Yale Divinity School

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING
Revise faculty guidelines, including updating promotions/tenure procedures to implement best practices for addressing inequities in race, gender, sexuality, and disability.

Update search, promotion, and tenure procedures to interrogate current use and effect of the term "excellence." Include implicit bias and antiracism work in annual reviews.

Redesign Black Church Studies and explore a prison ministry initiative.

Conduct biannual review of curriculum specific to antiracist pedagogy and instruction.

Create scholarships and other support for students working on social justice.

DIVERSITY OF THE YALE COMMUNITY
Continue emphasis on faculty development & hiring.

Strength curricular offerings by creating two new positions, in Latinx Studies and Asian Theology. Hire an expert in social work/mental health/pastoral care and counseling.

Create ambassador program for student outreach to BIPOC admittees.

Continue search for faculty members in African American Religious History and in World Christianity with focus on Africa.

Strength student programs and groups to build community for students who are part of one or more underrepresented identities.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES
Create stipends for social justice research and budget for attendance at Samuel DeWitt Proctor Conference.

Evaluate sponsorship of conferences for underrepresented groups.

Review admissions processes.

Evaluate hiring & search processes for staff, establishing antiracist protocols.

Remodel Quad exterior to ensure accessibility.

Renovate remaining restrooms to enhance functionality for all groups.

Explore book fund or stipends to help students with costs.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE
Standardize annual DEI and Belonging professional development workshops for faculty and staff.

List priorities for Development Office for antiracist initiatives. Apply for Lilly Grant to build training program for social justice.

Analyze course evaluations to determine whether they skew negatively against BIPOC faculty and those who identify as women.

Create map of places where students can make space for nurture and support; e.g. labyrinths, DivFarm, Annand Room.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT
Strategize permanent funding for Streets Social Justice Prize.

Evaluate relations with BIPOC alumni. Strengthen YDS alum-student alliances, connecting alumni of color with current students of color to help steward them through their experience at YDS and continue connections beyond.

Identify diverse group of alumni with relevant training—especially those doing antiracism work in nonprofit sector—who can mentor current YDS students and/or faculty.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY
Evaluate social media presence with an eye to how BIPOC applicants will perceive YDS.

Enlist faculty in BIPOC student recruitment.

Develop plan for public response to racist events (nationally and internationally), especially, but not only, as these touch upon the topic of religion.

Continue to offer communications to students on mental health resources and report regularly to faculty on student well-being.

Increase training for faculty, staff, and students on Title VI and Title VII protocols and procedures.

From the YDS Antiracism Task Force Co-Chairs
We understand the work of anti-racism, equity, inclusion, and belonging to be essential to the intellectual and ethical development of students at YDS. One should graduate from YDS having encountered broad theological and historical contexts of Christian communities and ideas, and with the ability to contextualize the history, locations, structures of power, and ethical quandaries of one’s areas of study.

– Professors Willie Jennings & Laura Nasrallah

PLANNING TEAM

LYNN SULLIVAN
ASSOCIATE DEAN
FOR DEI

ANTONIO BRAVO
JENNIFER HERDT
DEBBY JAGIELOW
WILLIE JENNINGS

TOM KRATTENMAKER
LAURA NASRALLAH
JEANNE PELOSO
MARKUS RATHEY
JOHN STACHNIEWICZ
LYNN SULLIVAN (CHAIR)

ACCOMPLISHMENTS
- Elevation of DEI position to Associate Dean
- Latest issue of Reflections devoted to theme of disability/belonging
- Two Black assistant professors promoted to associate professor for 2021-22
- Women represent over half of tenure-track faculty
- Tripled faculty of color and doubled students and staff of color over past decade

“| We aspire to build a diverse community where everyone can experience a true sense of belonging. Only then will we realize the true meaning of community.” |

Dean Gregory E. Sterling

7 OF LAST 15 FACULTY APPOINTEES ARE PROFESSORS OF COLOR

47%