



# 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

Continued assessment of our curriculum and artistic programming with an anti-racist lens

Continue to offer our *Towards Antiracist Theatre Practice* course, or its successor, to incoming classes

Implement curricular and production-based recommendations from our Committee on Anti-Racist Theatre Production and our Organizational Culture Working Group

Continue to require *Everyday Justice: Antiracism as Daily Practice* and *Critical Response Process* as part of our curriculum



### DIVERSITY OF THE YALE COMMUNITY

Continue to diversify 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 commissioning, development, season planning, and production

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

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



### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Partner with Student Accessibility Services to continue working on the provision of academic accommodations for students with accessibility needs

Prioritize equitable practices around all-gender bathrooms and dressing rooms, as well as more training around respect of pronouns, and use of preferred names

Increase access and support for parents and caregivers in our community

Continue to improve our need-based financial aid and work-study policies to rectify inequities for students



### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Enhance our required DEIB training plan to include an ongoing requirement for all faculty and staff

Provide regular DEIB learning opportunities with field-wide leaders to faculty, staff, students, and advisory board

Continue to program the School's EDI Symposia Series

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

Amplify University resources to address and prevent issues of sexual & gender-based misconduct



### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Continue to deepen our Land and Labor Acknowledgements at the School and at Yale Repertory Theatre

Continued institutional acknowledgement and celebration of under-recognized histories and events

Celebrate individual and group achievements through internal awards

Continue regular assessment of our community engagement programs and their impact on New Haven; encourage engagement with local colleagues who work on the front lines of anti-racist activism, the arts, education, and community organizing



### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

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

Implement post-production surveys to assess and improve our production practices

Develop and support methods for harm prevention, harm reduction, conflict resolution, and relationship repair in curriculum, faculty advising, and all student responsibilities

Continue to partner with OISS to better support international students, faculty, and staff in their transition to Yale

Continue to partner with Yale Police Department to provide updates on the implementation of the 21CP report recommendations

## ACCOMPLISHMENTS

1. Conducted a Cultural Assessment in 2019-20
2. Creation of Respect in our Workplace, and Rehearsal/Performance Protocols
3. Required DEIB training with artEquity for faculty, staff, students since 2015
4. As of 2021-2022 no programs at the School require the GRE exam as part of the application process
5. Hiring of School-specific mental health counselor in 2019
6. Incorporation of Land & Labor Acknowledgement practice
7. Financial support of 8 Student Affinity Groups at the School



CHANTAL RODRIGUEZ

Associate Dean, Title IX and Discrimination & Harassment Coordinator

## PLANNING TEAM

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

"Through rigorous interrogation of our personal and professional practices, we commit to dismantling the barriers to the creation, learning, and celebration of the communal practice of making live theater."

