



# BELONGING AT YALE

## Yale School of Music

### DIVERSITY, EQUITY + INCLUSION PLAN



#### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

A faculty subcommittee created in Spring 2022 will continue to research and review current curricular offerings, including repertoire studied and performed, and offer a framework for curricular revisions related to Belonging

*Part of multi-year goal:* Examine and reimagine school-wide curriculum with an eye toward diversity, equity, and inclusion



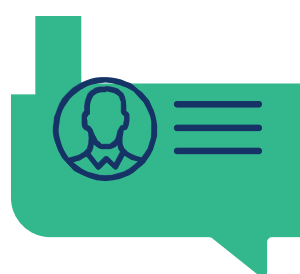
#### DIVERSITY OF THE YALE COMMUNITY

In conjunction with the Office of Admissions, the Director of Administration, and the Dean's office, we will review student recruitment, staff recruitment, and faculty search procedures to ensure transparency and clarity, and provide a reporting of outcomes



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

With the Dean, the School of Music's organizational chart will be reviewed with an eye toward efficient, effective, and equitable process. Proposed changes will be discussed with affected areas before implementation



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

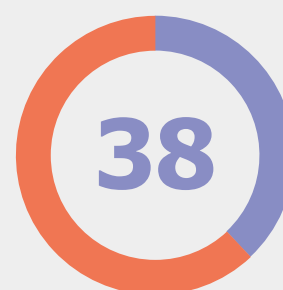
Continue DEIB Dialogues beyond the piloted version done last year with only faculty

- Student Community Values Forum – outlining and developing community expectations centering equity for new and returning students
- Host small group professional development by area and/or function
- Host small group professional development by area with a specific focus on inclusive pedagogy



### RECENT ACCOMPLISHMENTS

- Overall enrollment of Black students in YSM has increased more than 200% over the last two years
- Fall 2022 concert featuring the once lost piano concerto of YSM's first Black female graduate, Helen Hagan, named among the "Best Classical Music Moments in 2022"
- Launched a pilot initiative called DEIB Dialogues with faculty to create space for professional and personal development opportunities in a small group format
- 2023 Symposium on Music in Schools – "Rebuild, Renew, Reconnect" – designed to equip New Haven Public School music teachers with the necessary tools to build sustainable programs in a uniquely diverse community



PERCENT INTERNATIONAL STUDENT POPULATION



STUDENT TUITION

### PLANNING TEAM

- LAURA ADAM
- KATHERINE BALCH
- MELVIN CHEN
- JENNY CHEN
- TOM DUFFY
- ALBERT R. LEE (CHAIR)
- JOSÉ GARCÍA-LEÓN (EX OFFICIO)
- DAVID LANG
- RUBÉN RODRIGUEZ
- ADRIANA ZABALA
- RAY ZHOU



JOSÉ GARCÍA-LEÓN  
Henry and Lucy Moses  
Dean of Music

*"The Yale School of Music educates and inspires students with exceptional artistic and academic talent for service to the profession and to society."*

