



BELONGING AT YALE

University Registrar's Office + Poorvu Center for Teaching and Learning

DIVERSITY, EQUITY + INCLUSION PLAN



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

All staff will develop and share at least one Performance Management goal for 2022-2023 that addresses personal growth in DEI & Belonging topics.

The committee will continue to maintain a menu of opportunities for training and self-directed learning opportunities:

- Workshops presented by outside experts
- Independent self-directed resources including podcasts, videos, and courses on LinkedIn Learning and Coursera



DIVERSITY OF THE YALE COMMUNITY

We will collaborate across offices and with HR to finalize and distribute a guide for hiring managers.

We will encourage career advancement opportunities (e.g. professional networking), a critical component for maintaining and increasing community diversity.

We will hold events to encourage community between our units and include education about cultural competence when practicable.

As we return to campus, we will reconsider the accessibility of our resources, programs, and physical spaces.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

We will share what is learned through the inclusion of Belonging Performance Management goals.

Committee members will provide regular updates on our work in staff meetings.

We will develop and distribute a unit-wide email focused on Belonging activities and opportunities.

We will establish a Microsoft Teams channel for all staff members in both units to share information and increase transparency about our activities.



ACCOMPLISHMENTS Highlights From Year One

1. Created and shared a menu of workshops and self-directed learning opportunities
2. Organized a virtual workshop with Dr. Whitney Peoples, "Naming and Disrupting Cultures of Whiteness," attended by 73 staff members
3. Increased awareness of effective hiring practices for equity and diversity
4. Launched a reading group that engaged with the book *Black in White Spaces* by Yale faculty member Elijah Anderson

COMMITTEE DESCRIPTION

Our unit planning committee includes representatives from the University Registrar's Office and the Poorvu Center for Teaching and Learning. Both organizations were part of the Global Strategy and Academic Initiatives unit plan in 2021-22.

The former unit planning committee comprised 9 departments and approximately 25 members. As a smaller unit, we will renew our focus on actions that encourage a sense of community and belonging between the URO and Poorvu Center.

PLANNING TEAM

- RONICE AWUDU (POORVU)
- BETH BAUMGARTEL (URO)
- NATHESIA CHESSON (URO)
- JULIA ISTOMINA (POORVU)
- SHONNA MARSHALL (URO)
- ERIN PRINGLE (URO)
- LUCAS SWINEFORD (POORVU)
- CAITLIN WILLIS (POORVU)



JENNY FREDERICK
Associate Provost for Academic Initiatives

"As a diverse staff supporting a diverse group of students, faculty, and campus colleagues, we strive to model practices to make our community more inclusive and to learn new practices by listening to one another."

