



BELONGING AT YALE



Yale Law School 2022 DEI Committee Report

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 DEIB Unit Plan. The report offers recommendations on the Law School staff 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

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 opportunities for people with criminal convictions.



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 advocates.

The Law School will continue to build out its online mentoring platform, and through the Leadership Program, will help all students make meaningful connections to help them in their future careers, especially those who are the first in their families to go to college or professional school.



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.

The Law School will support two pipeline-to-law-school initiatives to help students from underrepresented groups navigate the application process.

YLS will continue to build on the Hurst Horizon Scholarship Program to eliminate tuition for students with the greatest need.

YLS hired four new faculty of color in 2022.



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.

YLS has diversified iconography around the building, including profiles of alumni and installation of new art.

ACCOMPLISHMENTS

1. Created tuition-free scholarships for students with the greatest need.
2. Supported two pipeline-to-law school programs and built a leadership development program to help students without existing networks.
3. Developed an online mentoring platform.
4. Tripled the number of Black and Latinx faculty over the course of five years.
5. Launched the Center for Racial Justice and the Law.



55 PERCENT OF THE YLS STUDENT BODY ARE STUDENTS OF COLOR, UP FROM 31 PERCENT AT THE TIME OF THE 2016 REPORT.

PLANNING TEAM

HEATHER GERKEN (DEAN)
JAMES FORMAN (CO-CHAIR)
YAIR LISTOKIN (CO-CHAIR)

"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."



HEATHER GERKEN (DEAN)