Alumni Affairs & Development

BELONGING
AT YALE

ACCOMPLISHMENTS:

- AA&D continues to support the skill development of division managers and staff by offering relevant training and professional development opportunities.
- AA&D's DEI and Belonging Sub-Committee continues to meet, focusing on new programming.
- The Yale Alumni Association (YAA) continues to host DEI and Belonging programs showcasing the talents, expertise, and diversity of our alumni and campus communities.

AA&D STRATEGIC PLAN FOR DEI AND BELONGING

SCHOLARSHIP, RESEARCH, PRACTICE & TEACHING

5-Year Goal: Emphasize connections between DEI and Belonging and comprehensive campaign/ fundraising goals, and DEI and Belonging and alumni engagement priorities.

Year 3 Action Areas
- Provide staff resources and learning opportunities on DEI and Belonging-related philanthropy and engagement.
- Leverage DEI dashboards and a new position on the Leadership Giving Team to highlight DEI-related fundraising priorities with fundraising staff.
- Create educational opportunities for our internal and external stakeholders on DEI and Belonging programming:
  o Continue to provide YAA-sponsored DEI and Belonging programming.
  o Deliver programming to staff, alumni, donors, and friends that amplifies faculty research and supports academic centers related to DEI and Belonging.

DIVERSITY OF THE YALE COMMUNITY

5-Year Goal: Attract, retain, and engage:
- diverse staff at all levels, including a focus on management and leadership;
- diverse alumni, friends, and donors.

Year 3 Action Areas
- Identify opportunities to strengthen the excellence and diversity of division staff.
- Continue and potentially expand our partnership with CASE to enhance our talent pipeline.
- Implement systems and practices that result in pathways for:
  o staff who will bring excellence and diversity to the division management and leadership;
  o volunteers for various committees and opportunities.
- Execute approved actions of the Hiring Task Force and the Task Force for Inclusive Excellence.

EQUITABLE PROCESS, PROCEDURE & RESPONSES

5-Year Goal: Foster an environment where all internal and external stakeholders (staff, alumni, donors, and community) feel a sense of Belonging in interactions within AA&D.

Year 3 Action Areas
- Leverage new staff hires in the Vice President's office to enhance internal communication processes that provide more access to information for all stakeholders.
- Establish best practices and assess whether the AA&D HUB (internal division website) is the ideal vehicle for sharing DEI and Belonging updates with staff.
- Identify communications and programming best practices.
- Review all divisional practices regarding accessibility and equity to confirm continued alignment with Yale policies and best practices.

PROFESSIONAL AND PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

5-Year Goal: Provide a series of professional development and learning opportunities to staff and volunteers inclusive of DEI and Belonging practices.

Year 3 Action Areas
- Hire new Learning and development staff to organize learning opportunities for staff to increase knowledge of relationship management, unconscious bias, cultural awareness, inclusion and allyship, communications, and conflict management, via hybrid learning formats.
- Solicit feedback on these opportunities and use it to shape future learning programs.
- Seek opportunities to leverage University-wide programming as a part of offerings.
- Provide annual opportunities for volunteers to increase their DEI and Belonging knowledge.
- Explore DEI and Belonging advanced learning cohorts geared toward allyship and relationship management for AA&D staff.

ACKNOWLEDGEMENT, RECOGNITION & RESPECT

5-Year Goal: Foster and reinforce a culture of universal respect for all.

Year 3 Action Areas
- Include staff in DEI and Belonging action planning via the Communications and Programming Sub-Committee.
- Showcase AA&D staff successes related to DEI and Belonging, via regular, all-staff communications.
- Create AA&D events that spotlight diverse groups.
- Continue to support the YAA Board of Governors Equity and Inclusion Committee's board learning sessions and planned alumni programs.
- Promote partnership of the AA&D DEI and Belonging strategic plan with the workplace culture initiatives and the HR strategic plans.

COMMUNICATION, TRANSPARENCY & ACCOUNTABILITY

5-Year Goal: Create a culture that breaks down communication barriers, encourages dialogue, and embraces accountability.

Year 3 Action Areas
- Provide DEI and Belonging updates via various AA&D communication channels.
- Encourage staff participation in survey activities (at the University or Department level) measuring workplace culture, and report results to staff.
- Incorporate newly created Principles of Practice in the performance management process to enhance workplace culture and accountability.

OUR TEAM

Staff on AA&D's DEI and Belonging Steering Committee and Programming and Communications Sub-Committee are committed to enhancing our workplace culture and helping to develop a stronger sense of Belonging for all our staff. Throughout all our Belonging efforts, we look to incorporate best practices and develop action plans that allow for growth in AA&D.

Joan O'Neill
Vice President for Alumni Affairs & Development

PLANNING TEAMS

Sponsors/Leads
Jim Kenny
Michael Felberbaum

Steering Committee
Giovanni Amore
Mathwon Howard
Kelly Bozzuto
Rebecca Cramer
Jessica Woodward

DEI and Belonging Programming and Communications Sub-Committee
Marni Smith Katz – co-chair
Melissa Mason – co-chair
Clara Mojica – co-chair
Jenny Carroll
Brian Nekoloff
Aubrey McCarthy
Zane Anthony
Angelina Stackpole

Megan Khan
Chris Seager
Monica Givens
Kathryn Van Sickle
Cindy Mariani
Anne Fitz
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