



Diversity in the Year 20/20



Who I am

- Wife, Mother/Step-Mother
- Sister, Aunt, Friend
- Coach, Mentor, Learner
- Teacher, Leader, Student
- Colleague, Volunteer
- Diversity Champion
- Delta, Neighbor, A Dreamer
- African American Women
- Baby Boomer, Lover of Laughter



My Purpose

To bring together
people, places,
systems, thoughts,
approaches, ideas,
and change via
empowerment and
innovation.



I Dream A World

Where difference is...

Celebrated

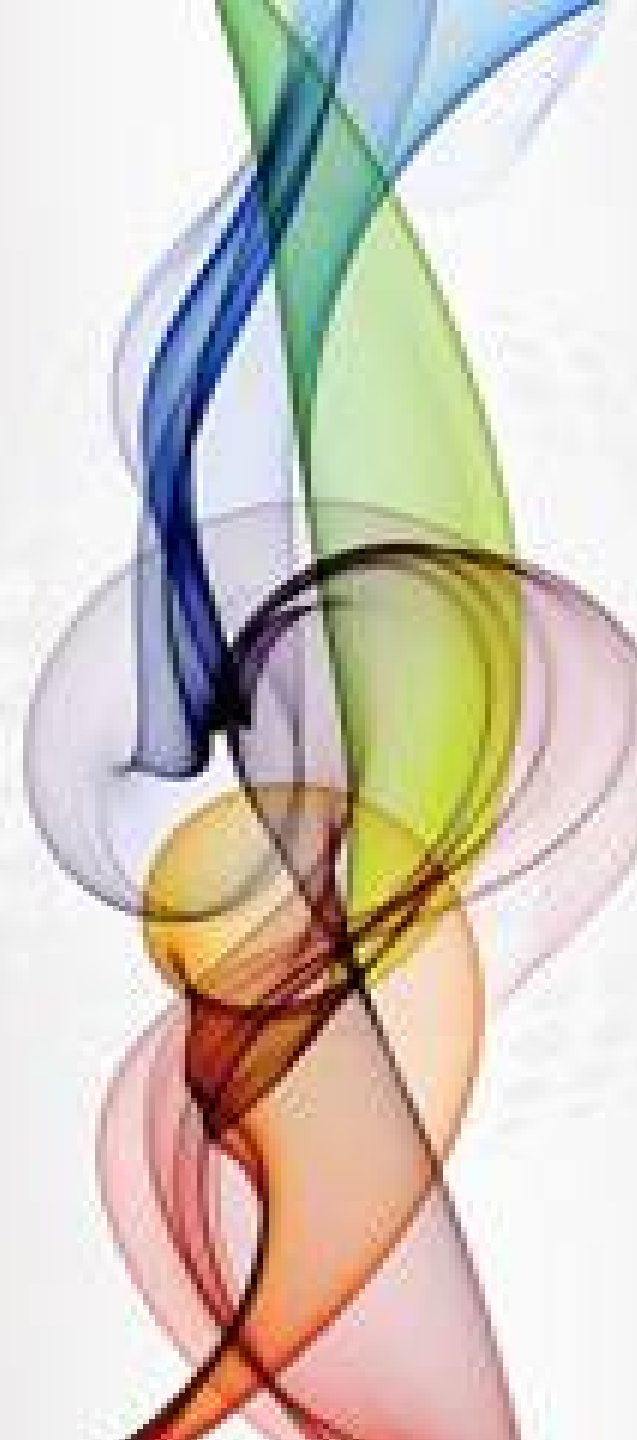
Valued

Sought Out

Embraced

Experienced

And where difference is no longer the exception, it is...The Norm.



What Are Your Organizational Diversity Challenges?



What are YP's Looking For?

- Appreciation
- A Place to Grow
- Opportunities to Lead
- Supportive Managers
- Autonomy
- Ability to Contribute, and Make a Meaningful Difference



Yale's Diversity Challenges – Through the Eyes of FLY

Young Professionals are craving for ...

- An Inclusive Work Culture
- Promotional Opportunities Promotes a Flexible Workplace Culture
- Innovate & Risk Taking Culture
- Managers who successfully manage a Multigenerational Workforce
- Leadership & Development a Key Priority
- A Voice



What Does a YP Action Plan Entail?

