David Geffen School of Drama at Yale

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

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