Yale School of Music

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE & TEACHING
A faculty sub-committee will research and review current curricular offerings in the context of the School’s mission statement to assess whether we are sufficiently meeting the mission of “preparing students for roles as cultural leaders”

EQUITABLE PROCESS, PROCEDURE & RESPONSES
Design and implement a communication system for all members of the Yale School of Music community to share positive and constructive feedback with administration

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE
Introduction of Diversity, Equity, Inclusion, and Belonging Dialogues for the Yale School of Music to facilitate ongoing dialogue and professional development

- **Students** – Host orientation session for new and returning students outlining and developing community expectations centering equity
- **Faculty** – host small group sessions by area
- **Staff** – host small group sessions by area and/or work function

COMMUNICATION, TRANSPARENCY & ACCOUNTABILITY
Create and implement a plan to clearly communicate the School’s organizational structures and functions, which include:
- Student Advisory Council
- Steering Committee
- Staff Planning Committee
- Alumni advisory group
- YSM organizational chart

RECENT ACCOMPLISHMENTS
1. Resumed in-person activities for New Haven Public Schools students who participate in YSM’s Music in Schools Initiative
2. Presented the world orchestral premiere of the Piano Concerto of YSM’s first Black woman graduate, Helen Hagan
3. Increased the gender and racial diversity of the School’s faculty through recent appointments
4. Highlighted on YSM’s social media channels the accomplishments of students, faculty, and alumni during national cultural heritage month observances

PLANNING TEAM
ALBERT R. LEE (CHAIR)
MELVIN CHEN
DAVID LANG
DANTES RAMEAU
ADRIANA ZABALA
ROBERT BLOCKER (EX OFFICIO)

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

belong.yale.edu