

# Belonging at Yale University Priorities

## Cross-cutting actions

Yale is actively working to enhance diversity, support equity, and promote an environment of welcome, inclusion, and respect. The accomplishments and future cross-cutting actions in this graphic illustrate the university's activities in the six areas of the Belonging at Yale Action Plan. These actions support Yale's commitment to excellence and mission to improve the world. Graphics highlighting the work of individual schools and administrative divisions are available at [belong.yale.edu](https://belong.yale.edu).



### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

#### Invest in and coordinate centers for research and scholarship:

Across the university, multiple centers for research and scholarship are focused on racism, justice, and equity and are seeking opportunities to collaborate to influence change.

The Law and Racial Justice Center, led by founder James Forman, J. Skelly Wright Professor of Law, and inaugural executive director Kayla Vinson LAW '11, was established to create and implement projects that foster just communities. The center serves as a locus for teaching, research, and policy development and brings together partners in New Haven, at the university, in the State of Connecticut, and nationally. The center's mission is to reform public safety and justice systems by developing practical applications that address complex societal issues. *(Law School)*



### DIVERSITY OF THE YALE COMMUNITY

#### Invest in recruiting historically underrepresented faculty and post-doc mentoring:

Through the Faculty Excellence and Diversity Initiative (FEDI), an \$85 million, ten-year effort matching school investments with Yale funds, Yale recruits exceptional faculty and provides programs and resources to help them flourish. Yale has made great strides in increasing faculty diversity through FEDI and other efforts, recruiting 217 distinguished ladder faculty members, including those on the clinical track at the Yale School of Medicine, this academic year. Of the ladder faculty starting this academic year, fifty (21 percent) are from underrepresented backgrounds—this is approximately double the average over the past ten years. In 2010, by comparison, 6 percent of new Yale faculty members came from underrepresented groups. The Office of the Provost conducted a faculty-wide [survey](#) to understand how to support an environment of belonging for faculty members.

FEDI strengthens faculty excellence and diversity through programs for Ph.D. students. New postdoctoral educational programs, mentorship opportunities, and departmental collaborations are preparing scholars who are globally competitive for faculty positions. *(Office of the Provost)*

#### Expand student pathways, pipelines, and financial aid:

*For Humanity*, Yale's capital campaign, announced that \$1.2 billion would be raised for increased financial aid and fellowships in all schools. *(Development)*

Yale is addressing the high levels of debt among students graduating from some of our professional schools through increased financial aid. The School of Music and the David Geffen School of Drama are now tuition-free for all students. This year the Divinity School began meeting the full tuition need of all aided students and the Law School eliminated tuition for students with the greatest need. *(Professional Schools)*

Yale has doubled the number of nontraditional students matriculating through the Eli Whitney Students Program and in Fall 2021 announced full-need financial aid for all enrolled Eli Whitney Students. A record-setting 23 Eli Whitney Students, 13 U.S. military veterans, and 21 students who were most recently enrolled in a community college began their Yale undergraduate education in fall 2022.

Yale's first-year class includes 130 high-achieving, low-income QuestBridge scholars and more than 300 students who qualify for a federal Pell Grant.

The First-year Scholars at Yale summer bridge program for low-income public high school graduates entering Yale College has doubled in size over the past five years and returned to campus in summer 2022. *(Undergraduate Admissions)*

#### Create staff leadership initiative:

Emerge at Yale is a new program for staff who have high potential for leadership roles and who will bring excellence and diversity to the senior ranks. The program, led by Human Resources in consultation with the School of Management, completed its pilot of 19 participants and launched a second cohort, with 21 participants, in October 2022. EmERGE will help Yale develop and retain the most talented and committed staff members. *(Human Resources)*

#### Hire minority- and women-owned businesses, contractors, and professionals:

The Supplier Diversity Program identifies and encourages New Haven minority-owned and women-owned businesses to bid for Yale contracts for services, supplies, and business professionals. Recognizing that cash flow can be a challenge for small businesses, the university established a "Net 15" policy through which local vendors are paid within 15 days of receipt of invoices. Schools and administrative units across the university have reviewed their preferred vendors lists with an eye toward local vendors. *(Procurement, Schools and Administrative Units)*



