



Yale School of Architecture

The traditional culture of architecture and architectural education emphasizes individual and autonomous creativity, even in a profession that calls on collaboration and attention to community. We directly confront this culture, committing to advance collaboration, inclusion, and belonging, and to model a culture for the profession as well as the broader discipline of architecture. In addition to the actions listed below, we will focus on a plan to fully develop the Diversity, Equity and Inclusion (DEI) Action Plan that leverages the design process.

This multi-dimensional approach, called **Design for Diversity, Design for Belonging**, invites the participation of all members of our community. Using methods of architectural practice, from discussions and exhibitions to reviews and charrettes, we will design the path forward to mitigate bias and deeply embed DEI and Belonging into every aspect of our thinking and work.

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- Host workshops on Indigenous Design and Planning Principles, and Inclusive Bathrooms & Gender-Neutral Design.
- Host a series of roundtables on Climate Action & Inequity.
- Continue to review and refine the School's curriculum to integrate DEIB themes.
- Promote partnerships with HBCUs and Tribal Colleges through joint courses and collaborative programs.



DIVERSITY OF THE YALE COMMUNITY

- Develop a recruitment plan to enhance the diversity of students at the school.
- Increase Funding for DEIB initiatives in coordination with the Development Office.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Host listening sessions with all student programs within the school.
- Host brainstorming workshops with students and faculty to collaboratively generate creative ideas.
- Celebrate "awareness months" in conjunction with relevant student organizations and affinity groups.
- Conduct surveys to assess cost of student materials and production in studio and support courses.
- Create an equitable process for the selection of Student Fellows for the summer Building Project.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Support student affinity groups through mentoring and listening sessions.
- Increase outreach of the National Organization for Minority Architect Student Chapter.
- Support student-led DEIB initiatives through a fund that student organizations can apply to.
- Support advising program for incoming students.
- Create an alumni mentorship group in coordination with Career Services.
- Create a Faculty Teaching and Learning Fund to promote teaching and learning initiatives related to DEIB.
- Establish inclusive teaching and learning policies in collaboration with Poorvu Center.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

- Acknowledge and celebrate diversity and experience at YSoA.
- Create tribal land acknowledgement plaque in collaboration with ISPAD (Indigenous Scholars of Architecture, Planning and Design).
- Increase student and faculty engagement in collaborative community-oriented projects.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Create a DEIB newsletter to broadcast initiatives and achievements.
- Increase DEIB resources on YSoA's website.
- Establish a DEI advisory board or group.

ACCOMPLISHMENTS

- Conducted the School's first climate and culture survey.
- Revamped the curriculum and added nearly twenty new electives to expand perspectives beyond the Western canon.
- Added three new faculty who are people of color to tenure- and ladder-track positions since 2020; all are women.

- Established a donor-designated Culture & Climate Fund and a DEIB budget line.
- Supported student-led DEIB initiatives through a fund that student organizations can apply to.
- Appointed multiple visiting faculty who are people of color, and increased representation of women among students, faculty, jurors, lecturers, and critics.
- Curated an exhibition featuring the work of more than 500 YSoA alumnae in the School's Gallery and hosted multiple student exhibitions in the North Gallery focused on issues of DEIB.
- Initiated joint courses with Morgan State, Howard University, and City College in New York
- Designed a tribal land acknowledgment plaque by the ISAPD student group.

PLANNING TEAM



DEBORAH BERKE
Dean

- Bimal Mendis
- Deborah Berke
- Phil Bernstein
- Sunil Bald
- Input from various members of the YSoA community, including students and student organizations.

"Good design is inclusive. It demonstrates a concern for the community. It produces buildings in which everyone feels welcome and comfortable. Given the global climate crisis, an architecture of the greater good is concerned about our shared environmental future..."

-Deborah Berke

