Yale Law School

**DIVERSITY, EQUITY + INCLUSION PLAN**

**PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE**

YLS’s commitment to diversity, equity, and inclusion cannot be limited to students and faculty; it must include staff as well. In particular, future diversity, equity, and inclusion committees will include staff voices.

The Law School will become a leader in expanding employment opportunities for people with criminal convictions.

The Law School will better recognize Dining Hall, Custodial, Security staff as valued members of the Law School community.

The Law School will adopt a new Workplace Climate Survey and a new Statement of Workplace Respect.

**COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY**

The Law School will use its collective purchasing power to support New Haven-based businesses, particularly those that are owned and run by historically disadvantaged groups.

The Law School will think creatively about how to connect students to New Haven-based activists and advocates.

**DIVERSITY OF THE YALE COMMUNITY**

The Law School will ensure that the Admissions Office has the resources to expand its in-person recruiting efforts to regions and schools it does not currently visit and explore the possibility of developing a law school pipeline program for underrepresented groups.

The Law School will improve student access to mental health care.

The Law School will emphasize anonymity of student exam accommodations.

The Law School will reaffirm its commitment to respectful dialogue across differences.

**ACKNOWLEDGEMENT, RECOGNITION, & RESPECT**

**PERCENT OF THE YLS STUDENT BODY ARE STUDENTS OF COLOR, UP FROM 31 PERCENT IN THE WAKE OF THE 2016 REPORT.**

**ACCOMPLISHMENTS**

1. Launched the Center for Racial Justice and the Law (Spring 2022)
2. Provided permanent financial support for alumni and students doing criminal justice work
3. Created SEICHE Center for Health and Justice
4. Developed an online mentoring platform
5. Tripled the number of Black and Latinx faculty on campus over five years
6. Expanded DEI personnel and support throughout departments

"Diversity and inclusion are core to the values of this school. Our aim is to train the next generation of leaders in the profession. It would be unthinkable to do so without taking into account the role that oppression has played in this nation’s history, the certainty that the next generation of leaders DEI and belonging be far more diverse than generations prior, and the reality that our alumni DEI and belonging lead in a far more multicultural environment than before. We cannot lead the profession without leading on issues of diversity and inclusion."  Dean Gerken

**PLANNING TEAM**

HEATHER GERKEN (DEAN)
JAMES FORMAN (CO-CHAIR)
YAIR LISTOKIN (CO-CHAIR)
SHARON BROOKS
ELLEN COSGROVE
YASEEN ELDIK
MIRIAM GOHARA
EMILY HALL ‘21
ROMAN LEAL ‘22
JOSEPH MENSAH
MARISOL ORIHUELA
TOM TYLER
TAYLOR WITHEROW ‘22
MEGAN YAN ‘20 (2019-2020)