



Secretary and Vice President for University Life

ACCOMPLISHMENTS TO DATE

1. Enhanced support for accessibility
2. Guided 15,000+ faculty and staff members through training in sexual harassment prevention
3. Launched Belonging at Yale
4. Created new traditions and reenergized services for students, faculty, and staff through COVID-19

UNIT PLAN FOR DIVERSITY, EQUITY + INCLUSION



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

For broad university audiences, we will sponsor and produce programming that shares antiracist scholarship and scholarship that addresses LGBTQ issues, antisemitism, and related topics.

Our sponsored events will be broadly accessible and will support community members' encounters and appraisals of a broad array of ideas from speakers of many backgrounds, perspectives, and experiences.



DIVERSITY OF THE YALE COMMUNITY

We will review and monitor relevant job searches university-wide for equal opportunity and affirmative action compliance.

Participating in Yale's procurement program, our division will diversify the vendors, contractors, and professionals we engage, particularly working with New Haven businesses.

Our division will work affirmatively and creatively to support career progress and training options for our staff members, with attention to staff from currently under-represented groups.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

We will launch a new approach to public safety on campus and coordinate responses to students' public safety needs.

We will continue to enhance support for facilitating disability accommodations.

We will continue to support and train discrimination and harassment resource coordinators.

We will consider potential uses of alternative dispute resolution and restorative justice practices across the university.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

We will oversee the creation of a university DEI professional development framework.

We will offer education and training to support LGBTQ inclusion and address discrimination and harassment. And we will support student leaders' professional and personal development.

Our division's managers and staff members will mutually identify areas of potential professional growth and receive training, including from divisional experts.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

We will maintain and enhance our partnerships with community groups in New Haven (including through the MLK commemoration, public lectures, religious services, and Alternative Spring Break New Haven).

We will celebrate Yale offices and individuals who do excellent or innovative work to promote diversity, equity, and inclusion in support and advancement of the university's mission.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

We will lead the planning process for Yale's schools and administrative divisions as they create renewable Belonging at Yale action plans.

We will create a Belonging at Yale communication and engagement strategy to share progress and shape university culture.

To support data-driven decision-making university-wide, we will develop and share Belonging at Yale assessment tools.

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.

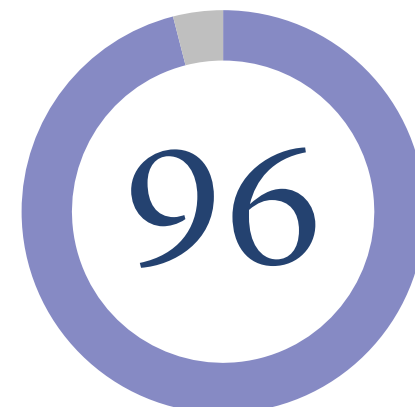


PLANNING TEAM

- CAROLYN V. CLAFLIN
- ELIZABETH CONKLIN
- ANDREW C. FORSYTH
- BURGWELL HOWARD
- SHARON M.K. KUGLER
- RACHEL NAA-DU LARYEA

"We seek to build a culture in which all people – students, faculty, staff, and alumni – feel valued because of their differences in background or viewpoint, not in spite of them."

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



percent of divisional staff feel satisfied with interpersonal connections with colleagues



percent of divisional staff feel both that they are treated fairly by their colleagues and that they are free to be fully themselves at work now and as they grow

