

BELONGING AT YALE

Yale School of the **Environment**



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

- We will make YSE a trailblazer in educating diverse environmental professionals domestically and around the globe.
- We will make YSE the premier school of its kind where students, including students who are historically underrepresented at YSE, come to receive training to become environmental leaders.
- We will diversify our faculty and staff to enhance our ability to train our students to be influential leaders.
- We will increase acceptance of and support for DEIB principles and activities in YSE. We will also further our understanding of the institutional structures that stymie progress on DEIB and reduce the barriers that hinder

• First Asian

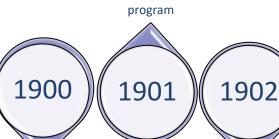
male

admitted

No females in

summer

program after this year



Yale Forest

School

Founded

White male

students and

faculty only

1974

Females

admitted to

summer

Dean Foster

discusses lack

of diversity

1977

A SUMMARY OF OUR TIMELINE

•First Latinx male students admitted

1916

First tenured

White female

faculty hired

1986

White females admitted

1966

Environmental Studies 1971 1972

Renamed Yale

School of

Forestry and

1968

Dean Mergen discusses lack of diversity Visiting

•First Black male student admitted -

1958

from Africa

•Two Asian

females

admitted

• First female dean hired

• First Asian female faculty

female faculty

2008 2016

•First Black (female) faculty hired Renamed Yale School of the Environment

2020

•First Black female admitted

We will increase the

at YSE.

recruitment, application,

admission, matriculation,

We will increase efforts to

enhance *belonging* at YSE.

We will enhance satisfaction

with YSE's DEIB efforts and

accomplishments.

retention, and graduation of all students, including those

historically underrepresented

Students begin campaign for faculty diversity

1984

First Latinx (female) faculty of color hired

1989

•First male (Asian) faculty of color hired

1994

TYPES OF DIVERSITIES WE FOCUS ON



PROCESS. PROCEDURE,

EQUITABLE & RESPONSES **Diversity of** Values and **Norms**

Diversity

Systemic

Cultural and Symbolic Diversity

Ideological **Diversity**

> Geographic and

Diversity

Institutional **Diversity**

Resource and Capacity Diversity

Environmental Curricular, Thematic, Subject Area, and

Programmatic

Diversity

Constituential **Diversity**



ACCOMPLISHMENTS

- 1. Matriculated a high proportion of international students in 2022
- 2. Admitted one of the most racially diverse cohorts to the master's program
- 3. Increased the diversity of our faculty and staff with new hires
- 4. Implemented DEI training modules into our new student orientation and professional development programs

PLANNING TEAM

- **DORCETA E. TAYLOR, Professor** and Senior Associate Dean of Diversity, Equity, & Inclusion
- ROB JAVONILLO, Assistant Dean of Diversity, Equity, & Inclusion
- **CHENEE GALLAHER,** Assistant Director of Diversity, Equity, & **Inclusion**



DORCETA E. TAYLOR

"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."



