

1) Resources for Faculty, Staff & Students

	Faculty	Staff	Students
<i>Data</i>	Faculty Demographics	Workday	Office of Institutional Research
<i>Professional Development</i>	Office of LGBTQ Resources	Office of Diversity & Inclusion Office of LGBTQ Resources	Office of LGBTQ Resources Office for Graduate Student Development & Diversity
<i>Recruiting</i>	Office of Institutional Equity & Access	Office of Institutional Equity & Access New Haven Hiring Initiative	Office of Institutional Equity & Access Office for Graduate Student Development & Diversity Summer Undergraduate Research Fellowship (SURF) Program Post-baccalaureate Programs
<i>Retention</i>	Office of Work-Life & Childcare Office of LGBTQ Resources Magellan Counseling and Support Services Being Well at Yale	Office of Work-Life & Childcare Office of LGBTQ Resources Magellan Counseling and Support Services Being Well at Yale	Office for Graduate Student Development & Diversity Office of LGBTQ Resources Resources to Thrive as a Graduate Student at Yale
<i>Other important Resources</i>	Share Center Faculty Development and Diversity Belonging at Yale	Share Center Belonging at Yale	Student Accessibility Services at Yale Share Center Belonging at Yale

2) Professional Development Offerings

<u>Course Title</u>	<u>Course Description</u>	<u>Instructor(s) & Office</u>
Creating an Environment of Mutual Respect	This course will empower work teams to address and deal with disrespectful workplace behavior with a goal of building and sustaining a healthy, respectful, and productive work environment.	Deborah Stanley-McAulay, Office of Diversity & Inclusion
OUCH! That Stereotype Hurts	This course will help participants understand the impact of stereotypes and biased statements, identify the most common reasons people sit silent in the face of bias and stereotypes, and enhance skills for speaking up against stereotypes.	Deborah Stanley-McAulay, Office of Diversity & Inclusion
Trust Builders: Establishing a Culture of Trust	This course will offer participants a frame of reference to analyze future behaviors and develop the kind of trusting relationships that will be sustainable over time.	Deborah Stanley-McAulay, Office of Diversity & Inclusion
Transgender 101	This workshop will discuss the basics of gender identity and its relationship to birth sex and sexual orientation. We will talk about the legal, social and medical aspects of transitioning and the ways that Yale supports transgender staff and students.	Maria Trumpler & Andrew Dowe, Office of LGBTQ Resources
Everything You Need to Know About an Affinity Group	As Yale University continues to increase the number of affinity groups/employee resource groups, it is vital that all employees be able to answer the following questions; What is an affinity group? Why does the University fund and cultivate affinity groups? How do affinity groups impact the University's reputation? Why do we have seven groups and who can join an affinity group? This session will answer these questions and many more.	Marinda Monfilston, Office of Diversity & Inclusion
Creating an Inclusive Workplace for Transgender and Non-binary Colleagues	This workshop will help you reflect on the way that space, customary practices, and written materials in your work area can be made more inclusive for transgender and non-binary colleagues, students, and visitors. We promise you'll leave with a concrete to-do list tailored to the functions of your department.	Maria Trumpler & Seth Wallace, Office of LGBTQ Resources
Unconscious Bias Training	Participants will gain a deeper understanding of unconscious bias and how to facilitate conversations around how unconscious biases develop, influence perceptions and decision making, and impact institutional diversity and inclusion efforts.	Darin Latimore, YSM DICE (Diversity Inclusion Community Engagement Equity)

