



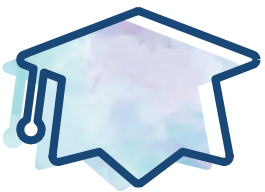
BELONGING AT YALE



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

Develop tactics to address faculty/student mentoring practices.

Plan 2023 Annual Yale Bouchet Conference on Diversity and Graduate Education.

Host a national panel conversation around improving graduate student mental health.



DIVERSITY OF THE YALE COMMUNITY

Increase strategic partnerships with Historically Black Colleges and Universities, Hispanic Serving Institutions, and American Indian and Alaska Native Serving Institutions.

Expand summer undergraduate and post-baccalaureate research opportunities.

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



EQUITABLE PROCESS, PROCEDURE, AND RESPONSES

Ensure incoming students are made aware of Yale resources to address concerns regarding accessibility, discrimination, harassment, and sexual misconduct during Orientation information sessions.

Ensure the new GSAS website is accessible to all and contains updated information regarding Yale mental health and wellness resources, and resources to address accessibility, discrimination, harassment, and sexual misconduct.



PROFESSIONAL AND PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Hire embedded GSAS mental health counselor.

Offer wider range of professional development workshops and coaching to students to achieve greater equity for students' professional development.

Work with the Graduate School Alumni Association and Yale Alumni Association on the mentoring program for graduate students.



ACKNOWLEDGEMENT, RECOGNITION, AND RESPECT

Have Yale Bouchet Graduate Honor Society (BGHS) alumni serve as guest speakers during the Annual Yale Bouchet Conference on Diversity and Graduate Education.

Host pre-conference ceremony for Yale BGHS inductees.

Emphasize dedication to creating a more inclusive Yale in the selection processes for recipients of the Wilbur Cross Medal (alumni), Faculty Mentor Award, and Prize Teaching Fellow Award (graduate students).

Hold annual Staff Appreciation Spring Social.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Ensure the use of inclusive practices with on-boarding processes for new staff in the GSAS and new alumni in the Graduate School Alumni Association.

Hire a new Assistant Director for Alumni Affairs.

Develop diversity, equity, and inclusion mini-information modules to deliver to students, faculty, staff, and alumni throughout the academic year.

Appoint a new Director of Outreach.

ACCOMPLISHMENTS

Expanded summer undergraduate and post-baccalaureate research opportunities to include more students from HBCUs.

Piloted admissions application "Personal Narrative" in lieu of "Diversity Statement."

Offered a workshop to faculty on holistic, equitable, and inclusive admissions practices.

There are now four GSAS deans whose roles also include serving as GSAS Deputy Title IX Coordinators and Discrimination and Harassment Resource Coordinators.

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

"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, Dean of the Graduate School of Arts and Sciences.

