



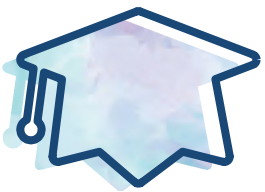
# BELONGING AT YALE



## Graduate School of Arts and Sciences

The Graduate School of Arts and Sciences educates graduate students to seek answers to life's most challenging questions. We carry out this mission by supporting and drawing upon the strengths of a collaborative, diverse, and inclusive community of scholars and researchers who lead in the advancement, application, and preservation of knowledge.

### DIVERSITY, EQUITY + INCLUSION PLANS



#### SCHOLARSHIP, RESEARCH, PRACTICE, AND TEACHING

Plan 2022 Annual Yale Bouchet Conference on Diversity and Graduate Education.

Start the Bouchet DEI and Belonging Speaker Series.

Offer evidence-based workshop to faculty on holistic, equitable, and inclusive admissions practices.



#### DIVERSITY OF THE YALE COMMUNITY

Increase strategic partnerships with Historically Black Colleges and Universities, Hispanic-Serving Institutions, and American Indian and Alaska-Native Serving Institutions.

Expand summer undergraduate and post-baccalaureate research opportunities.

Work with the Graduate School Alumni Association to host information sessions and receptions for prospective students.



#### EQUITABLE PROCESS, PROCEDURE, AND RESPONSES

Increase the number of Title IX Coordinators from two to three. They will also serve as the Discrimination & Harassment Resource Coordinators.

Review Orientation information sessions to ensure incoming students are made aware of Yale resources to address concerns regarding accessibility, discrimination, harassment, and sexual misconduct.



#### PROFESSIONAL AND PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Offer coaching to students through the McDougal Graduate Student Life Office to achieve greater equity with students' professional development.

Work with the Graduate School Alumni Association to develop a mentoring program for graduate students.



#### ACKNOWLEDGEMENT, RECOGNITION, AND RESPECT

Create a Yale Bouchet Graduate Honor Society Commencement Award.

Have Yale Bouchet Graduate Honor Society alumni serve as guest speakers during the Annual Yale Bouchet Conference on Diversity and Graduate Education.

Emphasize dedication to creating a more inclusive Yale in the selection processes for recipients of the Wilbur Cross Medal (alumni), Faculty Mentor Award, and Prize Teaching Fellow Award (graduate students).

Introduce the annual Staff Appreciation Spring Social.



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Ensure the use of inclusive practices with on-boarding processes for new staff in the GSAS and new alumni in the Graduate School Alumni Association.

Complete program-specific faculty/student advising guidelines.

Develop diversity, equity, and inclusion mini-information modules to deliver to students, staff, and alumni throughout the academic year.

Increase and expand accessibility and visibility of wellness resources available to students.

### ACCOMPLISHMENTS

- Substantially increased the number of applications, offers, and acceptances from underrepresented students over the last five years.
- Created the Graduate School Alumni Association Diversity Committee.
- Began offering post-baccalaureate research experiences across the divisions (e.g., humanities, social sciences, biological and biomedical sciences, physical sciences and engineering) to broaden the PhD pipeline to achieve greater equity and inclusion.
- Established the GSAS Staff Diversity Book Club.

*"Without a diverse population and the inclusive climate that fosters retention, we cannot succeed in our mission to advance knowledge. The production of knowledge depends on collaborative exchanges amongst researchers who bring to this enterprise a diversity of experiences and perspectives."*

*- Lynn Cooley, Dean of the Graduate School of Arts and Sciences.*



Lynn Cooley, Dean, Graduate School of Arts and Sciences

### PLANNING TEAM

Michelle Nearon, Sr. Associate Dean for Graduate Student Development and Diversity

Danica Tisdale Fisher, Assistant Dean of Diversity

Matthew Tanico, Assistant Dean of Graduate Student Life

Jasmina Besirevic Regan, Associate Dean for Partnerships and Special Projects

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