



BELONGING AT YALE

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.

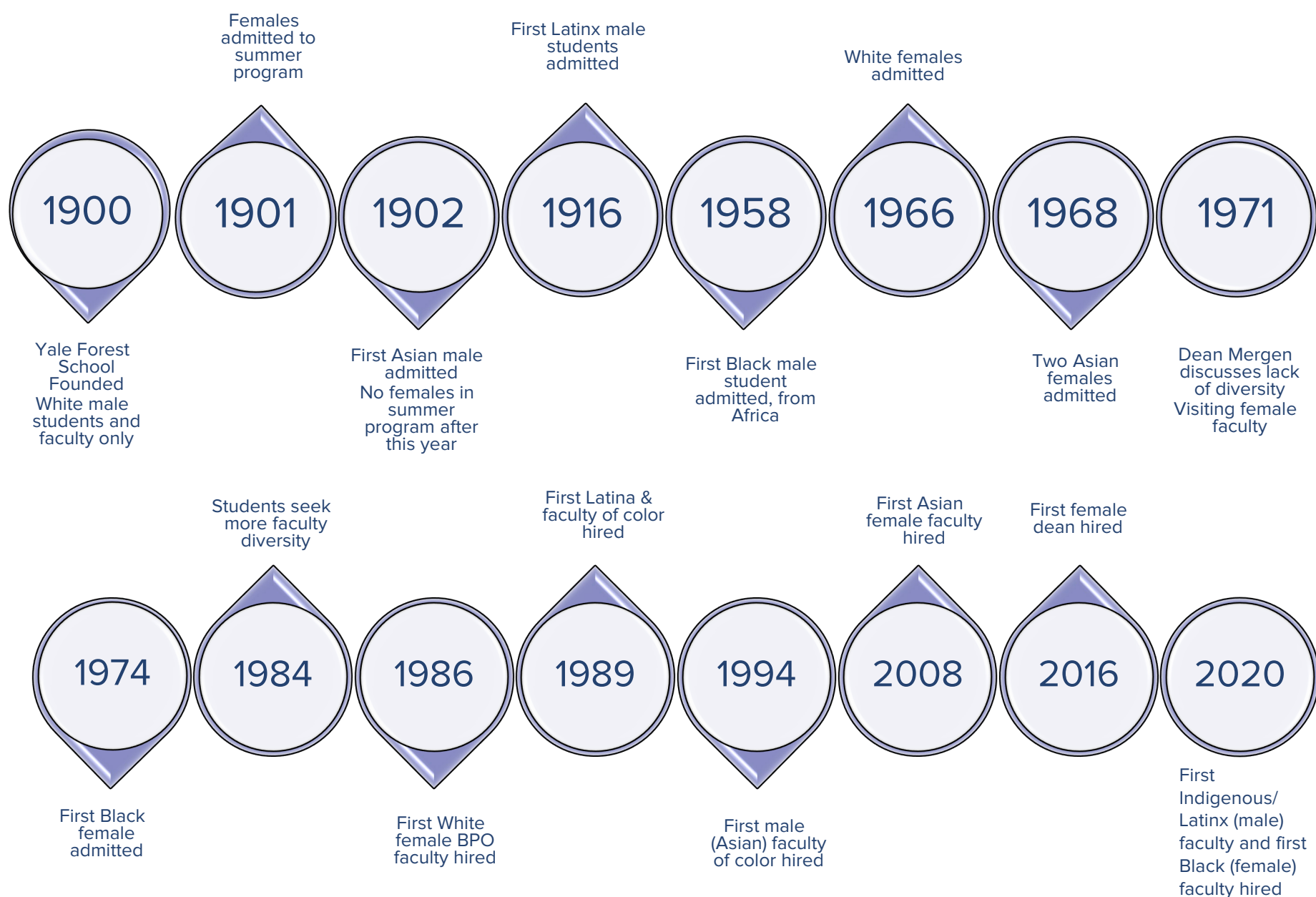
DIVERSITY OF THE YALE COMMUNITY: RECRUITMENT, RETENTION, AND ENGAGEMENT

In 2022, we will:

- 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.



A SUMMARY OF OUR TIMELINE



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



ACCOMPLISHMENTS

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

DEI COMMITTEE, 2021-2022

Dorceta E. Taylor	Robert Javonillo
Oswald Schmitz	Mark Ashton
Wendi Hicks	Diane Miranda
Matthias Schildwachter	Andrés F. Álvarez
Liz Placencia	Paul Burrow
Jonathan Gewirtzman	Desmond Owouth
Sarah Bonello	Eudora Miao
Adoma Addo	Elea Hewitt

DORCETA E. TAYLOR

Senior Associate Dean for Diversity, Equity, & Inclusion



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.



Percentage of faculty who are people of color.



"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."