



BELONGING AT YALE



Jackson Institute for 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: Support diversity of presenters and monitor breadth and support gaps in courses.

Year 1 action: Pilot a two-part process: 1) pre-event registration form with DEI commitment that asks organizers to detail how DEI is incorporated into event planning and 2) post-event survey for presenters and speakers with voluntary questions on demographic dimensions. Aggregate data and report to DEI council at year end.

Year 1 action: Jackson's transition to a school includes a review of the MPP curriculum, developing a Leadership & Ethics requirement and a plan for review of course syllabi.

DIVERSITY OF THE YALE COMMUNITY

Goal: Reinforce our commitment to a diverse community across broad demographic dimensions, with particular emphasis on students, faculty, and Senior Fellows.

Year 1 action: Continue enhancing financial aid and increase outreach and recruitment of applicants from under-represented ethnic and regional backgrounds.

Year 1 action: Broaden outreach and establish nomination process for recommending Senior Fellows; encourage nominations of leaders from underrepresented demographic backgrounds and expertise.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Goal: Develop faculty, student, and staff training to foster an inclusive environment at Jackson.

Year 1 action: Enhance existing student orientation sessions on issues of identity, equity, and active listening.

Year 1 action: Further refine Jackson's faculty training session on leading difficult conversations in the classroom.

Year 1 action: Develop staff training sessions, spread throughout the year, to cultivate capabilities of active listening, inclusive leadership, and conflict management.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Goal: Launch DEI Council, comprised of students, faculty, alumni, and staff, to improve DEI and global understanding at Jackson.

Year 1 action: Council to focus on at least one broad DEI aspiration: increasing demographic diversity of Jackson community and visitors; creating an inclusive culture; deepening sense of belonging for all community members; fostering opportunities to amplify experiences of people from regions under-represented in the curriculum and co-curricular experience.

Council to deliver end-of-year DEI & belonging progress report.

Accomplishments

1. Completed year-long DEI strategic planning initiative
2. Hired DEI consultant who oversaw strategic planning process and DEI unit plan development
3. Launched a DEI webpage with resources and commitment to DEI
4. Created and published Jackson's first DEI mission statement with input from faculty, students, and staff.
5. Enhanced financial aid for incoming MA/MPP student class; every student who requested aid received it

Jackson's graduate student Class of '23 represents 14 countries and speaks 23 languages.

48%

INTERNATIONAL STUDENTS
IN CLASS OF 2023

DEI Council

VALERIA BULA, BA '23

TAEK JIN HAN, MA '22

ALICE KUSTENBAUDER, STAFF

JIM LEVINSOHN, FACULTY

CATHERINE PANTER-BRICK, FACULTY

MAYA SAINT GERMAIN, MA '22

JEANNINE SCOTT, MA '85

VIRAJ SHUKLA, BA '23

LILY SUTTON, STAFF

DIEGO TITUAÑA, WORLD FELLOW

MAI TRUONG, MA '11



JIM LEVINSOHN

Director, Jackson Institute,
and DEI Council chair

“Issues of diversity, equity, and inclusion are foundational to our worldview as we prepare our graduates to lead diverse communities around the globe.”

“It's really important that we bring in a DEI perspective in the field of international affairs, because it's a sector in which marginalized voices are often left out.”

Maya Saint Germain MA '22