



# 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:** Encourage DEIB approaches across course content and support diversity of presenters

**Year 2 action:** Update four required MPP courses to integrate DEIB values throughout

**Year 2 action:** Develop guidelines for DEIB standards in syllabus design and distribute to new senior fellows and to faculty offering new courses

**Year 2 action:** Launch pre-event registration and post-event forms to encourage organizers to consider DEIB perspectives in event planning and speaker selection

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

**Goal:** Develop faculty, student, and staff trainings that foster an inclusive environment; enhance alumni communication and engagement

**Year 2 action:** Organize facilitated DEIB training to help students develop as leaders

**Year 2 action:** Build intermediate-level faculty training session with Poorvu Center on fostering and facilitating difficult conversations in the classroom

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

**Year 2 action:** Build staff trainings focused on increasing familiarity with discussing DEIB and to continue developing capabilities of active listening, inclusive leadership, and managing conflict

**Year 2 action:** Connect graduate alumni and Senior Fellow communities; highlight underrepresented backgrounds and perspectives in communications and speaking opportunities

### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

**Goal:** Equip staff to champion DEIB work

**Year 2 action:** Identify DEIB goals for each department leader and assess at annual performance reviews to drive progress across Jackson

**Year 2 action:** Enhance staff commitment to DEIB by identifying how each role connects to the Jackson DEIB mission and the broader Jackson DEIB vision

## Accomplishments

1. Enhanced financial aid for MPP students
2. Increased diversity of ladder faculty across several dimensions (gender, race, ethnicity)
3. Hosted 64 recruitment events; 20% were specifically diversity-focused
4. Added DEIB sessions to MPP admitted student programming
5. Offered customized DEIB training session to Jackson instructional faculty
6. Developed and required two-part DEIB training for all staff
7. Supported launch of inaugural LGBTQ+ student organization
8. Launched inaugural DEI Council

Jackson's graduate student Class of '24 is 57% female and 60% international; 43% of students of color are from the U.S.

**100%**

MPP students in the incoming Class of 2024 had their tuition fully-funded

## DEI Council

JANE CARROLL, MPP '23

ALICE KUSTENBAUDER, STAFF

JIM LEVINSOHN, FACULTY

CATHERINE PANTER-BRICK, FACULTY

JEANNINE SCOTT, MA '85

OLIVIA SUMMONS, BA '23

VIRAJ SHUKLA, BA '23

LILY SUTTON, STAFF

DIEGO TITUAÑA, WORLD FELLOW

MAI TRUONG, MA '11

CHRIS WONG, MPP '23



**JIM LEVINSOHN**  
Dean, Jackson School,  
and DEI Council chair

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

“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*