



BELONGING AT YALE



Yale Law School

[The 2020-21 Report of the Committee on Diversity, Equity, and Inclusion](#), led and written by Professors James Forman and Yair Listokin, serves as Yale Law School's DEIB Unit Plan. The report offers recommendations for the Law School community, New Haven community, student diversity, and student life. It also summarizes major DEI commitments made between 2017-20. Finally, it assesses the implementation of recommendations proposed in Yale Law School's 2016 Report of the Committee on Diversity and Inclusion. Chaired by Dean Heather Gerken and Professors James Forman and Tom Tyler, the 2016 Diversity and Inclusion Committee similarly evaluated gaps and opportunities for growth within the Law School's DEI framework and offered recommendations for change.

DIVERSITY, EQUITY + INCLUSION PLAN



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

The Law School has a multi-faceted plan to ensure all members of our community feel included in Belonging initiatives. We continue to work on ensuring that our staff feels included in this work and have a staff anti-racism working group in place. We also are working to provide greater and more wide-ranging mental health, wellness, and belonging resources to our community.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

The Law School administration is regularly assessing our progress and building a working group that will connect those involved in DEIB work across the school to ensure progress. The Law School uses existing online platforms and programs to help support first-generation professionals and those who are the first in their family to graduate from college. The Courtyard and the Tsai Leadership Program also provide alumni support for students who lack a professional network.



DIVERSITY OF THE YALE COMMUNITY

The Law School now has two pipeline-to-law school programs that help students of all backgrounds, particularly those from disadvantaged groups, navigate the admissions process. These programs aim to pull in talent from New Haven and all around the country. Together with the newly expanded Hurst Horizon Scholarship Program, we aim to open the doors of this profession to all. We also have hired five new faculty members from diverse backgrounds.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

The Law School continues to diversify the iconography around the building with new portraits, photographs, and art. In addition, we are building additional ways to encourage the exchange of ideas across differences and the diversity of thought.

ACCOMPLISHMENTS

- Expanded our tuition-free Hurst Horizon Scholarship Program to reach 75 students this academic year, up from 51.
- 15% of the class comes from families whose incomes fall below or just above the poverty line.

- Launched second pipeline-to-law school program, leading the charge in legal education.
- Hired five new faculty members from diverse backgrounds.
- Bolstered online mentorship platform to help students build connections

In the Class of 2026:

- 57% Students of Color
- 31% First-Generation Professionals
- 18% First-Generation College Students
- 7% Veterans and Service Members

PLANNING TEAM

- Heather K. Gerken (Dean)
- James Forman (Co-Chair)
- Yair Listokin (Co-Chair)

"At Yale Law School, we are committed to opening up the doors of this profession to all and providing a deeply intellectual and incredibly warm community."



Heather K. Gerken