



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.



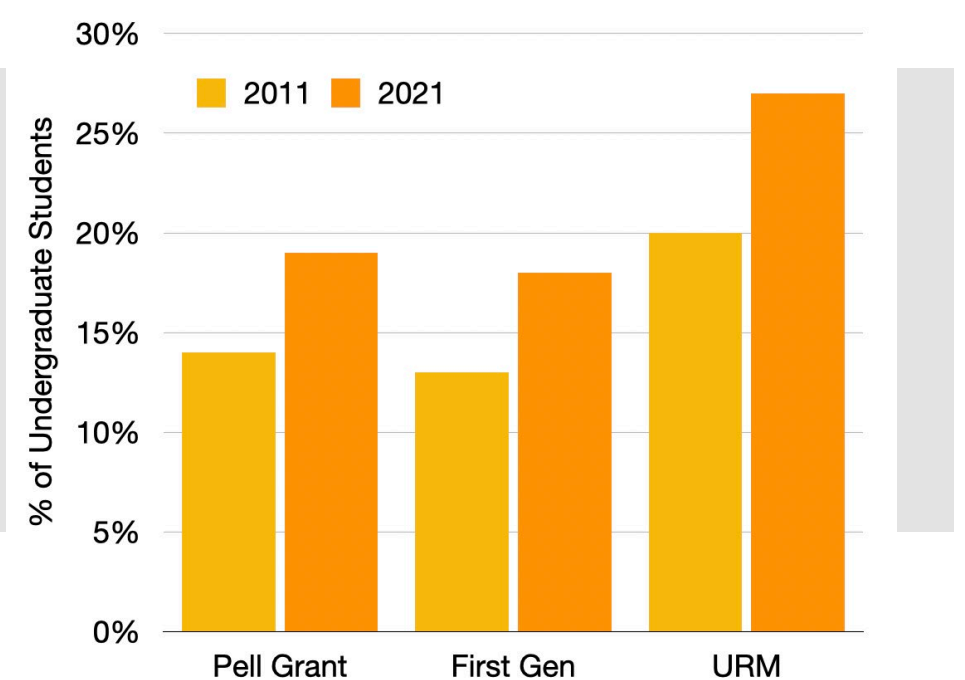
PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

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: The Yale College Community & Equity Initiative will provide a centralized, collaborative approach to developing the Yale College experience through which all constituents can learn, find a sense of community and belonging, and thrive.



Yale College increased its diversity over the past decade



ACCOMPLISHMENTS

1. In each of the last three years, more than 50% of the incoming class identify as students of color.
2. Yale College reduced the student share, eliminating the expectation that any student on aid contribute toward tuition, housing, or meals.
3. Program budgets for the four cultural centers doubled starting in 2016, and staff expanded to serve the entire community.
4. Created Yale College Community Care Program which expands mental health and wellness support by devoting eight new full-time staff members to Yale College's diverse student population.

PLANNING TEAM

RISÉ NELSON, CHAIR

DAISY ABREU

MELANIE BOYD

DAVID CARUSO

SANDY CHANG

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DARICE COREY

STEPHEN DAVIS

SARAH DELVECCHIO

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JANAY GARRETT

MOIRA POE

JULIE SWEIGARD

JORGE TORRES

SCOTT WALLACE-

JUEDES

CALVIN YU



MARVIN CHUN

Dean of Yale College

“We have made much progress towards a more diverse, equitable, and inclusive Yale College and we have much more to do over the coming years. All voices need to be welcomed and valued for us to achieve our mission of educating the next generation of leaders.”

