

# Yale University

ASSOCIATION OF YALE ALUMNI

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Dear Fellow Alumni,

I write to report about the exciting progress that the Executive Director's Diversity, Equity, and Inclusion Working Group has made in the six months since its inception. As you know, the working group is organized into four sub-groups: community impact initiatives, learning events, leadership pipeline, and young and diverse alumni.

## **Community Impact Initiatives**

We have developed a model for Community Impact Initiatives – initiatives designed to appeal to a diverse group of participants in the Yale alumni community who care about the long-term impact that Yale can make on the communities it touches. Each initiative will generally include an educational panel to explore an issue in a local community, a volunteer event to give Yale alumni a hands-on experience with that issue, and an ongoing partnership between Yale alumni and a community organization dedicated to tackling that issue.

We are currently planning two pilot initiatives to test out and adjust our model before presenting it to the broader alumni community. The first initiative will tackle food equity in Washington, D.C., in partnership with local community organization DC Greens, and the second will tackle food equity in Detroit, in partnership with national organization Fair Food Network. It is our hope that we will learn from these pilots, which take place in cities with very different Yale alumni communities in terms of size and existing resources, and use them to develop a "program in a box" guide for use by SIGs, clubs, and other AYA groups.

## **Learning Events**

We are seeking to develop replicable models for a variety of events/products that could be utilized by clubs, SIGs, and other alumni groups. The pilot programs in process of being planned are:

- Webinar – Sept. 27 – “Making Unconscious Bias, Conscious” featuring Darren Lattimore (Lise Chapman, coordinator).
- Book Discussion/Atlanta Event – mid-November/early December (exact date TBD) – The group will discuss issues raised in the young adult novel, “The Hate U Give,” by Angie Thomas (Jerry Henry, coordinator).
- Real Talk event – date TBD – model developed by Amy Savage and Lauren Graham.
- Assembly Planning – We are discussing a Friday breakout session with an effort to present a specific model or two for the group's consideration.

- DEI Event – April 2019 – An on-campus event being organized by the AYA in which we seek to be involved in a supportive way.
- Professional School DEI Retreat Model – Darryl Crompton is coordinating a School of Public Health alumni association retreat focusing on DEI.
- In addition, our group will continue to distribute the Resource Collection Tool developed earlier this year. To date, we have 16 resource individuals who have been recommended as potential facilitators/speakers/DEI experts.

### **Diverse Leadership Pipeline**

Our group is charged with identifying mechanisms and best practices for creating a strong pipeline of emerging leaders that reflects the alumni population of today and tomorrow for all Yale groups, including Yale clubs, classes, SIGs, and other Yale affiliates.

Working in collaboration with the Learning Events and Community Impact Initiative subcommittees, we will survey (electronically and, as possible, in person) the leadership of these Yale affiliate groups to better understand their leadership recruitment and development process, and their needs. Our goal is to develop compelling materials and resources that will be incorporated into AYA's volunteer toolkits to specifically focus on diverse leadership and associated equity and inclusion opportunities.

### **Young and Diverse Alumni**

Our group identified a need for an outreach and communications toolkit to distribute to Yale clubs, SIGs, and other groups which we hope will assist them in their efforts to attract young and diverse alumni. We wrote a mission statement to guide us through the process, in which we identified young and diverse alumni and our goal.

Currently, we are compiling a list of SIGs and Yale clubs that we feel are either succeeding in attracting young/diverse alumni or who have identified a desire to do so. We plan to reach out to these groups in inquiry to collect information that will inform the toolkit. The toolkit is a living document that is updated following each meeting of the group. It is intended to be a basic guiding document; we expect it to change as constituents' habits and communication styles change.

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I would like to thank all the members of the working group for their commitment and hard work in doing this work.

I welcome your input – suggestions, comments – to help us in our efforts to create a community where we truly embody the principles of diversity, equity, and inclusion.

Best wishes,  
Rahul

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Immediate Past Chair, AYA Board of Governors