



# BELONGING AT YALE

## 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)



**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."*

