Belonging at Yale

School of Engineering & Applied Science

Our Commitment to Diversity, Equity, Inclusion, and Belonging

The School of Engineering & Applied Science (SEAS) at Yale strives to create an inclusive and supportive environment for all members of its community to learn, work, and live our lives together. We acknowledge, welcome, and celebrate our differences, including those related to age, race and ethnicity, gender and gender identity, nationality, immigration status, sexual orientation, religion, disability status, and socioeconomic status. We work to prevent implicit biases from negatively impacting our community. Motivated by the understanding that research and education benefit from the supportive involvement of all people, we are committed to broadening participation and diversity in our departments and in our professions. We actively support the recruitment, retention, and success of undergraduate and graduate students, postdocs, staff, and faculty from varied backgrounds.

Diversity, Equity + Inclusion Plan

Scholarship, Research, Practice, & Teaching

Offer evidence-based diversity training in partnership with HR and the Poorvu Center, ensuring sufficient opportunities and accessibility for all to participate. Training will address implicit bias, inclusive teaching, and other relevant topics.

Equitable Process, Procedure, & Responses

Track and report efforts and progress annually on DEI and Belonging goals such as engagement in DEI activities, participation in training, and other key metrics, in order to inform process and procedure changes.

Professional & Personal Development of Inclusive Practice

Appoint a DEI/ Belonging point person and pursue dedicated personnel to coordinate effective implementation of this plan.

Acknowledgement, Recognition, & Respect

Communicate regularly with SEAS communities from departments and dean’s office; include key events and decisions made of relevance to the unit.

Communication, Transparency, & Accountability

Enhance and expand the SEAS diversity website, highlighting opportunities and successes, including those of alumni.

Please note that many of these planned actions fall into more than one DEI and Belonging action area. Our plan includes many additional items, and the above are representative of just the first year of efforts.

Accomplishments

1. Developed first SEAS diversity website and diversity statement
2. Created DEI and Belonging action plans within all departments of SEAS
3. Appointed Faculty Diversity Liaison to Office of Graduate Student Development and Diversity
4. Initiated enhanced outreach to prospective graduate students
5. Hosted six targeted DEI and Belonging workshops for all constituents of SEAS

The SEAS Community

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Administrative Staff</th>
<th>Postdocs</th>
</tr>
</thead>
<tbody>
<tr>
<td>115</td>
<td>59</td>
<td>103</td>
</tr>
<tr>
<td>Undergraduates</td>
<td>Graduate Students</td>
<td>Research Staff</td>
</tr>
<tr>
<td>698</td>
<td>490</td>
<td>44</td>
</tr>
</tbody>
</table>

We will coordinate closely with other units, including Yale College, Graduate School of Arts and Sciences, and Faculty of Arts and Sciences.

Planning Team

Florian Carle, Program Manager, Yale Quantum Institute
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Tanya Shibu, Electrical Engineering '23
Sabrina Whiteman, Graduate Registrar, Computer Science
Stephanie Woodman, GRD '26, Mechanical Engineering & Materials Science

Selected comments from recent DEI and Belonging workshop attendees:

“This class touched me deeply.”

“This was a great workshop – would love to see more of these sponsored by SEAS.”

“I plan on being more aware of my ‘snap judgements,’ taking time to think more analytically.”

belong.yale.edu