



# Jackson School of Global Affairs

## DEI and Belonging Mission Statement

We recognize and celebrate the rich diversity of perspectives and experiences that make up our community. We are committed to understanding and supporting all the dimensions of diversity necessary for a truly global perspective on the challenges we face around the world today. Central to our commitment are the principles of respect, belonging, equity, and inclusion. We aim to

elevate underrepresented voices in addressing global issues, and to acknowledge how historical and current injustices against marginalized groups shape the context and complexity of the world's most pressing concerns. Our goal is to prepare our community for ethical engagement in the field of global affairs, with understanding and compassion for our common humanity.

## Diversity, Equity + Inclusion Plan

### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

**Goal:** Cultivate a globally-centered curriculum: 1) think of diversity broadly across race, gender, ability, nationality, religion, socioeconomics, and other dimensions and 2) incorporate anti-racist and decolonizing perspectives into course syllabi and pedagogy

**Action:** First area of focus for this effort is 4 MPP core courses, senior fellows' courses, and Leadership & Ethics workshop

**Action:** Collaborate with Poorvu Center on measurement and assessment

**Goal:** Explore how course evaluations can incorporate DEI issues

**Action:** Support from Poorvu and Yale monthly working group to explore embedding DEI&B awareness in midterm and end-of-year course evaluations

**Goal:** Create forum for discussion and expansion of perspectives in instruction

**Action:** Form faculty divisional curricular groups (i.e., history, political science, economics) to encourage faculty to use each other as resources and expand their perspectives

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

**Goal:** Develop education sessions for faculty, staff, and students

**Action:** Faculty DEI&B sessions to begin in newly-designed faculty orientation; later session on difficult conversations

**Goal:** Locate and hire DEI consultant

**Action:** Collaborate with DEI Council to draft job description and key responsibilities

**Goal:** Create opportunities for community (speakers, faculty, alumni, students) to share their lived experiences in the global community

**Action:** Create more opportunities from Career Development Office and other forums for the community to hear from speakers, especially those from marginalized backgrounds, about their lived experiences and how they arrived at their career/position

**Goal:** Celebrate diversity among staff and share backgrounds and perspectives

**Action:** Launch staff Jackson Cultural Committee, and other forums, to celebrate diversity and share backgrounds and perspectives among staff; aim to align activities with Belonging at Yale calendar

### DIVERSITY OF THE YALE COMMUNITY

**Goal:** Increase diversity in the Jackson community

**Action:** (Students) Engage in admissions outreach and recruitment; highlight less typical career options and paths

**Action:** (Alumni) Set groundwork for launching alumni affinity groups

**Action:** (Faculty) Continue recruitment of faculty from underrepresented backgrounds as Jackson expands tenured faculty

**Action:** (Staff) Embrace Yale's inclusive hiring practices for hiring staff

### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

**Goal:** Create better transparency and accountability

**Action:** Develop and send to Jackson community regular communications around DEI&B goals, actions, and timeline

**Goal:** Set strategy and framework for implementation of actionable goals and assessment plan

**Action:** Continue collaboration with Poorvu Center experts on strategy to set: 1) actionable and measurable goals based on priorities from Council sub-groups and 2) inclusive assessment practices and data collection

## Accomplishments

1. Enhanced financial aid for MPP students
2. Launched new initiative, engaging Poorvu Center experts and DEI Council, to transform annual goal setting into an inclusive, collaborative process
3. Hired 9 new staff members across several dimensions of diversity (gender, race, ethnicity)
4. Spearheaded by Jackson Women, Jackson School provides free menstrual hygiene products in all Horchow Hall bathrooms (which are all-gender)
5. Supported launch of new student organization: Jackson Latin America and the Caribbean
6. Jackson-wide effort for all departments to submit mission statements considering DEI&B

Jackson's graduate student Class of '25 is 53% international; students speak 26 languages

**100%**

MPP students in the incoming Class of 2025 had their tuition fully funded

## DEI&B Council

- NIA KAMAU, MPP '24
- PRAACHI KHERA, MPP '24
- VICTORIA KIPNGETICH, BA '24
- ANIRUDH KRISHNAN, MA '21
- CATHERINE PANTER-BRICK, FACULTY
- BHARATHI SUBBIAH, BA '24
- JUSTIN THOMAS, FACULTY
- SARA WILHELM, STAFF



**JUSTIN THOMAS**  
Senior Lecturer, Jackson School  
DEI Council chair, beginning fall 2023

*"At Jackson, we believe in evidence-based policymaking, ethical leadership, and an understanding of history, including voices that have often been excluded."*

*- Jim Levinsohn, Dean, Jackson School*

"We are focused on how we can incorporate diversity, equity, inclusion, and belonging into every aspect of the learning experience of students, with an emphasis on embedding DEI in our newly designed core MPP courses and across the curriculum more broadly."

*Lorenzo Caliendo, Deputy Dean, Won Park Hahn Professor of Global Affairs and Management, Professor of Economics*