Collaborating across difference	This interactive workshop will explore the power dynamics of collaborations and develop skills in engaging in ethical, productive collaborations. Examples will include work in developing countries as well as scientific collaborations in laboratories.	Maria Trumpler, Office of LGBTQ Resources
Facilitating discussions of social issues	This interactive workshop will develop skills in leading group discussions of challenging issues like racism and sexism. We will focus on being emotionally present, listening at multiple levels, and responding to “difficult” participants.	Maria Trumpler, Office of LGBTQ Resources
Giving and receiving feedback	This interactive workshop will explore skills to help you get the most from feedback that you receive; and to give feedback that can be heard by others. We will explore the line between feedback and harassment, and the challenges of giving feedback across difference.	Maria Trumpler, Office of LGBTQ Resources
Improving the Campus Climate for Trans and Gender-nonconforming Students	This active workshop will help you identify things you can do to make Yale more inclusive for students of all gender identities. Appropriate for students, staff and faculty.	Maria Trumpler & Seth Wallace, Office of LGBTQ Resources
Difficult Conversations	How to more effectively manage difficult one-on-one conversations using skills of emotional self-awareness, deep listening, having clear goals, and brief motivational interviewing skills. We cover both the conversations in which someone suddenly reveals something dramatic or emotionally intense, and those in which you wish to raise a concern with someone who may be reluctant to discuss the matter.	Maria Trumpler & Ksenia Sidorenko, Office of LGBTQ Resources
Difficult Conversations: Creating Change in the Academy	Protest and crisis make urgent a reconsideration of how knowledge is produced, by whom, and for whom. In academic fields with long histories, this is challenging. Our interactive workshop focuses on three ways to enhance departmental conversations about institutional change. <ul style="list-style-type: none"> • Enhanced listening: Active attention, curiosity, and finding the third story • Conversational dynamics: Recognizing emotions and what is at stake for you and others • Propelling change: Strategies for individual, group, and departmental action 	Maria Trumpler & Andrew Dowe, Office of LGBTQ Resources
Host of D&I Courses (for individual self-study)	LinkedIn Learning is an American website offering video courses taught by industry experts in software, creative, and business skills. It is a subsidiary of LinkedIn. All the courses on LinkedIn fall into 3 categories: Business, Creative, and Technology	e-Linked In Learning; access is free with a Yale Net-ID

3) DEI-Related Offices

Office	Mission	Contact
Office of Diversity & Inclusion	Collaborate with departments and individuals across the Yale campus to promote a respectful, accessible and inclusive community for all Yale employees.	https://your.yale.edu/community/diversity-inclusion/office-diversity-and-inclusion 203-432-9667
Office of Work-Life & Childcare	Help faculty and staff balance the multiple responsibilities associated with work, academic, and personal life.	https://your.yale.edu/work-yale/benefits/work-life-and-childcare
New Haven Hiring Initiative	Support New Haven economic growth by connecting qualified, New Haven residents to open positions at the University	https://your.yale.edu/work-yale/careers/new-haven-hiring-initiative
Office of Institutional Equity & Access	Oversee the University's affirmative action programs and monitors compliance with policies and laws which ensure equal opportunity for students, employees and applicants for employment or admission	https://oiea.yale.edu/
Office of LGBTQ Resources	Provides services and support for students, faculty and staff across the University, in part by providing training and support for the programming, organizations and initiatives of students, faculty, staff, alumni and the local community	https://lgbtq.yale.edu/
Magellan Counseling and Support Services	Offer free, confidential program provided by Magellan Health Services, 24 hours a day, 7 days a week. This program offers Yale employees and their families unlimited phone support and up to six in-person counseling sessions per issue for each family member to effectively handle issues related to: Stress management, Workplace issues, Child care	1-800-327-9240

	providers, Adoption resources, Elder care providers, Grief and loss, Changes in family relationships, Finances, WorkLife services	
Being Well at Yale	<p>Create and sustain a culture, community and environment in which wellness is a core value and measure of excellence at Yale.</p> <p>Engage and support employees in their progression towards healthier lifestyles through: Meaningful partnerships across the Yale community, Integrated sources of wellness communication, Healthier work environments, Accessible programs, Outreach and screening, Self-assessment and personal health improvement plans, Aggregate data gathering and outcome measurement, Policy and environmental change.</p>	https://beingwell.yale.edu/
Student Accessibility Services at Yale	Facilitate individual accommodations for all students with disabilities throughout the entire University, and by so doing, work to remove physical and attitudinal barriers, which may prevent their full participation in the University community.	https://sas.yale.edu/
Share Center	<p>Provides one-stop access to Yale's many sexual misconduct response resources. SHARE is a great place to start. Call, drop in, email, or schedule an appointment to be connected with our professional staff. We can walk you through your options, including Title IX, the University Wide Committee on Sexual Misconduct (UWC), Yale Police Department, and other campus resources. SHARE counselors are also knowledgeable about resources in the New Haven community, such as the HOPE Family Justice Center.</p> <p>SHARE offers information, training, workshops and other educational services on a variety of topics related to sexual misconduct, relationships and sexuality, and resources. For example, our staff has provided programming around helping a friend, healthy relationships and boundaries, self-care and -compassion, sexual health, and more. We are also available to work with you to create programs tailored to the specific needs and interests of your organization, group, or department.</p>	https://sharecenter.yale.edu

Office for Grad Student Development & Diversity	Offer resources for Current Students and Prospective Students.	https://gsas.yale.edu/diversity
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