- Self Assessment
- Feedback Loops
- Volunteer Assignments
- Mentor(s) & Sponsor(s)
- Leadership Experience
- Failures & Successes
- Career Coach
- Cross-functional Networks
- Culture Coach



A hand-drawn diagram of an action plan. It features a green border with two red circular markers at the top. The title 'ACTION PLAN' is written in large blue letters. Below the title is a table with four columns labeled 'WHO', 'WHAT', 'WHEN', and 'HOW' in red. The table has three rows, with the first row containing the column headers and the remaining two rows being empty.

WHO	WHAT	WHEN	HOW

Sneak Peek Into Yale's Diversity Journey – Staff Focused

Yale's Aspiration

To build a diverse organization and a culture of inclusiveness throughout the University that releases the full performance power of our people and organizations

Diversity

The unique characteristics, perspectives, and life experiences which define us as individuals

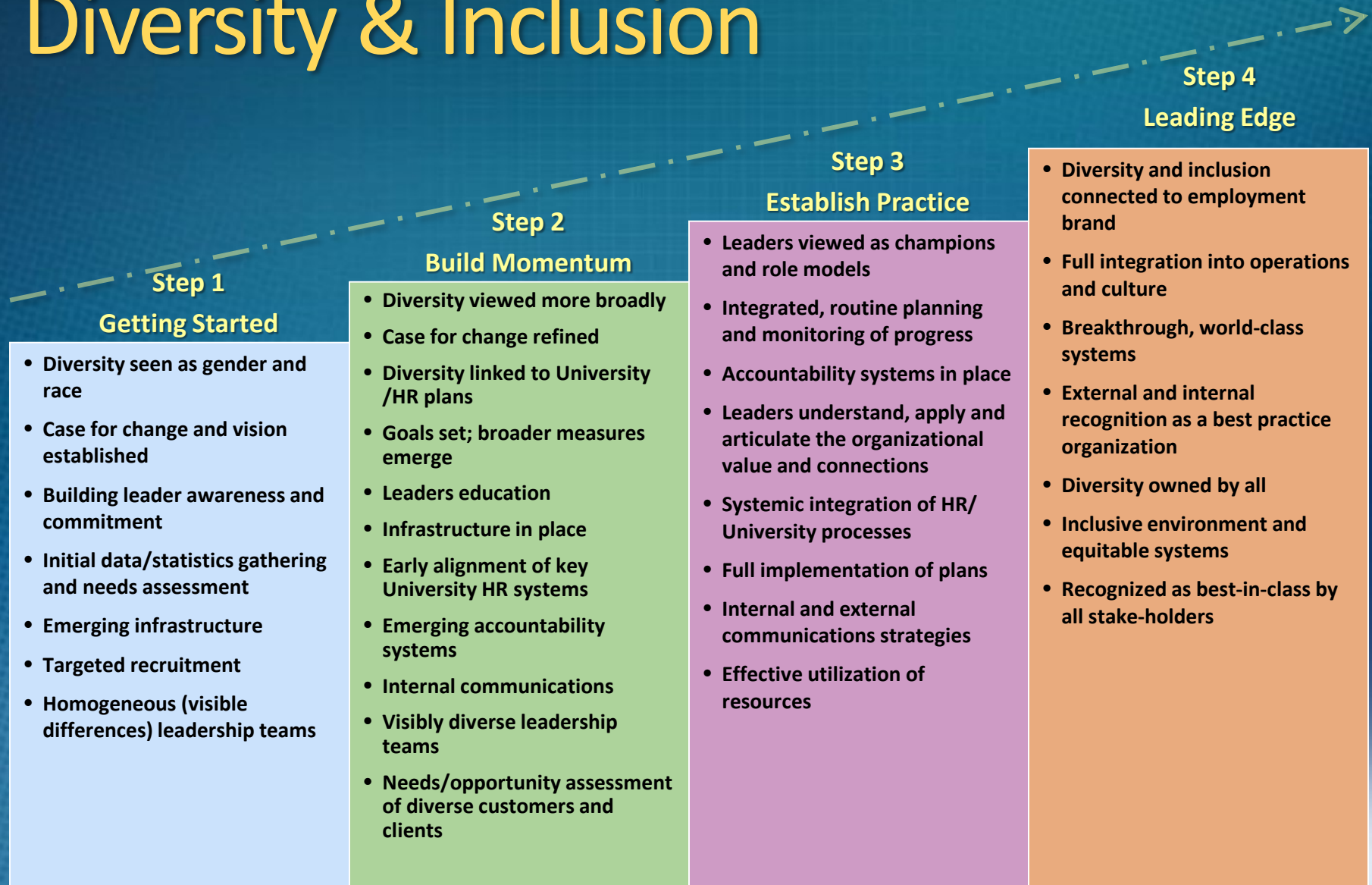
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Inclusive Culture

