to institutional resources.
4. Co-hosted a workshop on sponsorship and sponseeship.
5. Added artwork by Yale students and alumni to the office walls.
6. Featured office staff and Yale community members in “fireside chats,” promoting conversations about bringing our whole selves to work.
7. Sponsored a book discussion and film screening to engage with and reflect on DEI/belonging-related issues of national and local importance.

## Planning Team

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**SCOTT STROBEL**  
Provost

*“This year 3 plan was created through a collaborative, inclusive process and aims to further the good work established in years 1 and 2. Our plan represents a commitment to honor the richness of our many backgrounds and experiences. It also reflects our desire to engage meaningfully with each other and the members of our community.”*