



BELONGING AT YALE



Yale Law School

DESCRIPTION

Led and written by Professors James Forman and Yair Listokin, the [2020-21 Report of the Committee on Diversity, Equity, and Inclusion](#) serves as Yale Law School's DEI and Belonging Unit Plan. The 2020-21 report offers DEI/belonging-related recommendations that touch on the staff community, New Haven community, student diversity, and student life. In addition, it summarizes the major DEI commitments made between 2017-20. Finally, the report assesses the implementation of recommendations proposed in the [2016 Report of the Committee on Diversity and Inclusion](#). Chaired by Dean Gerken and Professors James Forman and Tom Tyler, the 2016 committee evaluated gaps and opportunities for growth, and offered recommendations for change.

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.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

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.

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



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

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 WITHROW '22
 MEGAN YAN '20 (2019-2020)

"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



HEATHER GERKEN, DEAN

