**BELONGING AT YALE**

**DIVERSITY, EQUITY + INCLUSION PLAN**

**2021 - 2026**

**SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING**

Comprehensive curricula reviews (CCR) across all academic programs will guide success in this action area. As gaps and areas for improvement are identified through a DEI lens, actionable steps will be taken to support the evolution of inclusive curricula.

CCF will be accompanied by antiprogam andragogical training and development opportunities.

**DIVERSITY OF THE YALE COMMUNITY**

Intentionality in recruiting, retaining, and advancing underrepresented faculty, staff, and students will guide YSN’s success in this action area.

In addition to diversifying the YSN community, efforts will focus on identifying needs, implementing equitable interventions, and employing measurable actions that support how underrepresented people are valued and advanced in the YSN community. This action area seeks to cultivate a sense of belonging that fosters higher retention of underrepresented individuals.

**EQUITABLE PROCESS, PROCEDURE, & RESPONSES**

YSN will examine policies to ensure equity in processes, procedures, and responses. Policy reviews will seek to identify structural impediments that disproportionately impact marginalized faculty, students, staff, and alumni. YSN will actively engage in policy recommendations and revisions, as necessary.

YSN ODEI Title IX (TIX) and Discrimination and Harassment Resource (DHR) Coordinators will collaborate with TIX and DHR colleagues across Yale University to ensure that procedures are proactive, effective, and responsive to DEI-related concerns.

**PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE**

The YSN community is committed to the ongoing development of faculty, staff, and students, and will facilitate opportunities to improve skill sets for effective navigation of difficult conversations and experiences in ways that promote inclusive excellence.

The YSN community will strategically leverage engagement with its dynamic alumni on career and professional development opportunities.

**ACKNOWLEDGEMENT, RECOGNITION, & RESPECT**

Members of the YSN community recognize the existing and ongoing efforts to advance DEI at YSN, and endeavor to embed high-level acknowledgement practices into the fabric of its community.

The sense of ambient belonging will be addressed by assessment of YSN ecosystems and by reviewing the YSN building structures and iconography to identify and address areas for improvement.

**COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY**

The YSN DEI plan includes specific key performance indicators and identifies accountable lead personnel and additional responsible parties for each action item.

Consistent check-ins with accountable leads will help inform measurement of progress, which will be regularly communicated to YSN faculty, staff, students, and alumni.

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**ACCOMPLISHMENTS**

1. Developed the Inclusion, Diversity, Equity, Action Solutions (IDEAS) Council (2019)
2. Implemented elements of an initial anti-racism plan (2019-2020)
3. Established Academic Support Team to identify and address social determinants of learning (2020)
4. Hired fulltime Associate Dean for Equity and Director of the Office of Diversity, Equity, and Inclusion (2021)
5. Developed YSN DEI plan and circulated the draft for input from all YSN community members (2021)
6. Created a menu of DEI and Belonging training and development opportunities (2021)
7. Developed streamlined incident reporting processes and procedures (2021)
8. Added DEI activities into annual faculty evaluations (2021)
9. Established the YSN DEI and Belonging Champions Program (2021)

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**PLANNING TEAM**

- **DR. ANGELA RICHARD-EAGLIN - CO-LEAD; ASSOCIATE DEAN FOR EQUITY**
- **MAURICE NELSON – CO-LEAD; DIRECTOR OF THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION (ODEI)**
- **HEATHER REYNOLDS - ODEI STUDENT EQUITY COORDINATOR**
- **EDDIE GILES - ODEI SR. ADMINISTRATIVE ASSISTANT**
- **DR. LARON NELSON - ASSOCIATE DEAN FOR GLOBAL AFFAIRS AND PLANETARY HEALTH (GAPH) AND ASSOCIATE PROFESSOR**
- **MARY ANN MARSHAK - GAPH SR. ADMINISTRATIVE ASSISTANT**
- **SAVEENA DHALL - ASSOCIATE DEAN FOR STUDENT LIFE AND BELONGING**
- **DR. LAURA ANDREWS - ASSOCIATE PROFESSOR OF NURSING AND ADULT AND GERIATRICAL ACUTE CARE NURSE PRACTITIONER SPECIALTY DIRECTOR**

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**Yale School of Nursing**

YSN GEPN Students at Orientation
YSN DNP Students at Commencement

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"Yale School of Nursing aspires to better health for all people, a mission that intrinsically includes a commitment to equity. This plan serves as a series of guideposts for the journey that we are all engaged in as a learning community and as a profession."

ANN KURTH ’90 MSN, PhD, CNM, MPH, FAAN (SHE/HERS)
Dean and the Linda Koch Lorimer Professor of Nursing

**belong.yale.edu**