

Belonging at Yale University Priorities

Cross-cutting actions

Yale is actively working to enhance diversity, support equity, and promote an environment of welcome, inclusion, and respect. These Belonging at Yale efforts are central to our commitment to excellence and our mission to improve the world. Infographic posters highlighting plans for individual schools and administrative divisions are available at belong.yale.edu.



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Invest in and coordinate centers for research and scholarship:

Yale supports the Center for the Study of Race, Indigeneity, and Transnational Migration; the Justice Collaboratory; and other centers of research and scholarship on racism, justice, and equity, and has identified opportunities for collaboration among centers.

The Center for Policing Equity, brought to Yale by Professor Phillip Atiba Goff, launched the Justice Navigator in 2021 to help communities and law enforcement agencies make data-driven changes. The Center for Law and Racial Justice, directed by Professor James Forman, will launch in Spring 2022, following consultations with faculty, students, and members of the New Haven community. *(Office of the Provost, Law School)*



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Engage Alumni:

In 2021, Yale Alumni Association shared resources and created and supported powerful forums, including conferences and panels, to advance learning and promote understanding of diversity, equity, inclusion, and belonging. *(Alumni Association)*



DIVERSITY OF THE YALE COMMUNITY

Invest in recruiting historically underrepresented faculty and post-doc mentoring:

Fifteen percent of new tenure-track faculty belong to underrepresented groups (compared to seven percent in 2014). Through the Faculty Excellence and Diversity Initiative, Yale recruits exceptional faculty, provides programs and resources to help them flourish, supports the pipeline to faculty excellence and diversity through programs for Ph.D. students, and fosters university-wide participation in the shared responsibilities of creating an excellent and diverse faculty. New postdoctoral educational programs, mentorship opportunities, and departmental collaborations are preparing scholars who are globally competitive for faculty positions. *(Office of the Provost)*

Expand student pathways, pipelines, and financial aid:

Yale is addressing the high levels of debt among students graduating from some of our professional schools through increased financial aid. Beginning in Fall 2021, the David Geffen School of Drama joined the Yale School of Music in being tuition-free for all students. Yale Divinity School will meet the full tuition need of all aided students, beginning in 2022-2023. The university is working to secure even more resources for financial aid. This is one of Yale's fundraising campaign's highest priorities. *(Professional schools)*

Yale has doubled the size of the Eli Whitney Students Program for nontraditional students and the number of entering veterans over the last five years, and in Fall 2021 announced full-need financial aid for all enrolled Eli Whitney Students.

Yale has doubled the number of participants in the First-year Scholars at Yale summer bridge program for low-income public high school graduates entering Yale College over the last five years.

Yale joined the Transfer Scholars Network in January 2021 to increase socioeconomic diversity on campus by supporting transfer applications to Yale from talented community college students.

Yale accepted 81 high-achieving, low-income QuestBridge scholars from across the country in 2022. *(Undergraduate Admissions)*

Create staff leadership initiative:

Human Resources, with the Yale School of Management, created a program to strengthen the leadership pipeline at Yale, with a focus on historically underrepresented groups, ensuring we can develop and retain the most talented and committed staff members. The first two cohorts will launch in March 2022 and October 2022. *(Human Resources)*

Hire minority- and women-owned businesses, contractors, and professionals:

The Supplier Diversity Program identifies and encourages New Haven minority-owned and women-owned businesses to bid for Yale contracts for services, supplies, and business professionals. *(Procurement)*



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Invest in New Haven partnerships:

Yale announced in November 2021 a historic commitment to the City of New Haven, increasing by \$52 million Yale's voluntary contribution to the city (now \$135 million over six years), and creating the Center for Inclusive Growth to identify and fund economic and social development initiatives. *(Office of New Haven Affairs)*

Examine Yale and slavery:

Students and scholars are studying Yale's historic involvement with slavery, the slave trade, and abolition. President Salovey formed the Yale and Slavery Working Group in October 2020, led by Professor David Blight. The Gilder Lehrman Center for the Study of Slavery, Resistance, and Abolition annual conference highlighted the group's findings to date, and progress has been shared regularly through a website and public presentations. Yale has also joined the Universities Studying Slavery consortium. *(Gilder Lehrman Center for the Study of Slavery, Resistance, and Abolition)*



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Require DEI/Belonging plans:

All schools and administrative divisions developed five-year Belonging at Yale action plans, to advance diversity, equity, and inclusion (DEI). Over 150 Yale community members developed 230 actions to support faculty, students, staff, and alumni. *(Office of the Secretary and Vice President for University Life, Office of the Provost)*

Collect and use data, benchmarks, and surveys:

A university-wide faculty climate survey and an exit survey of faculty leaving Yale are two data-focused initiatives introduced in Fall 2021. They will help identify areas of strength and opportunities to improve campus culture. *(Office of Institutional Research, Office of the Provost)*



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

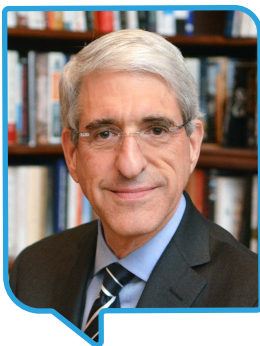
Reimagine public safety and policing:

A "fit-for-purpose response" pilot began in 2020 to deploy appropriate resources (e.g., security, student life, and mental health personnel) to respond to calls for assistance. Police will respond to all calls reporting criminal activity. *(Committee on Policing, Public Safety)*

The Committee on Policing was established in 2020 to determine how to continue to help Yale Public Safety improve its service and implement recommendations from an external review.

Enhance accessibility:

Yale has enhanced support for Student Accessibility Services and the Office of Institutional Equity and Accessibility, which work with students, faculty, and staff to facilitate disability accommodations and remove barriers to full participation. *(Office of the Secretary and Vice President for University Life)*



PETER SALOVEY
President and Chris Argyris Professor of Psychology

“We are connected by a need to improve the world, and we are a community that holds itself to high standards of acceptance, inclusion, and belonging.”

—Peter Salovey, President



BELONGING AT YALE

belong.yale.edu