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# Yale Postdoctoral Association New Postdoc DEI Toolkit

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## INTRODUCTION:

Welcome to Yale! We are excited to have you join our community. Below we list resources and groups connected to Diversity, Equity, and Inclusion (DEI) initiatives to introduce you to existing communities at Yale. This document was drafted by the Yale Postdoctoral Association's (YPA) Racial Justice Subcommittee.

## Definitions:

**Affinity Group:** These groups primarily serve staff and are designed to support recruitment, retention, education, advocacy, and community building.

**Culture Centers:** These groups primarily serve students, however they may run events which are welcoming and relevant to postdocs.

## BROAD IDENTITY RESOURCES - CAMPUS WIDE:

- Belonging@Yale
  - Website: <https://belong.yale.edu/>
  - Resources specific to your school at Yale can be found at the bottom of this page
  - <https://belong.yale.edu/get-support>
- Office of International Student and Scholars (OISS)
  - Website: <https://oiss.yale.edu/>
- Office of Diversity and Inclusion
  - Website: <https://your.yale.edu/community/diversity-and-inclusion>
- Yale Postdoctoral Association:
  - Website: <https://ypa.yale.edu/>
  - Slack: <https://join.slack.com/t/ypa-yale/signup>

## BROAD IDENTITY RESOURCES - Yale School of Medicine:

- Yale School of Medicine Office of Diversity and Inclusion
  - Website: <https://medicine.yale.edu/diversity/>
  - Anti-racism resources: <https://medicine.yale.edu/diversity/support/antiracismresources/>
- Medical Student Council
  - Website: <https://medicine.yale.edu/education/msc/>
- Minority Organization for Retention and Expansion (MORE)
  - Website: <https://medicine.yale.edu/more/>
- Resident Fellow Senate
  - Website: <https://medicine.yale.edu/senate/diversity/>
- Yale Ciencia Initiative:
  - Website: <https://ciencia.yale.edu/>
- Yale Biological and Biomedical Sciences Diversity and Inclusion Collective (YBDIC)
  - Website: <https://medicine.yale.edu/bbs/diversity/events/>

## **AFFINITY GROUPS ([link with all 8](#)) :**

- Asian Network at Yale (ANY):
  - Website: <https://asiannetwork.yale.edu/>
- DiversAbility at Yale (DAY):
  - Website: <http://day.yale.edu/>
- Future Leaders of Yale (FLY):
  - Website: <https://fly.yale.edu/>
- Working Women's Network (WWN):
  - Website: <https://wwn.yale.edu/>
- Yale African American Affinity Group (YAAA):
  - Website: <https://yaaa.yale.edu/>, social media: <https://www.facebook.com/yaleyaaa/>
- Yale Latino Networking Group (YLNG):
  - Website: <https://ylng.yale.edu/>
- Yale Lesbian, Gay, Bisexual, Transgender and Queer Affinity Group (LGBTQ):
  - Website: <https://lgbtqaffinity.yale.edu/>
- Yale Veterans Network (YVN):
  - Website: <https://yvn.yale.edu/>

## **CULTURAL CENTERS:**

- The Afro American Cultural Center
  - Website: <https://afam.yalecollege.yale.edu/>, social media: <https://www.facebook.com/YaleAfAmHouse>
- The Asian American Cultural Center
  - Website: <https://aacc.yalecollege.yale.edu/>
- La Casa Cultural: Latino Cultural Center
  - Website: <https://lacasa.yalecollege.yale.edu/>
- Native American Cultural Center/ Association of Native Americans at Yale
  - Website: <https://nacc.yalecollege.yale.edu/>

## **DISABILITY GROUPS AND RESOURCES:**

- DiversAbility at Yale (DAY)
  - Website: <https://day.yale.edu/> and [resources](#)
- Library Resources for Persons with Disabilities:
  - Website: <https://web.library.yale.edu/services-persons-disabilities>
- Yale University's Accommodation Program for Employees with Disabilities
  - Form: [https://cm.maxient.com/reportingform.php?YaleUniv&layout\\_id=8](https://cm.maxient.com/reportingform.php?YaleUniv&layout_id=8)

## **LGBTQIA+ GROUPS AND RESOURCES:**

- Yale Lesbian, Gay, Bisexual, Transgender, and Queer Affinity Group (LGBTQ)
  - Website: <https://lgbtqaffinity.yale.edu/>
- Office of LGBTQ Resources
  - Website: <https://lgbtq.yale.edu/>
- Trans@Yale
  - Website: <https://lgbtq.yale.edu/trans/staff>
- Yale School of Medicine Dean's Advisory Council (DAC) on LGBTQI+

- Website: <https://medicine.yale.edu/lgbtqi/>
- LGBTQ WhatsApp Groups:
  - Softball intramural team (OUTfielders)/LGBTQ Pickup Volleyball Games: contact [julia.fraivillig@yale.edu](mailto:julia.fraivillig@yale.edu)
  - Out in the Woods (hiking, birding, etc.): <https://chat.whatsapp.com/HZF9hmzr97jGaKa8bili10>
- New Haven Pride Center (not Yale-affiliated): <https://www.newhavenpridecenter.org/>

