



# BELONGING AT YALE

## Yale School of Music

### DIVERSITY, EQUITY + INCLUSION PLAN



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

Create a faculty subcommittee in fall 2021 to research and review current curricular offerings, including repertoire studied and performed, and a framework for curricular revisions related to DEI and Belonging

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



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Create an organizational model that promotes transparency in decision-making and input on important decisions from all constituencies

- Review and organize student government
- Formalize a staff planning committee
- Propose a structure and purpose for an alumni advisory group
- Communicate school organizational chart



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Commit to professional development and education in diversity, equity, inclusion, and Belonging for all YSM constituents

- Provide ongoing professional development in DEI and Belonging for YSM faculty and staff with a goal of 100% participation
- Implement DEI/ Belonging education in student orientation
- Connect YSM to the substantial DEI/ Belonging resources at Yale



#### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

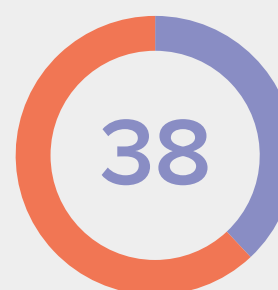
Identify and dedicate a regularly-recurring time for developing a school-wide, belonging-centered community for students, faculty, and staff

*Part of multiyear goal:* Foster a belonging-centered community at the school



### RECENT ACCOMPLISHMENTS

1. Successful hiring of Director of Equity, Belonging, and Student Life
2. Norfolk Chamber Music Festival/Yale Summer School of Music's "Musical Bridges"
3. 2021 Symposium on Music in Schools: "Equity & Opportunity: Advancing Music Learning Ecosystems"
4. Creation of an elected Student Advisory Council
5. Prioritizing accessibility in the redesign of the school's website



PERCENT INTERNATIONAL STUDENT POPULATION



STUDENT TUITION

### PLANNING TEAM

- ALBERT R. LEE (CHAIR)
- MELVIN CHEN
- RACHEL GLODO
- DAVID LANG
- DANTES RAMEAU
- MICHAEL YAFFE
- ADRIANA ZABALA
- ROBERT BLOCKER (EX OFFICIO)



ROBERT BLOCKER  
*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.”*

