



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
- 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

- Conduct search to identify the School's inaugural Director of Sustainable Equity and Inclusion; Unit Team will have advisory role with search committee
- Students will work with SoA's first post-colonial fellow, Artist Rina Banarjee through inter-departmental exchange
- Expand our spectrum of diversity reflected among hires, with emphasis on faculty appointments
- Incoming international students in FA22 attended the School's first ever full orientation day for those new to the U.S.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

- Establish equity and transparency in faculty contract structures, service work, and compensation
- Review and clarify reporting procedures, conflict resolution options, and other accountability structures to ensure equity
- With the input of the student government, review the School's disciplinary process to encompass restorative justice approaches
- Optimize/better use existing school and university-wide systems and resources



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
- Establish shared community values and teach trust- and community-building communication strategies
- Pilot a required online training for all faculty and staff focused on equity and belonging in the workplace
- Increase professional and legal practices training for graduate students in the first year of study by building into core academic requirement, Critical Practice



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 programming and resources
- As a regular practice, acknowledge Yale's land use and how the school has benefited



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

- Implement a unified mechanism for confidential feedback of curriculum, academic leadership, faculty, administration, overall climate and community
- Provide periodic, transparent budget and fundraising updates to the community
- On the school wiki, clearly indicate levels of faculty involvement
- Enact regular town hall meetings in areas of study, all-School Town Hall each term

ACCOMPLISHMENTS

- In naming Dr. Kimberly Pinder 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 (4); 75% are women (3)
- Fall 2022 All-School convocation with keynote speaker and poet Pamela Sneed: read and reflected on bell hooks' text as a community
- Redesigned curricular schedule to pilot a dedicated inter-departmental day weekly; students and faculty engage across areas of study to break down disciplinary solos.
- Appointed a post-colonial fellow to facilitate inter-departmental day programming, collections visits, and critique

62%

of MFA students enrolled in 2022-2023 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.” – Kimberly Pinder



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