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

#### Reimagine public safety and policing:

Since 2020, Yale's leaders have been reimagining public safety and community engagement to better meet the needs of community members. In 2022, senior positions were established in the Office of the Secretary and Vice President for University Life and the Office of Public Safety and Community Engagement to strengthen engagement and communication with the Yale and New Haven communities on public safety issues. A collaborative system to support the safety of all students, faculty, staff, and guests was created in partnership with deans and staff in the schools, the Office of Emergency Management, Mental Health & Counseling, and other units. The OSVPUL now leads the coordination of activities that support the university's commitments to free expression, including preparations for and responses to protests and high-profile events. *(Public Safety, Office of the Secretary and Vice President for University Life)*

#### Enhance accessibility:

Yale has enhanced support for students, faculty, and staff to facilitate disability accommodations and remove barriers to full participation. The Office of Institutional Equity and Accessibility, Student Accessibility Services, and the University Advisory Committee on Accessibility Resources were brought together under common leadership, and staff were added to meet significantly increased needs in the university community. The creation of a university-wide accessibility website, increased support for students through a peer-to-peer program, and new compliance requirements and guidelines for accessible university events contributed to the expanded support. *(Office of the Secretary and Vice President for University Life)*



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

#### Engage Alumni:

The mission of the Yale Alumni Association is to enhance and renew the lifelong Yale experience for all alumni. The YAA supports Yale's commitment to excellence through programming that acknowledges the increasing diversity of Yale's alumni community and advances the understanding of the histories and experiences of underrepresented groups. Of note, the third biennial conference, IMPACT III: Building an Equitable Future, will be held in March 2023.

1stGenYale, an alumni affinity group, is placing 126 Yale College students on financial aid in 86 summer internships. Projects include research for Yale (in the Schools of Public Health, Medicine, Management) and non-Yale faculty, and work at domestic and international institutions in the arts, education, science, government, social justice, and public service. *(Alumni Association)*



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

#### Invest in New Haven partnerships:

University Properties helps Black-owned, brick-and-mortar businesses thrive. Yale supports tenants by hosting merchant meetings, organizing events to draw visitors, overseeing advertising, improving properties, and providing COVID-19 rent relief. Yale partnered with WYBC to promote 18 Black-owned stores, restaurants, and services. These independent businesses bring jobs to New Haven and expand its tax base. *(Office of New Haven Affairs)*

#### Examine Yale and slavery:

Informed by the work of the Yale and Slavery Working Group, chaired by Professor David Blight, Sterling Professor of History, several efforts have been formed to address Yale's historical association with slavery.

A new scholarship, paid by Yale through the New Haven Promise program and named for James W.C. Pennington, the first Black student to attend Yale, will support local students attending historically Black colleges and universities (HBCUs).

The Graduate School of Arts and Sciences has increased the number of prospective graduate students from HBCUs who take part in the one-year post-baccalaureate research program. Prospective graduate students from a growing list of HBCUs participate in an eight-week-long summer undergraduate research program. *(Graduate School of Arts & Sciences)*

In parallel to Yale and Slavery Working Group's examination and research, several schools are exploring their own history [See 2022 Belonging at Yale Annual Report]. *(Gilder Lehrman Center for the Study of Slavery, Resistance, and Abolition)*



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

#### Develop School and Division Belonging at Yale plans:

All schools and administrative divisions have five-year Belonging at Yale action plans to advance diversity, equity, and inclusion. In 2021-2022, 150 Yale community members developed 27 of these plans, with more than 230 actions that contribute to a community of belonging. Unit plans reflect a commitment to continued review of curriculum, hiring and retention for excellence and diversity for both faculty and staff, and broadened student recruitment. Units are also developing more inclusive practices for management, professional development, and public art. Many are engaging alumni in their work and using a diversity, equity, and inclusion lens for their communications strategies. Across plans, there is a sustained interest in accessibility. *(Office of the Secretary and Vice President for University Life, Office of the Provost, all schools and divisions)*

#### Collect and use data, benchmarks, and surveys:

A university-wide faculty climate survey and an exit survey of faculty leaving Yale are two data-focused initiatives introduced in Fall 2021. They are helping to identify areas of strength and opportunities to improve campus culture. *(Office of the Provost)*



**PETER SALOVEY**  
President and Chris Argyris Professor of Psychology

*“The strength of institutions can be measured, in part, by their willingness to confront their past openly—and act meaningfully on what they find...we have a blueprint for building a stronger, more inclusive, and more excellent Yale. I am grateful for all we have accomplished as a community so far and look forward to the critical work ahead of us..”*

—Peter Salovey, President

