



Yale University

**Associate Vice President
for
Diversity, Equity, and Belonging**
New Haven, Connecticut

Yale University seeks a dedicated and dynamic leader to serve as its inaugural Associate Vice President for Diversity, Equity, and Belonging. As described at Yale, belonging represents the belief that all members of the community should feel included in the campus culture and free to explore the breadth of their intellectual curiosity, the depth of their humanity, and the potential of their scholarship, research, work, and practice. This newly created role will support campus-wide efforts to foster a culture of belonging and equitable treatment among all members of Yale's community, lead civil rights protection efforts across campus, and strengthen an infrastructure to address incidents of discrimination and harassment and attend to them expeditiously.

Reporting to the Secretary and Vice President for University Life, the newly created Associate Vice President for Diversity, Equity, and Belonging will support the design and implementation of initiatives by schools and units, working directly with members of the University cabinet and other leaders to ensure these efforts are aligned with university strategy. The Associate Vice President for Diversity, Equity, and Belonging will introduce and inspire innovative initiatives, supervise specialists who will provide ongoing, targeted training for Deans' Designees, student leaders, and other university members on responding to discrimination and harassment complaints, as well as tightly weave a sense of belonging across campus, to prevent such behaviors. In addition, the Associate Vice President ensure the design and implementation of a system to track complaints of harassment and discrimination initiated by faculty, students, and/or staff. The Associate Vice President will oversee an office to initiate timely investigations to achieve a resolution of the harassment and discrimination complaints.

The Associate Vice President for Diversity, Equity, and Belonging must be a proven leader in diversity, equity, and belonging, with knowledge of emerging issues, best practices, and legal trends. Although no one person will embody them all equally, the successful candidate will be expected to demonstrate many of the following professional skills, experience, and personal qualities:

- A terminal degree;
- A demonstrated track record of addressing diversity, equity and belonging issues in either higher education, industry, or government;
- Expertise leading and convening diversity, equity and belonging programs;

- Considerable management experience, including developing and implementing a strategic plan, building programs, effectively leading groups, and making and communicating difficult decisions;
- Superb oral and written communication skills; and
- Exceptional judgment, a reputation for integrity and discretion, and the ability to think strategically and deliver tactically.

Screening of complete applications will begin immediately and continue until the completion of the search. Inquiries, nominations/referrals, and applications should be submitted via Isaacson, Miller.

Monroe “Bud” Moseley, Donna Cramer, David Chy, Grace Munschauer

<https://www.imsearch.com/search-detail/S7-274>

Phone: 617-262-6500

Yale University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against any individual on account of that individual’s sex, race, color, religion, age, disability, status as a veteran, or national or ethnic origin; nor does Yale discriminate on the basis of sexual orientation or gender identity or expression.

University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, and protected veterans.