#### **RACIAL IDENTITY GROUPS AND RESOURCES:**

- Yale Black Postdoctoral Association
  - Website: [m.yale.edu/ybpa](http://m.yale.edu/ybpa)
  - Mailing list: <https://tinyurl.com/y4cl4odg>
  - YaleConnect Group: [https://yaleconnect.yale.edu/PDYBPDA/club\\_signup](https://yaleconnect.yale.edu/PDYBPDA/club_signup)
- Yale Postdoctoral Association Racial Justice Subcommittee
  - Join at <https://join.slack.com/t/ypa-yale/signup> (Join the channel #BlackLivesMatter)
- Yale Society for Advancement of Chicanos/Hispanics and Native Americans in Science (YSACNAS)
  - Email: [ysacnas@gmail.com](mailto:ysacnas@gmail.com)
- Yale's Center for Public Service and Social Justice (DWIGHT HALL):
  - Website: <https://dwithghall.org/>
  - Email: [mark.fopeano@yale.edu](mailto:mark.fopeano@yale.edu)

#### **GROUPS AND RESOURCES FOR WOMEN:**

- Working Women's Network (WWN)
  - Website: <https://wwn.yale.edu/>
- Women and Gender Minorities in Science at Yale (WISAY)
  - Website: <https://wisay.sites.yale.edu/>
- Yale Society of Women Engineers
  - Website: <https://swe.sites.yale.edu>
- Office for Women in Medicine and Science
  - Website: <https://medicine.yale.edu/owm/>
- Yale Women's Center:
  - Location: 198 Elm Street

#### **OTHER DEI GROUPS:**

- Departmental DEI groups:
  - Many Yale departments have internal DEI groups working. Check with your individual departments to learn if they have DEI committees and how you can join.
- Yale-wide DEI Microsoft Teams
  - Join [here](#)
- YPA DEI resources:
  - Website: <https://ypa.yale.edu/resources/diversity-and-inclusion>

#### **RELIGIOUS GROUPS AT YALE:**

- Religious Literacy: <https://chaplain.yale.edu/religious-literacy>
- Hindu Life: <https://hindulife.yale.edu/>
- Muslim Student Association

- Website: <https://muslimlife.yale.edu/msa/>
- Email: [omer.bajwa@yale.edu](mailto:omer.bajwa@yale.edu) for information about Friday prayers
- Slifka Center for Jewish Life at Yale:
  - Website: <https://slifkacenter.org/>
- Worship, Spiritual Life, and Ministry:
  - Website: <https://divinity.yale.edu/life-yds/worship-spiritual-life-and-ministry>

#### **Discrimination and Harassment Resources:**

- [Yale University Policy Against Discrimination and Harassment](#)
- [Discrimination and Harassment Resource Coordinators](#) to help facilitate informal resolution
  - Email is department specific
- [Office of Institutional Equity and Access](#) for discrimination and harassment based on protected identities as defined by Yale University Policy.
  - Email: [equity@yale.edu](mailto:equity@yale.edu)
- [Title IX office](#) for discrimination on the basis of sex or gender
  - Email: [titleix@yale.edu](mailto:titleix@yale.edu)
- [Office of Academic & Professional Development](#) to report concerns regarding academic integrity and professionalism concerns at Yale School of Medicine
  - Email: [oapd.acadprof@yale.edu](mailto:oapd.acadprof@yale.edu) or call (203) 785-2101

#### **Mental Health Resources:**

- Mental Health and Substance Use Resources - Yale, Local, and National resources: [https://ypa.yale.edu/sites/default/files/files/Mental%20Health%20Resouces%20List\\_Adult\\_2022.pdf](https://ypa.yale.edu/sites/default/files/files/Mental%20Health%20Resouces%20List_Adult_2022.pdf)
- [Being Well at Yale](#) provides a number of resources related to stress reduction, mindfulness, meditation, movement, nutrition and weight management, sleep strategies, and tobacco cessation
- Counseling and Support Services provided by Optum: Postdoctoral associates have access to free, confidential services provided by, 24 hours a day, 7 days a week, including access to Talk Space? Call 1-866-416-6586 or visit [Optum](#) . \*Follow [this link](#) for more information on Yale Signature Benefits.
- Grief Resources: to speak with someone about your or other's experiences with grief, please contact 203-432-1128 to schedule an appointment with one of Yale's chaplains and/or talk to them on the phone

#### **OTHER LOCAL RESOURCES:**

Black-owned businesses in New Haven and CT: <https://www.shopblackct.com/new-haven.html>  
[Abilis](#) (CT-based organization that provides services and support for people with disabilities)  
[National Suicide Prevention Hotline: 1-800-273-8255](#)