

BELONGING AT YALE

1900

Yale Forest School Founded

White male

faculty only

A SUMMARY OF OUR TIMELINE

this year

First White

female BPO

faculty hired

Yale School of the **Environment**



SCHOLARSHIP, RESEARCH, PRACTICE, AND TEACHING

Over the next five years, we will:

- Make YSE a trailblazer in educating diverse environmental professionals.
- Make YSE the premier school of its kind where racially and ethnically diverse domestic and international students come to receive training to become environmental leaders.
- Enhance opportunities for faculty and students to work on multicultural research teams and projects.
- Enhance the use of inclusive teaching principles and techniques in the curriculum.

DIVERSITY, ASSESSMENT, **EVALUATION, AND ACCOUNTABILITY**

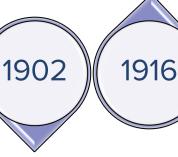
In 2022, we will:

- Continue to diversify our faculty and staff to enhance our ability to train students more effectively.
- Increase acceptance of and support for diversity, equity, inclusion, and belonging principles and activities in YSE.
- Further our understanding of the institutional structures that stymie progress on diversity and reduce the barriers that hinder success.
- Assess our units and programs to identify the state of diversity in each. Set strategic goals and evaluate them.

Females admitted to

1901

First Latinx male students



First Asian male admitted No females in admitted, from program after

First Latina &

faculty of color hired

First Black male student

1958

White females

1966

First Asian

female faculty

hired

Two Asian females

1968

Dean Mergen discusses lack of diversity Visiting female

1971



First male (Asian) faculty of color hired

admitted

First female

dean hired



First Indigenous/ Latinx (male) faculty and first Black (female) faculty hired

2020

DIVERSITY OF THE YALE COMMUNITY: RECRUITMENT, RETENTION, AND ENGAGEMENT

1n 2022, we will:

First Black

- Expand our recruitment efforts by identifying a broader range of colleges and universities to build relationships with.
- Increase the diversity of the students we admit.
- Enhance the matriculation and retention of students who have been historically underrepresented in YSE.
- Increase the number and variety of diversity, equity, and inclusion activities at YSE.
- Increase the number of YSE faculty, staff, and students who organize diversity, equity, and inclusion activities.
- Increase the number of faculty, staff, and students who participate in diversity, equity, and inclusion activities.

EQUITABLE PROCESS, PROCEDURES, AND RESPONSES: TYPES OF **DIVERSITIES WE FOCUS ON**

Diversity of Values and Norms

Cultural and Symbolic **Diversity**

Ideological Diversity

nstitutional **Diversity**

Systemic

Diversity

Resource and Diversity

Geographic and Environmental Diversity

Curricular, Thematic, Subject Area, Programmatic Diversity Constituential or Stakeholder **Diversity**



DEI COMMITTEE, 2021-2022

Dorceta E. Taylor **Oswald Schmitz Wendi Hicks** Matthias Schildwatcher Andrés F. Álvarez Liz Placencia **Jonathan Gewirtzman Sarah Bonello Adoma Addo**

Robert Javonillo Mark Ashton Diane Miranda Paul Burrow Desmond Owouth Eudora Miao Elea Hewitt

DORCETA E. TAYLOR

Senior Associate Dean for Diversity, Equity, & Inclusion

ACCOMPLISHMENTS

- 1. Admitted the most racially diverse class of doctoral students in 2021.
- 2. Admitted one of the most racially diverse cohorts of domestic students of color to the master's program in 2021.
- 3. Increased the racial and gender diversity of the faculty with new hires in 2020 and 2021.
- 4. Fully incorporated DEI training modules into our new student orientation.



Percentage of incoming Ph.D. students in 2021 who were students of color.

Percentage of students who say they are interested in diversity, equity, and inclusion.

Percentage of students who say they were exposed to diverse perspectives while at YSE.

who are people of color.

Percentage of faculty



"We have a long way to go but we are on the right track. It is a journey and a process, and we are willing to work at it until we achieve our goals."