Diversity, Equity + Inclusion Plan

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- Introduce new courses to address gaps in the curriculum.
- Enhance and improve the TA/TF hiring process.
- Continue and increase collaborative courses and partnerships with HBCUs & tribal colleges.
- Establish an outreach program for New Haven public school students.
- Establish a center/lab focusing on issues of spatial justice.
- Host workshops on inclusive classroom practices for faculty and students.

DIVERSITY OF THE YALE COMMUNITY

- Increase diversity of new hires through targeted searches and recruitment.
- Create and improve staff mentoring, training, and professional development opportunities.
- Highlight DEI initiatives and enhance the School’s website to reflect ongoing work.
- Enhance recruiting initiatives for underrepresented students and increase their matriculation rate.
- Generate funds for faculty development and retention.
- Raise funds to fully endow financial aid and meet all demonstrated need.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Conduct listening sessions and dialogues between the leadership, students, and alumni, to better understand issues, ideas, and concerns.
- Observe “Awareness Months” with a series of events to acknowledge affinity groups across the community.
- Create video profiles of students, alumni and faculty, focusing on diversity and experience.
- Conduct follow-up climate and culture survey to measure progress.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Increase support for student-led conferences, workshops, panels, roundtables.
- Host specific training and development workshops for faculty, staff, and students.
- Develop equitable goal setting and faculty/staff performance reviews that include DEI/B goals.
- Establish an alumni mentorship program for students and younger alumni.
- Engage and advocate for underrepresented alumni and faculty through gatherings, exhibitions, and affinity groups.

Accomplishments

1. Conducted the School’s first “Climate & Culture Survey.”
2. Added twelve electives to expand perspectives beyond the Western canon.
3. Initiated an interdisciplinary undergraduate major in Urban Studies.
4. Established a donor-designated Culture & Climate Fund and a DEI and Belonging budget line.
5. Added three new faculty members from underrepresented groups.
6. Appointed seven underrepresented visiting faculty, and increased representation of women among students, faculty, jurors, lecturers and critics.
7. Changed recruitment and admissions processes, producing a significant increase in underrepresented minority matriculants.
8. Curated an exhibition featuring the work of more than 500 YSoA alumni.
9. Initiated joint courses with Morgan State and Howard University.
10. Designed a tribal land acknowledgment plaque by the Indigenous Scholars of Architecture, Planning and Design student group to place in Rudolph Hall and on the website.

Planning Team

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“We commit to a culture of collaboration and inclusion that actively seeks many perspectives and backgrounds and integrates architecture with other disciplines.”

YSoA Strategic Plan 2021