



# BELONGING AT YALE



YALE GRADUATE SCHOOL OF ARTS & SCIENCES



## 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 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 Native American and Alaskan Native Serving Institutions.

Review admissions application to ensure the questions use clear and inclusive language and provide meaningful information for the selection process.

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



#### EQUITABLE PROCESS, PROCEDURE, AND RESPONSES

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

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



#### PROFESSIONAL AND PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Offer coaching and professional development for students through the McDougal Graduate Student Life Office.

Work with the Graduate School Alumni Association to develop a mentoring programming 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".

Enhance publicity around recognizing outstanding alumni with the "Wilbur Cross Medal", outstanding faculty with the "Faculty Mentor Award", and outstanding students with the "Prize Teaching Fellow Award".

Start annual "Staff Appreciation Spring Social"



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Improve on-boarding process for new staff and alumni.

Complete department-specific advising guidelines.

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

### ACCOMPLISHMENTS

- The GSAS Diversity Book Club has been established.
- The Graduate School Alumni Association now has a Diversity Committee.
- We now provide post-baccalaureate research experiences for prospective students in the humanities, social sciences, biological and biomedical sciences, applied sciences and engineering.

*"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

Ann Gaylin, Associate Dean for Graduate Education