



# BELONGING AT YALE

DAVID  
GEFFEN  
SCHOOL OF  
DRAMA  
AT YALE

yale  
repertory  
theatre

## David Geffen School of Drama at Yale

### DESCRIPTION

David Geffen School of Drama and Yale Repertory Theatre train and advance leaders in the practice of every theatrical discipline, making art to inspire joy, empathy, and understanding in the world.

ARTISTRY. BELONGING. COLLABORATION. DISCOVERY

### DIVERSITY, EQUITY + INCLUSION PLAN



#### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Continue assessment of our curriculum and artistic programming with an anti-racist lens

Continue to offer our *Towards Anti-racist Theater Practice* course, or its successor, to incoming students

Implement curricular and production-based recommendations from our Committee on Anti-Racist Theater Production and our Organizational Culture Working Group

Continue to require *Everyday Justice: Anti-Racism as Daily Practice* and *Critical Response Process* as part of our curriculum



#### DIVERSITY OF THE YALE COMMUNITY

Continue to diversify our student, faculty, and staff recruitment strategies, identifying and reducing barriers to entry

Center the creative work of BIPOC theater makers in Yale Repertory Theatre commissioning, development, season planning, and production

Develop a multi-year strategy for enhancing our orientation, onboarding, and performance evaluation systems with an anti-racist lens



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Continue to partner with Student Accessibility Services to enhance accommodation support for students with disabilities

Prioritize equitable practices around all-gender bathrooms and dressing rooms, as well as more training around respect of pronouns

Increase access and support for parents and caregivers in our community

Continue to improve our need-based financial aid and work-study policies to rectify any inequities for students



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Continue to offer required and optional DEIB workshops with artEquity and other field-wide leaders to faculty, staff, students, and advisory board

Continue to program the School and Yale Rep's EDI Symposia Series

Continue to support professional development for faculty/staff through the Faculty Leave and STAR Grant processes

Continue to amplify University resources to address and prevent issues of sexual and gender-based misconduct



#### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Continue to deepen our Land and Labor Acknowledgements at the School and at Yale Repertory Theatre

Continue institutional acknowledgement and celebration of under-recognized histories and events

Continue to celebrate individual and group achievements through various internal awards

Continue assessment of our community engagement programs and their impact on New Haven; encourage engagement with local colleagues who work on the front lines of anti-racist activism, the arts, education, and community organizing



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Provide updates to our institutional commitments through our website, via email, and in open forums with faculty, staff, students, and alumni

Implement post-production surveys for students, faculty, staff, and guest artists to assess and improve our production practices

Continue to partner with OISS to better support international students, faculty, and staff in their transition to Yale

Continue to amplify University updates on the evolution of campus safety, including fit-for-purpose response to safety needs that leverage security, student-life, and mental-health resources, as well as the police

### ACCOMPLISHMENTS

1. Conducted a Cultural Assessment in 2019
2. Creation of Respect in our Workplace and Rehearsal/Performance Protocols
3. Required DEIB training with artEquity for faculty, staff, students since 2015
4. As of 2021, no programs at the School require the GRE exam as part of the application process
5. Hiring of School-specific mental health counselor in 2019
6. Incorporation of a Land & Labor Acknowledgement practice
7. Financial support of 8 Student Affinity Groups at the School

100% Tuition  
Scholarship



CHANTAL  
RODRIGUEZ

Associate Dean, Title IX and Discrimination  
and Harassment Resource Coordinator

### PLANNING TEAM

JAMES BUNDY, ELIZABETH PARKER WARE DEAN  
FLORIE SEERY, ASSOCIATE DEAN  
CHANTAL RODRIGUEZ, ASSOCIATE DEAN  
KELVIN DINKINS, JR., ASSISTANT DEAN

"Through rigorous interrogation of our personal and professional practices, we commit to dismantling the barriers to the creation, learning, and celebration of the communal practice of making live theater."

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