



BELONGING AT YALE



Yale School of Management

DEI Mission Statement

The Yale School of Management is committed to fostering a diverse, equitable, and inclusive community. SOM's mission to educate leaders for business and society urges us to engage with the problems afflicting our world—especially issues of

discrimination, bias, and equity—in our pursuit of supporting the education of purpose-driven and inclusive business leaders. In order to fulfill this distinctive mission, we must be a community that achieves and celebrates diversity in our own ranks.

Diversity, Equity + Inclusion Plan 2022-23

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

A faculty working group is auditing the quantity and quality of DEI-related content throughout the MBA core curriculum and evaluating proposals for new DEI requirements and opportunities to reinforce this strand in the context of a modern management education. This work includes identifying learning goals around DEIB and exploring changes to our core and elective curricula to best achieve these goals. The school's case research team has created a suite of new cases, taught across the curriculum, in which DEI is a topic of the case and/or major characters in the case are from underrepresented groups.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

The school is in its second year of requiring a DEI eLearning module for all students, staff, and faculty. The online course teaches key definitions and concepts, and covers topics such as identities and perspectives, unconscious bias, microaggressions, and forms of exclusion, and teaches learners what they can do to proactively support diversity and inclusion in their environment. The course is required onboarding for new community members. Based on survey feedback, the school is offering additional programming for learners to further explore and apply the content.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

The school recognizes, honors, and celebrates important cultural traditions on campus. This community campaign will bring awareness, reflection, and ability to engage with important monthly observances, including Black History, Women's History, Asian American Pacific Islander Heritage, Pride, Hispanic Heritage, and more. The large-scale digital screens in Evans Hall will share educational content and will feature local and national champions of change. New Haven businesses aligned to various affinities will be supported and featured during these celebrations.

DIVERSITY OF THE YALE COMMUNITY

The Council on Anti-Racism and Equity (CARE), a group of students, faculty, staff, and alumni who advise the Dean, completed its first term. CARE's first year led to the creation of the CARE Colloquium, a high-impact speaker series that will bring diverse voices to campus, and a new community vodcast, which provides a forum for discussion. CARE is becoming a central pillar of the school's continuing efforts to further DEI, with a second cohort beginning its term in 2022. This new cohort will continue to advise the Dean on issues related to anti-racism and equity, as well as implement these new initiatives to promote inclusion.

Accomplishments

1. The CARE group explored 36 recommendations and proposed 2 initiatives to the Dean which were approved as school-funded programs.
2. The Office of Inclusion and Diversity led 5 Affinity Month celebrations, highlighting 29 community members as champions of change.
3. More of the community is engaging with DEI related communications, with a 24% increase in readership.

All community members are required to complete a DEI Training.

90%

90% of survey respondents said they will apply their learnings at Yale.

Planning Team

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*(she/her)
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“We seek to achieve inclusion and diversity in our community as an inseparable aspect of our mission of educating leaders for business and society—leaders who, working in all sectors and across all geographies, can improve the lives of those around them. We will be unrelenting in our efforts to weave this perspective into all our programs.”

“The Office of Inclusion and Diversity supports students, faculty, and staff in their commitment to embrace difference, and fosters inclusion through programming, resources to promote awareness, and community engagement.”

Kristen M. Beyers