An Environment where colleagues feel valued, involved supported and respected



Developmental Stages for Diversity & Inclusion



Yale Diversity Roadmap

1. Clear University Goals/Metrics
2. Assessment of Internal Talent
3. External Recruitment and Outreach
4. Diversity Education & Awareness
5. Development of Affinity Groups
6. Communication of Diversity Progress

Development of Affinity Groups

- Four Affinity Groups
 - Yale African American Association (YAAA)
 - Yale Asian Network (AN@Y)
 - Yale Hispanic Employees Organization (Latino)
 - Yale Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ)
- Addition of a 4th, 5th & 6th affinity groups
 - Yale Working Women's Network (WWN)
 - Yale Veteran's Network (YVN)
 - Future Leaders of Yale (FLY)



YALE AFRICAN AMERICAN AFFINITY GROUP

Development of Affinity Groups:

Yale University

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Diversity and Inclusion

EMPLOYEES

Employee Self-Service

Diversity and Inclusion

Affinity Groups @ Yale

The Asian Network @ Yale

The Asian Network @ Yale (ANN) seeks to connect all professionals of the Asian heritage community in the interest of shared values and interests. We hope that you will join us in our efforts, and assist us in identifying common interests and refining our goals. If you are interested in becoming an active member of our growing community, contact us at ann@diversity@yale.edu.

Mission and Purpose

Delight, inspire, and empower the Asian and Chinese-Amer heritage community of faculty, staff, and professionals here at Yale University. See goals below.

Upcoming Events

There are no upcoming events at this time. Please visit again, to learn about future events.

Goals

ANN strives to:

- Encourage the career development and promotion and retention of Asian faculty and staff.
- Assist Yale with the recruitment and hiring of Asian heritage staff.
- Develop a support network for Asian heritage staff at all levels and strengthen the professional and social relationships between Asian employees and the university.
- Assist Yale to participate in the range of all, both grounds and opportunities of the Asian heritage community and advance the university's mission as a global institution of excellence.
- Sponsor or host 2 cultural events annually that celebrate the heritage and richness of traditions.

The aim of the Office of Diversity & Inclusion is to create an inclusive and empowering work environment for the diverse work community here at Yale University. The Office of Diversity and Inclusion is committed to bringing our colleagues of the Asian heritage community into the fold to join our other heritage staff organizations.

For more information, contact the Diversity and Inclusion Office at 203-432-5667.

Yale University

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Yale Latino Networking Group

Welcome | About Us | Steering Committee | News | Contact Us

Yale Latino Networking Group Social

What's the Group About

Affinity Groups @ Yale

Yale University

African American Affinity Group

HOME | CAREER CONNECTIONS | CALENDAR | LEADERSHIP | GET INVOLVED

The Yale African American Affinity Group (YAAA) strives to provide opportunities for staff to engage, build community and make connections at Yale and the broader New Haven community.

To receive updates and e-mail announcements of our events, please subscribe to the **YAAA e-mail list**.

The Yale African American Affinity Group's (YAAA) Fall 2014 Film Festival is a two-day event dedicated to highlighting the contributions of African-Americans in film. Screenings of several must-see films and documentaries will take place in the Whitney Humanities Center at 53 Wall Street, New Haven, CT 06511.

This event is sponsored by the Office of Diversity and Inclusion, Yale University's African American Affinity Group, Film Study Center, Films at the Whitney, along with the generous support of Classroom and Event Services.

