David Geffen School of Drama at Yale

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING
Continued assessment of our curriculum and artistic programming with an anti-racist lens
Continued to offer our Towards Antiracism 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

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

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 our production, classroom, and office environments
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

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.”

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