



BELONGING AT YALE

Faculty of Arts and Sciences

DIVERSITY, EQUITY + INCLUSION PLAN

The items outlined here represent a selection of proposed FAS DEI actions to be undertaken during the first year of the initiative. These initial proposed activities will be further refined and carried out with the active advice, participation, and feedback of members of the FAS community. The plan will evolve over time, based on FAS community input and evaluations of progress.



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Increase curricular breadth for addressing racism and supporting DEI and belonging.

Increase the diversity and inclusivity of academic activities outside the curriculum.

Develop strategies to have all FAS units create, implement, and regularly assess mentoring plans focused on increasing inclusion for all FAS students, postgrads, postdoctoral scholars, staff, and faculty.



DIVERSITY OF THE YALE COMMUNITY

Increase the availability and transparency of data to motivate and support change.

Initiate a study of faculty recruitment and retention to determine, against several assumptions, whether failure to achieve or maintain a more diverse faculty has occurred for preventable reasons that can be addressed through changes in policy or practice.

Improve support for efforts to increase the student-to-faculty pipeline and collaborate with university-wide efforts to encourage and support career advancement for staff.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Build alumni awareness of DEI-related processes, procedures, and responses introduced in the FAS and at Yale more broadly by increasing the number of public events and speaker series related to relevant anniversaries, commemorations, and conversations of national and local interest.

Make responses to actions that reduce a sense of belonging and inclusion more transparent.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Implement a plan to increase staff support for efforts that prioritize increasing DEI and Belonging.

Provide regular evaluations of the climate for faculty, staff, postgrads postdocs, graduate students, and undergraduates in FAS, in partnership with other administrative units.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Initiate a preparation process to initiate departmental-level plans to improve recognition and respect, particularly for staff.

Initiate studies to better understand the disparity in faculty and staff "soft service" efforts across demographics. The goal is to reduce or eliminate the "diversity tax."



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Coordinate planning and implementation of the FAS unit plan with SEAS, GSAS, and Yale College around common DEI and Belonging goals and efforts.

Track and report efforts and progress on DEI and belonging goals and key DEI and Belonging metrics annually.

Improve communication and planning to minimize "fatigue" and burnout with FAS and university-wide efforts to improve DEI and Belonging.

ACCOMPLISHMENTS

1. Faculty Excellence and Diversity Initiative Fund in support of faculty hires that bring diversity to the FAS
2. Faculty development programs and opportunities such as Scholars as Leaders; Scholars as Learners
3. Policy changes supporting equity for instructional faculty, as recommended by the Working Group on Instructional Faculty
4. Increased gender parity across all FAS divisions, and particularly STEM fields
5. Recruitment strategies that increase the diversity of applicant pools

27%

INCREASE IN # OF URM LADDER FACULTY SINCE 2014

14%

INCREASE IN # OF FEMALE OR NON-BINARY LADDER FACULTY SINCE 2014

PLANNING TEAM

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TAMAR SZABÓ GENDLER

Dean of the Faculty of Arts and Sciences; Vincent J. Scully Professor of Philosophy; Professor of Psychology and Cognitive Science

"Academic excellence is inextricably tied to diversity, equity, mutual respect, and inclusion among all constituents of a great institution. Our commitment to this idea must drive cultural shifts in how we carry out research, education, and service across the arts and sciences."



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