



BELONGING AT YALE



# Yale School of Architecture

## DESCRIPTION

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, our first year 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 charettes, 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

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.

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.

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 profiles of students, alumni and faculty, focusing on diversity and experience.

Conduct follow-up climate and culture survey to measure progress; include alumni.

### 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 and belonging 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/B budget line.
5. Added new underrepresented faculty.
6. Appointed seven underrepresented visiting faculty, and increased representation of women among students, faculty, jurors, lecturers and critics.
7. Changed recruitment and admissions processes with a significant increase in underrepresented minority matriculants.
8. Curated an exhibition featuring the work of more than 500 YSoA alumna.
9. Initiated joint courses with Morgan State and Howard University.
10. Designed a tribal land acknowledgment plaque by the ISAPD student group to place in Rudolph Hall and on the website.

## Planning Team

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 AND DISCUSSION WITH:  
**STUDENT GROUPS**  
**INCLUDING: NOMAS, ISAPD,**  
**VISIBILITY PROJECT.**  
 THE PROCESS OF **DESIGN FOR DIVERSITY, DESIGN FOR BELONGING** WILL ENGAGE THE YSOA COMMUNITY IN DEVELOPING THE ACTION PLAN



**DEBORAH BERKE**  
Dean

*"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*

"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....It is concerned with justice. It acknowledges that housing and health care are human rights. An architecture of the greater good can be thought-provoking, unique, and beautiful, but it's always considerate of others."

*Deborah Berke, 2021*