



BELONGING AT YALE

Yale School of Art

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- Monitor curricular breath in promotion of equity and inclusion in the academic environment, while identifying courses to fill gaps.
- Sponsor inclusive programming and resources that provide practical tools for navigating the art world and associated business practices.
- Support equity, inclusion, and belonging by sponsoring diverse visiting faculty, artists, speakers, fellows, and presenters, and reviewing presentations with a DEI lens, including conferences and other sponsored events
- Partner with the Poorvu Center on developing inclusive classroom best practices in relation to Art faculty.



DIVERSITY OF THE YALE COMMUNITY

- Identify and prioritize development opportunities for student financial aid.
- Create, evaluate, and improve mentoring, learning programs, and other opportunities to support faculty and staff rising through the ranks.
- Identify grants, residency, and post-MFA opportunities in diverse countries, to expand scholarly experiences.
- Develop the SOA procurement practices to increase the number of minority and women owned vendors, contractors, and professional-service firms.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Promote fair, equitable, and consistent practices, policies, and complaint reporting processes for faculty, students, and staff.
- Collaborate with the Title IX Office and OIEA to provide educational programs to prevent and resolve incidents, including discrimination, harassment, and inequitable practices.
- Prioritize accessibility, including through universal design, in various contexts:
 1. Facilities
 2. Infrastructure
 3. Electronic media/websites
 4. Event Planning
 5. Programming



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Provide professional development, education, and belonging:
 1. Practicing difficult conversations
 2. Inclusive classroom and teaching practices
 3. Trauma-informed and wellness practices
 4. Panels and fireside chats with subject matter experts



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

- Support activities, events, and programs that mutually benefit New Haven and Yale.
- Celebrate individual and group achievement for work that fosters DEI and Belonging.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Identify faculty, students, alumni, and staff to champion the university's belonging work through committee involvement, provision of feedback, and community volunteerism.
- Regularly review and communicate progress towards DEI and belonging goals.

ACCOMPLISHMENTS

- In naming Kimberly Pinder, Ph.D. as Dean of the Yale School of Art, President Peter Salovey appointed the first Black woman as dean of a professional school at Yale.
- All faculty hired and promoted into tenure and ladder track positions since 2019 are people of color; 75% are women.
- SOA held their first All-School Convocation event with a keynote provided by Poet Pamela Sneed.
- Redesigned academic programs by incorporating a weekly, interdepartmental day to embrace community connectivity and inclusive programming and events.
- Appointed a Post-Colonial fellow to facilitate interdepartmental day programming, collections visits, and critique.

62%

of MFA students identify as people of color

PLANNING TEAM

KYMBERLY PINDER, PH.D.

Dean, School of Art

YEJU CHOI

Critic in Graphic Design

MATTHEW KEEGAN

Senior Critic in Painting

DESMOND LEWIS

Lecturer in Sculpture

LINDSEY MANCINI

Assistant Director, Communications

MELEKO MOKGOSI

Associate Professor, Co-Director of

Graduate Studies in Painting

JOHN PILSON

Senior Critic in Photography

TARYN WOLF

Assistant Dean, Academic Affairs

DENISE ZACZEK

Director of Operations



KYMBERLY PINDER, PH.D.

Stavros Niarchos Foundation Dean of the Yale School of Art

"Having the most diverse student population out of all of Yale's professional schools provides the rich environment required for creativity and growth. And it requires us to meet all our students where they are."

– Kimberly Pinder, Ph.D.



belong.yale.edu