

LEADERSHIP IN THE FACE OF CHANGE

The Yale Alumni Task Force on Diversity, Equity, and Inclusion has spent the past two years pursuing our mission to provide leadership on the development of diversity, equity, and inclusion (DEI) strategies in existing alumni programming, to leverage all forms of diversity to strengthen the alumni network, and to recommend potential new programming and initiatives that might be offered to the Yale alumni community.

Our 24-member Task Force and 22-member Advisory Committee, under the leadership of co-chairs Sheryl Carter Negash '82 and Ken Inadomi '76, with the invaluable assistance of AYA Staff Liaisons Jenny Chavira '89 and Nicholas Roman Lewis '93, and with the guidance of survey responses from nearly 350 Yale alumni leaders, recommends that Yale take the following steps towards greater diversity, equity, and inclusion.

Commit to becoming a leader in DEI in the field of higher education by

creating and supporting initiatives that make DEI a focus and guiding principle, including connecting alumni with experts, providing forums for peer-led discussions about the issues, promoting constructive conversations about DEI, and gathering leaders in the Yale community annually to review accomplishments and challenges.

Pledge: Our commitment to DEI will come from senior leadership, starting at the President level.

Pledge: We will increase awareness of DEI through programming that builds on positive shared experience and finding common ground.

Engage young alumni and alumni of color by appealing to their interests and

leveraging their passion for DEI. Create targeted programming about social causes, leadership development, and other issues that younger generations care about; hold events that reflect diversity, equity, and inclusion, which are important to both young alumni and alumni of color; use social media and other technology to reach new audiences; and expand existing Yale programming to better connect young professionals and professionals of color with the AYA.

Pledge: We will recognize the ongoing demographic shift across all alumni groups as our country moves towards “majority minority” status and reflect this shift in our alumni programming and use of technology.

Pledge: Our alumni programming, including topics, venues, and speakers, will reflect our commitment to DEI.

Promote diversity, equity, and inclusion in all levels of AYA leadership

by providing tools to Yale alumni organizations to help them build a pipeline for leadership that reflects Yale's diversity, measuring and celebrating alumni groups that succeed in recruiting and retaining diverse leadership, incorporating DEI into existing leadership opportunities, building on successful initiatives like the DEI leadership forums, and training AYA staff in DEI so they can help facilitate this ongoing work.

Pledge: We will adopt and implement the Rooney Rule, which states that candidates from underserved and underrepresented groups must be considered for every leadership opportunity, whether paid or volunteer.

Pledge: We will create an ongoing pipeline for identifying and developing diverse leadership within the alumni association.

Build a bridge between current and future alumni in tackling DEI issues at

Yale, especially those that influence and affect future alumni during their time on campus, by advocating for diversity in hiring and admissions to create a more diverse and inclusive environment for future alumni, creating opportunities for current students to develop DEI initiatives while on campus, and connecting on-campus DEI leaders with alumni leaders to build a connection between the alumni and campus communities.

Pledge: We will foster ongoing interaction between alumni and students, as well as between older and younger alumni.

Pledge: We will have a vetted plan for crisis management in place so that we have the teams and programs ready to respond appropriately if needed.

Build infrastructure to continue to champion and implement DEI work at

Yale, including the hiring of an executive DEI leader who reports directly to the President to help develop and implement an overarching strategy for diversity, equity, and inclusion that supports alumni from the moment they first step on campus as students.

Pledge: We will create and provide support for an executive DEI position that reports to the university president and oversees and monitors DEI strategy and activity.

Pledge: We will implement metrics and benchmarking to measure changes in DEI and remain transparent about our methods and findings.