



Yale Health

Yale Health's mission to promote the health and well-being of members of the Yale Community is closely aligned with our commitment to an environment of inclusion and belonging in our workplace and in our relationships with members. We will foster and cultivate creative, innovative ways to weave the values of inclusion and respect for diversity into the fabric of Yale Health. Our dimensions of inclusion and diversity include, but are not limited to, sex, sexual orientation, gender identity or expression, age, race, ethnicity, religion and spirituality, profession, education, political affiliation, disability, and veteran status. In support of these goals, we will:

- Determine where health equity issues exist and take steps to address them.
- Build awareness of the diverse cultures of our community of patients, members, colleagues, and their families.
- Develop clinical programs and health services to meet the needs of our diverse patient community.
- Create and support an adaptive culture that celebrates awareness and inclusion.
- Strive to recruit employees who reflect the rich diversity of Yale and New Haven.
- Develop and grow best practices in diversity, inclusion, and respect to ensure that Yale Health provides equitable patient-centered care for the Yale community.

BELONGING
AT YALE

2024 BELONGING AT YALE PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Continue to work on the "We Ask Because We Care" campaign, which aims to gather critical demographic data, including race, ethnicity, language, sexual orientation, and gender identity, from patients in the Yale Health system. Host Grand Rounds focusing on DEI and Belonging topics, with presentations addressing issues like race, racism, and health equity.



DIVERSITY OF THE YALE COMMUNITY

Focus on enhancing staff diversity by educating hiring managers on best practices, reviewing DEIB toolkits, and conducting one-on-one consultations to align hiring strategies with DEIB goals. Continue to partner with the New Haven Works initiative, which has successfully placed temporary staff in various departments, some of whom have transitioned to permanent roles. Tailor marketing strategies to expand candidate pools, leveraging employee referrals, professional networks, and targeted job postings.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Conduct a follow-up DEIB staff survey in Year 4 or 5 to track progress on inclusiveness, respect, fairness, and other key areas, with Year 4 potentially focused on developing additional DEIB programming. Continue to produce a Belonging newsletter to communicate openly with staff about ongoing initiatives, events, and recognitions, aiming to engage and inform the community. Make continuous updates to the internal and external DEIB webpages to include new resources and examples of the committee's work.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Continue our "Great Catch" program, which recognizes staff who prevent potential patient care errors, fostering a culture of safety and inclusion. Develop a DEIB-related staff recognition award to honor employees who contribute to an inclusive workplace. Continue to host various events such as a Pride Month Mixer, Juneteenth celebration, and a DEIB Open House, and implement new events such as a Lunar New Year celebration, all aimed at engaging staff and the community in DEIB initiatives.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Expand our professional development series with annual DEI-focused presentations on topics like unconscious bias and inclusive leadership, aiming to enhance staff inclusivity and improve patient care outcomes. Introduce "A Long Talk About the Uncomfortable Truth" sessions to further address DEI challenges within the organization.



ACCOMPLISHMENTS

Scholarship, Research, Practice, and Teaching

- Launched the "We Ask Because We Care" campaign to gather critical demographic data from patients in the Yale Health system.

Diversity of the Yale Community

- Partnered with New Haven Works to place temporary staff, some transitioning to permanent roles.

Communication, Transparency, and Accountability

- Continued production of a Belonging newsletter to engage and inform the community.
- Designed and disseminated pronoun pins to staff members.

Acknowledgement, Recognition, and Respect

- Planned and hosted various DEIB-related events, such as Pride Month Mixer, Juneteenth celebration, and a DEIB Open House.

- Hosted East Street Arts Craft & Shopping Bazaar to support Marrakech, Inc., a nonprofit dedicated to fostering the creation of art through artisan programs, workshops, and community interactions for artists with disabilities.
- Collected a culturally diverse selection of recipes from staff members to format and distribute as a cookbook.

Professional and Personal Development of Inclusive Practice

- Expanded professional development series with annual DEI-focused presentations.
- Completed The Fenway Institute's Gender Affirming Care training for all staff.

PLANNING TEAM

Co-chairs: Wendy Brunetto and Peta-Gaye Wright

Planning Team: Adeline Bass, Gabriela Brito, Teretha Brooks, Wendy Brunetto, Briana Cuomo, Abby Goldblatt, Anita Karne, Lakysa Kelly, Erin Lewis, Robin Maley, Dee Osei-Agyeman, Mary Kate Ottaviano, Whitney Randall, Roula Rizk, Patrick Roberts, Courtney Ryan, Mimi Shim, Deborah Stanley-McAulay, Morgan Sullivan, Kristina Tavilla, Tanasia Thomas, Onyinyechukuka Umeugo, Denise Whelan, Adrian White



"Diversity, equity, inclusion, and belonging are more than just words. At Yale Health, they are the foundation of compassionate care. By fostering an environment where every individual feels valued and seen, we strengthen our ability to serve our Yale University retirees, students, faculty, staff, and their dependents with the understanding and respect they deserve."

belong.yale.edu