



BELONGING AT YALE

Yale College

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Triple the size of the First-year Scholars at Yale (FSY) summer bridge program from its inception 10 years ago.

Double the Science, Technology and Research Scholars (STARS) Program to support women, minority, economically underprivileged, and other historically underrepresented students in the sciences, engineering, and mathematics.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Publicly acknowledge the individuals and communities who have enriched the College community, but who are often not credited for their labor and contributions.

Increase public art and iconography in the College's physical and virtual spaces, particularly works that feature and/or are created by underrepresented people.

Memorialize important contributions made by underrepresented College constituents and communities through public displays (dedications, plaques, documentation, virtual/walking tours, etc.).



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Increase investment in New Haven through greater usage of local, especially minority-owned businesses for Yale College functions and programming.

Ensure that the community is aware of resources for antiracism and bias reporting.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Provide professional development opportunities for all YCDO staff in DEI and Belonging education. Managers will support and encourage their staff to attend these sessions and access these services. Embed DEI and Belonging education into at least one major meeting per year.

Description: Our newly formed committee will examine the current state of belonging in the Yale College Dean's Office. With that understanding, committee members will propose a desired future state and develop a plan with short- and long-term actions.



ACCOMPLISHMENTS

1. The Yale College Dean's Office annual All-Staff meeting drew more than 125 participants who shared hundreds of action items designed to enhance belonging in Yale College. As we develop a vision for DEIB in Yale College these ideas can inform a concrete action plan to achieve that vision.
2. Percentage of staff who identify as a person of color went from 25% in 2020 to 29% in 2022. In the senior leadership team that number has remained at about 6%.
3. 53% of the class of 2026 identify as students of color and 18% identify as first-generation students. These numbers have been relatively consistent.
4. Number of matriculated students in the Eli Whitney Students Program, designed for nontraditional students, doubled from 13 in 2020 to 26 in 2022. Number of students in Science, Technology and Research Scholars (STARS) 1 Program for first-years increased from 107 in 2020 to 200 in 2022. Number of students attending the First-Year Scholars at Yale program (FSY) increased from 84 in 2020 to 91 in 2022.

PLANNING TEAM

DAISY ABREU, Administrative Coordinator for the Arts,
DAVID CARUSO, Senior Advisor, (committee contact)
DARICE COREY, Director of Web and IT Planning
STEPHEN DAVIS Head of Pierson College, Woolsey Professor of Religious Studies and Professor of History
SARAH DELVECCHIO, Senior Administrative Assistant to the Dean, Pauli Murray College
MYA FISHER, Director, Richard U. Light Fellowship Program
EILEEN GALVEZ, Director, La Casa Cultural, Latino Cultural Center and Assistant Dean
EARLE LOBO, Assistant Director of Student Conduct & Program Manager for Student Affairs
MOIRA POE, Senior Associate Director, Strategic Priorities, Undergraduate Admissions



Pericles Lewis
Dean of Yale College
Douglas Tracy Smith Professor of Comparative Literature
Professor of English

“Diversity, equity, inclusion, and belonging go the heart of Yale College's mission to provide a liberal education in a residential community. That community, which includes students, staff, and faculty, defines itself by engaging with ideas from every sphere of human activity and walk of life. It succeeds only when everyone knows that they -- and their contributions -- are welcome.”

