



BELONGING AT YALE

Yale School of Art

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- Create a more culturally responsive learning environment by including more relevant, diverse, and exciting material
- Guide and support faculty in increasing curricular breadth for addressing racism, supporting DEI, and ensuring belonging
- Equip faculty to lead thoughtful, rigorous, productive critique, and facilitate trauma-informed mediation of inquiry, debate, and conflict
- Expand professional development resources with practical tools for navigating art world business practices



DIVERSITY OF THE YALE COMMUNITY

- Continue to diversify the school community, in particular faculty, staff, and administrator populations
- Create a role dedicated to diversity, equity, and inclusion
- In hiring searches, attract a diverse candidate pool and appeal to residents of New Haven
- Expand admission recruitment and build and maintain relationships with undergraduate programs and institutions that historically educate indigenous students and underrepresented populations



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Establish equity and transparency in faculty contract structures, service work, and compensation
- Review and clarify reporting procedures, conflict resolution options, the student disciplinary process, and other accountability methods and structures to ensure equity
- Optimize/better use existing school and university-wide systems and resources
- Orient incoming international students to the U.S. cultural context of race, diversity, equity, and inclusion before enrollment/ arrival



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

- Provide targeted education, training, and tangible support to faculty on inclusive pedagogy, curriculum development, and responsible mediation of group discourse/critique
- Identify and dedicate a regularly recurring time for developing school-wide, belonging-centered community
- Establish shared community values and teach trust- and community-building communication strategies
- Initiate and facilitate alumni mentorship program



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

- Improve transparency in how the school addresses actions that reduce a sense of inclusion and belonging
- Create and hold space to listen to ideas and proposals from the community for subsequent planning years' initiatives
- Develop and formalize relationships with arts organizations in New Haven, creating collaborative program-ming and resources
- As a regular practice, acknowledge Yale's land use and how the school has benefited
- Encourage community to use "Say My Name" phonetic pronunciation app



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Create system for safe and constructive feedback
- In addition to graduate course evaluations, begin term-based satisfaction surveys relating to academic leadership, resources, administrative services
- Provide periodic, transparent budget and fundraising updates to the community
- Regularly report out on progress with DEI goals and key metrics
- On the school wiki, clearly indicate levels of faculty involvement (full-time, tenured, adjunct, visiting critic, etc.)

ACCOMPLISHMENTS

- In naming Dr. Kimberly Pinder dean of the Yale School of Art in July 2021, 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 2018 are people of color (4); 75% are women (3)
- Evolving admission process revisions in 2019, 2020, and 2021 resulted in increased diversity among students of color and international student populations
- Creation of faculty, staff, and student working groups in 2020 focused on change work and antiracism

62%

of MFA students (122) enrolled in 2021-2022 identify as people of color

PLANNING TEAM

DR. KYMBERLY PINDER

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



DR. KYMBERLY PINDER

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 of our students where they are.” – Kymberly Pinder



belong.yale.edu