



# David Geffen School of Drama at Yale

## DESCRIPTION

David Geffen School of Drama and Yale Repertory Theatre train and advance leaders in the practice of every theatrical discipline, making art to inspire joy, empathy, and understanding in the world.

ARTISTRY. BELONGING. COLLABORATION. DISCOVERY.

## DIVERSITY, EQUITY + INCLUSION PLAN



### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Assess and evolve our antiracist and anti-oppressive theater practice curriculum.

Expand workshop offerings for faculty, staff, students, and board members with a focus on a variety of topics related to DEIB.

Support the work of the EDI Symposium Series with interdisciplinary opportunities for engagement across the School, Yale Rep, Yale University, and the theater field at large.

Collaborate with the Yale & Slavery Research Project to amplify its work and contemporary applications in the practice of theater.



### DIVERSITY OF THE YALE COMMUNITY

Expand our student, faculty, and staff recruitment strategies, identifying and reducing barriers to entry.

Center the creative work of BIPOC theater makers in Yale Repertory Theatre's commissioning, development, season planning, and production.

Develop a multi-year strategy for enhancing orientation, onboarding, and performance evaluation systems with an anti-oppressive lens.

Partner with OISS to better support international students, faculty, and staff in their transition to, and life at, Yale.



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Promote equitable and consistent policies, procedures, and complaint reporting processes for all members of the community.

Collaborate with Student Accessibility Services and OIEA to support accommodations for students, faculty, and staff with access needs.

Amplify and support access to Yale's WorkLife programs for faculty and staff who are parents and caregivers.

Analyze and improve need-based financial aid and work-study policies and procedures.



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Research and test online training modules for the development of an annual or biennial virtual DEIB training requirement.

Support professional development for faculty and staff through the Faculty Leave and STAR Grant process.

Partner with Title IX Office, OIEA, and LGBTQ Resource Center to offer programs focused on education, prevention, and response resources.

Offer full-fee support for faculty and staff to attend an "Undoing Racism and Community Organizing Workshop" coordinated through Elm City UROC.



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Deepen our Land and Labor Acknowledgements with tangible action steps for more learning and engagement.

Acknowledge under-recognized histories and events through community-wide messages.

Celebrate individual and group achievements through internal awards processes.

Assess and evolve our community engagement and youth education programs with specific focus on their impact on local New Haven residents.



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Amplify Belonging at Yale news, events, and resources.

Provide updates to our institutional commitments through our website, via email, and in open forums with faculty, staff, students, and alumni.

Increase transparency at the recruitment stage about the School's DEIB plans, goals, requirements, and expectations.

Partner with academic departments, cultural centers, and RITM to co-sponsor events and amplify diverse programming across Yale's campus.

Collaborate with Yale PD to provide relevant updates to our community about Public Safety and community policing initiatives and resources.

## ACCOMPLISHMENTS

1. Anti-Racist Theatre Practice coursework has been required in all academic programs at the School since 2020-2021.
2. DEIB training with artEquity for faculty, staff, and students has been required since 2015.
3. EDI Symposium Series has been programmed annually since 2018.
4. 75% of the plays in the 2023-2024 Yale Repertory Theatre season are written and directed by BIPOC artists.
5. As of 2021-2022, no programs at the School require the GRE as part of the application process.
6. Eight Student Affinity Groups are supported financially.



CHANTAL RODRIGUEZ Associate Dean

## PLANNING TEAM

- JAMES BUNDY, ELIZABETH PARKER WARE DEAN
- FLORIE SEERY, ASSOCIATE DEAN
- CHANTAL RODRIGUEZ, ASSOCIATE DEAN
- CARLA L. JACKSON, ASSISTANT DEAN

*"I know this work will continue long after my job tenure, which allows me to think of our steps toward collective liberation as a marathon and not a sprint."*

- James Bundy, Elizabeth Parker Ware Dean

