



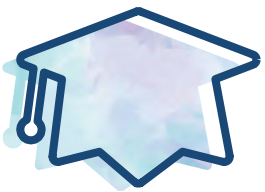
# BELONGING AT YALE



## Graduate School of Arts and Sciences

The Graduate School of Arts and Sciences educates graduate students to seek answers to life's most challenging questions. We carry out this mission by supporting and drawing upon the strengths of a collaborative, diverse, and inclusive community of scholars and researchers who lead in the advancement, application, and preservation of knowledge.

### DIVERSITY, EQUITY + INCLUSION PLANS

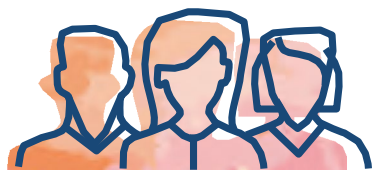


#### SCHOLARSHIP, RESEARCH, PRACTICE, AND TEACHING

Design mentor training for faculty across divisions.

Plan 20th Annual Yale Bouchet Conference on Diversity and Graduate Education.

Pilot "Inclusive Leadership" mini-modules with GSAS staff, Directors of Graduate Studies, and Registrars.



#### DIVERSITY OF THE YALE COMMUNITY

Enhance recruitment practices by using a hybrid approach (in-person and virtual).

Work with Graduate School Alumni Association and Yale Alumni Association to host information sessions and receptions for prospective students.

Create databases to identify and track prospective students' experiences through key recruitment programs.



#### EQUITABLE PROCESS, PROCEDURE, AND RESPONSES

Enhance Orientation Week training by including updated information for Student Accessibility Services, Title IX, and discrimination and harassment.

Post updated program-specific advising guidelines on the new GSAS website.

Ensure the new GSAS website is accessible to all and contains updated information regarding Yale mental health and wellness resources.



#### PROFESSIONAL AND PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Host workshops and provide individual advising as part of the "Diverse Career Paths Professional Development and Support Collaboration" between OCS and GSAS.

Continue working with the GSAA Departments and Programs Committee and DGSs to support information sessions for students following diverse career paths.

Provide coaching and advice around navigating the graduate school experience. One outcome may be the creation of Individual Development Plans.



#### ACKNOWLEDGEMENT, RECOGNITION, AND RESPECT

Continue building relationships with the Office of Public Affairs and Communications to highlight GSAS accomplishments (e.g., recipients of the Wilbur Cross Medal, the Faculty Mentor Award, and the Prize Teaching Fellows Award) at the University level and to a broader audience through features in Yale News.

Host staff appreciation social events – such as service milestone recognitions and small-group staff lunches – to build community.



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Launch and promote new GSAS website.

Update or create recruitment brochures for in-person and virtual events with hard-copy and online versions.

Enhance Orientation Week training by improving guidance on procedures related to academic and personal misconduct and disciplinary procedures.

### ACCOMPLISHMENTS

- Hired new GSAS-embedded mental health counselor.
- Secured donor funding to start endowment for post-baccalaureate research opportunities.
- Returned the GSAA Board's premier student event, "Where Do I Go From Yale," to an in-person, full-day event this past spring.
- Created updated advising resources for GSAS students and faculty, including a [Sample Mentoring Agreement](#) and [Conversation Guide](#) that can be adapted by students across divisions to guide mentoring interactions.

### PLANNING TEAM



Lynn Cooley  
Dean, Graduate School of Arts and Sciences

Michelle Nearon, Sr. Associate Dean for Graduate Student Development and Diversity

Jasmina Besirevic Regan, Associate Dean for Graduate Education

Ksenia Sidorenko, Assistant Dean for Diversity

Matthew Tanico, Assistant Dean for Graduate Academic Support and Outreach

Suzanne Young, Assistant Dean for Graduate Student Professional Development

“Without a diverse population and the inclusive climate that fosters retention, we cannot succeed in our mission to advance knowledge. The production of knowledge depends on collaborative exchanges amongst researchers who bring to this enterprise a diversity of experiences and perspectives.”  
- Lynn Cooley

