

Yale Alumni

February 2019

Dear Fellow Alumni,

It has been a few months since I updated you on the progress of the Executive Director's Diversity, Equity, and Inclusion working group. The group has made much progress in these past months.

Learning Events Subgroup

The DEI Learning Events/Products subgroup has conducted regular calls and is working on the following opportunities for this spring:

1. March 29-30 - New Haven: Participating in and supporting the DEI conference – "IMPACT: Advancing Diversity, Equity, and Inclusion through Social Change" – possibly by assisting in facilitation of lunch table discussions.
2. April 10 - Atlanta: A co-sponsored event (with Afro-American Cultural Center and Yale Black Alumni Association) on April 10 in Atlanta that would involve a talk presented by keynote speaker Rahiel Tasfamariam from the Yale Divinity School. This would be followed by a networking opportunity/reception.
3. Late Spring/May - New York: Real Talk event being designed by subgroup members Lauren Graham and Amy Savage. We are currently in the process of determining a facilitator and working on the logistics.

The group will also be collaborating on developing toolkits for the events and products used this past year: book group events, webinar structure, and "Real Talk."

Community Impact Initiative subgroup

The Community Impact Initiative subgroup held a successful community impact initiative pilot titled "Food Equity in DC - A Yale Community Impact Panel" on Nov. 13 in Washington, D.C., with approximately 30 Yalies attending. The subgroup is now working to connect the attendees with volunteer opportunities available with the three organizations that spoke at the event.

We are also on track for our second pilot, to be held this spring in Detroit in partnership with the Fair Food Network. Once all initial work has been completed on both pilots, we will be compiling the information we've learned into a toolkit that will be put on the new YAA website as a "program in a box" for use by interest groups, regional clubs, and other Yale alumni groups.

DEI Communications Subgroup

The DEI Communications subgroup (formerly the Young and Diverse Alumni subgroup) changed its name to better reflect our focus on giving Yale regional clubs and shared interest groups guidance on how to best incorporate DEI principles into their communications and outreach efforts. We believe this will help Yale alumni groups better attract and engage both young alumni and alumni from historically marginalized backgrounds.

We are now working in conjunction with the other subgroups on a survey that includes questions about communications and outreach, which should be deployed in the coming month. We will also be conducting in-depth interviews to get additional insight into best practices and potential barriers for clubs that want to incorporate DEI principles into their communications.

Once our work is completed, we will distill the information we have gathered into a toolkit that can be used by Yale alumni groups looking to better communicate with and reach out to alumni of all backgrounds.

Leadership Pipeline Subgroup

The Pipeline to Leadership subgroup 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 clubs, classes, interest groups, and Graduate & professional school alumni associations.

Working hand in glove with the other three subgroups, this group is beginning the new year by undertaking a survey of Yale volunteer leaders that focuses on DEI in four areas: General Leadership; Leadership Recruitment Efforts; Participation/Engagement; and Representation in Leadership.

The findings of the survey will inform and shape outcomes-driven best practices and innovative programs-in-a-box that will be incorporated into the toolkits the YAA offers to support the relevance and sustainability of all Yale groups. The import of these DEI best practices and programs-in-a-box is critical given the increasing diversity of each entering and graduating class, both at the undergraduate and graduate levels.

Best wishes,

Rahul R. Prasad '87 PhD

Chair, Executive Director's Diversity, Equity and Inclusion working group
Immediate Past Chair, Yale Alumni Association, Board of Governors