



# BELONGING AT YALE

## Yale School of Nursing 2023-2024

### DIVERSITY, EQUITY + INCLUSION PLAN



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

YSN commits to ongoing comprehensive curricula reviews and revisions (CCRR) across all academic programs. CCRR will be accompanied by ongoing anti-oppression and andragogical training and development opportunities.

Best practices related to antiracism, anti-oppression, sexual orientation, gender identity, and inclusive excellence will continue to inform intentional integration in scholarship, research, practice, and teaching.



#### DIVERSITY OF THE YALE COMMUNITY

YSN commits to intentionality in targeted recruitment and retention through distinct support systems. Processes for equitable advancement opportunities for faculty, staff and students, including those from under-represented minorities, will guide YSN's success in this action area.

YSN commits to development and implementation of measurable actions that demonstrate regard for all people in the YSN community. Intentional programming will align with the Belonging at Yale action areas and the YSN mission of "Better Health for All People."



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

YSN will continue to develop, assess, and evaluate equity and accountability in policies, processes, operations, and responses and make changes as needed.

YSN will sustain community awareness of university policies and resources and consistently reinforce policies, provide supportive intervention, and assist with accessing YSN and Yale University representatives.

YSN will collaborate with colleagues who respond to Title IX and discrimination and harassment concerns across Yale to ensure procedures are effective.



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

YSN is committed to the ongoing development of faculty, staff, and students. A comprehensive competency development program will be implemented to facilitate cultural intelligence (CQ) skills-building that will enhance interactions across cultures and promote effective navigation of difficult conversations and experiences in ways that promote inclusive excellence.

YSN commits to ongoing cultivation of collaborative partnerships with alumni and other stakeholders, such as the Yale New Haven Health System and Yale University colleagues.



#### ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

YSN commits to intentional initiatives that acknowledge its past and present, build on traditions of excellence, and embrace differences and the unique and innovative contributions generated through diversity of thought and lived experiences.

YSN will implement a structured recognition system to acknowledge faculty, staff, students, and alumni for their contributions to advancing DEIB in the YSN community.

YSN commits to ongoing cultivation of collaborative partnerships in the New Haven community.



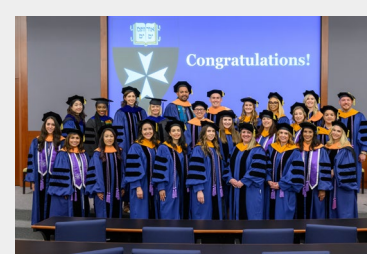
#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

YSN will strengthen accountability for programs and organizational structures through development, communication, and enforcement of policies and procedures. Members of the YSN community will have open access to a DEIB dashboard that will demonstrate progress toward the goals of the DEIB action plan.

YSN will develop a communication system for consistent communication of opportunities and successes in antiracism, anti-oppression, and belonging.

### ACCOMPLISHMENTS

1. Launched strategic reviews of books on anti-racism and cultural effectiveness with faculty/staff
2. Ongoing integration of DEIB and antiracism competencies in curricula across programs
3. Ongoing bystander training
4. Initiated a "Better Health for All People" speaker series
5. Convened a group of faculty to develop and implement antiracism in nursing interventions in alignment with the American Nurses Association "Reckoning with Racism in Nursing" initiatives
6. Through the Gender and Sexuality Health Justice (GSHJ) Concentration, brought world-renowned guests to speak on an array of DEIB topics open to all YSN students, faculty, and staff.



**YSN 2023 Doctoral Hooding**  
Photo credit – James Anderson



**YSN Centennial Kickoff**  
Photo credit – Mara Lavitt

### PLANNING TEAM

**DR. ANGELA RICHARD-EAGLIN – LEAD; ASSOCIATE DEAN FOR EQUITY**  
**HEATHER REYNOLDS – ODEIB STUDENT EQUITY COORDINATOR**  
**NATHAN LEVITT – DIRECTOR OF LGBTQ AND GENDER JUSTICE LEARNING**  
**EDDIE QUILES – ODEIB SR. ADMINISTRATIVE ASSISTANT**

*"DEIB can only be accomplished through a comprehensive, systemic, and action-oriented approach. As we embark on YSN's next century, we will accelerate our actions to interweave DEIB in everything we do at YSN."*

**AZITA EMAMI, MSN, FAAN**

*Dean and Linda Koch Lorimer Professor of Nursing*

*"Inclusive excellence is a necessary inalienable right that advances equitable life outcomes for all people. YSN is committed to this premise."*

**ANGELA RICHARD-EAGLIN, DNP MSN, FNP-BC, CNE, FAANP, CDE**

*Associate Dean for Equity*