Register Here | Volunteer | FAQs

Future Leaders of Yale

Home | News | Events | Community Partnerships | Resources | Photos | Get Involved | About

Mentorship Opportunities

Creating and fostering learning opportunities with University leaders

Future Leaders of Yale (FLY) hopes to provide a voice for young professionals and others in the early stages of their careers who are seeking to develop and strengthen their long-term opportunities and impact at Yale. Through networking, professional development, mentorship, and encouraging career advancement, we are committed to supporting the recruitment, retention, and advancement of qualified professionals within Yale.

News

9/11 Charity Networking Event Raises Over \$270!
September 29, 2014

On 9/11/14, FLY and CTFP held a charity networking fundraiser at Lucky Chop in downtown New Haven. Thanks to everyone's donations and Lucky Chop's generosity, www.luckychop.com

Get Involved!

Interested in joining FLY? Want to host a networking opportunity for your colleagues? Have what it takes to be a mentor? Visit our Get Involved page to find out how!

Yale University

Office of LGBTQ Resources

HOME | PROGRAMMING | PRIDE@YALE | CALENDAR | RESOURCES | PEER LIAISONS | ABOUT US

Home » Resources » LGBTQ Staff, Faculty and Postdoc Affinity Group

LGBTQ Staff, Faculty and Postdoc Affinity Group

The Yale LGBTQ Affinity Group was created in 2008 to foster a more welcoming and respectful campus community for Lesbian, Gay, Bisexual, Transgender, and Queer individuals and their allies with a primary focus on retention and edification of Yale employees. The group is open to all Yale staff, faculty, and postdocs, representing a diverse range of departments and interests at Yale.

Website
Facebook Page
Contact:
LGBTQnetwork@yale.edu

Resources

- Undergraduate Students
- Transgender, Genderqueer and Gender-nonconforming Individuals
- Graduate and Professional Students
- Faculty and Staff
- Alumni

Yale University

Working Women's Network

HOME | ABOUT US | NEWS | CALENDAR | PHOTO GALLERY

WVN's First Networking Event

Thank you to everyone who helped to make the WVN's first networking event such a successful one. Be sure to "ret" us on Facebook and view our collection of photos from the evening.

Working Women's Network News

A Year in Review
September 11, 2014
Internal

Credit: Emmanuelle Deines Glass A Year in Review One year ago today, Yale University launched their fifth affinity group, Working Women's Network, with an www.facebook.com/wvn

Looking Ahead: A Message from the WVN Leadership Committee
September 11, 2014
Internal

Looking ahead, WVN's mission statement and goals will continue to guide future

Yale University

Yale Veterans Network

LEADERSHIP TEAM | EVENTS | PHOTOS | GET IN TOUCH

The vision of the Yale's Veterans Network (YVN) is to make Yale University the employer of choice for veterans, reservists, and guardsmen while creating a Yale community of veterans and veteran leaders; to support and encourage the career development and growth of all its members. The YVN will serve the veteran community nationwide through national and local community service events.

COMMUNITY NEWS

10th Anniversary AIDS WALK NEW HAVEN
April 6, 2014

Yale University's Groups Working Team met on Sunday, April 6, 2014 for the 10th AIDS Walk New Haven, the annual HIV/AIDS fundraising and awareness event! Included on...

ROTC returns after decades-long hiatus
April 28, 2014

For the first time in decades, Yale students will today attend courses on campus as part of the Reserve Officers' Training Corps. Twenty-one students are participating in the...

Development of Affinity Groups

- Creation of 8th Affinity Group
 - A group aimed at supporting individuals with disabilities
 - DiversAbility at Yale (DAY)
 - Launched June 2016



Communications of Diversity Progress

- Leverage Multiple Media to Increase Visibility
 - Website
 - Newsletters
 - Twitter, Facebook, Linked In
 - Provide diversity news to current print and online vehicles
- Seek External Diversity Recognition
- Closely Coordinate With Other University Diversity Efforts
 - Students, Faculty, Alumni

You Can't Afford to Wait Until
the Year 20/20, the
Time is Now!

I do not want my house to be walled in on all sides and my windows to be stifled. I want all the cultures of all lands to be blown about my house as freely as possible.

—Mahatma Gandhi

