



BELONGING AT YALE

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

DIVERSITY, EQUITY + INCLUSION PLAN



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Staff will develop and share at least one Performance Management goal for 2023-2024 that addresses DEIB topics.

The committee will continue to maintain a menu of opportunities for diversity training, including workshops by external experts.

The committee will work to leverage our unique roles at the university, we will learn from one another to better support our work, and the work of the university.



DIVERSITY OF THE YALE COMMUNITY

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

We will continue to improve the accessibility of our resources, programs, and physical spaces.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

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

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

We will continue to distribute a unit-wide email focused on DEIB activities and opportunities.



ACCOMPLISHMENTS

Highlights From Year Two

1. Organized three-day workshop with Libby Roderick on managing "Difficult Dialogues," attended by 47 people from 9 units
2. Held two events to promote cultural competency: A film screening and talk on Native American culture
3. Increased communication by including regular updates on committee activities in staff meetings

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 was comprised of 9 departments and approximately 25 members. As a smaller unit, we will have a renewed focus on actions to encourage community and belonging between the URO and Poorvu Center.

PLANNING TEAM

- PILAR ABUIN (POORVU)
- BETH BAUMGARTEL (URO)
- MAYANNA BEAN (URO)
- RAQUEL CRESPO (URO)
- BETHANY FRICKS (URO)
- RENÉE KAMAUF (URO)
- LYNDA PAUL (POORVU)
- SCOTT RUNNER (URO)
- DAWN SHIRAK (URO)
- TAYLOR SPADACENTA (URO)
- PATRICIA TRAINOR (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.”

