



BELONGING AT YALE



Yale School of Public Health

MISSION OF THE YSPH OFFICE OF DIVERSITY, EQUITY, INCLUSION, AND BELONGING

YSPH catalyzes health for all through innovative and collaborative science, learning, and action. YSPH's Office of Diversity, Equity, Inclusion, and Belonging leads YSPH's efforts to to diversify its student body, faculty, and staff; to cultivate an anti-racist and inclusive culture in which all members feel they belong and are treated with respect; and to promote public health equity through our education, research, and practice.

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Establish annual Dean's Lecture focused on health equity

Add a new course on racism and health

Develop a plan to evaluate course syllabi for bias and inclusive teaching practices

Develop and add questions related to DEI and Belonging classroom environments and inclusive teaching practices on the semester-end course evaluation form



DIVERSITY OF THE YALE COMMUNITY

Support the recruitment and retention of outstanding students, faculty, and staff from diverse backgrounds

Increase outreach to minority-serving institutions to further diversify the student applicant pool

Increase the number of National Institutes of Health (NIH) Diversity Supplements awarded to faculty with an eligible grant

Enhance staff search and hiring process to achieve greater diversity



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Support informal resolutions, including use of restorative justice principles and practices, for student complaints of discrimination and harassment

Assess the portraits, photographs, and other images and artifacts in all the common spaces at YSPH to ensure a welcoming environment that reflects the diversity and inclusivity of the school



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Create a DEI and Belonging training plan for all students, faculty, and staff

Arrange for faculty training on inclusive teaching practices



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Participate in initiatives to hire local New Haven residents, particularly from diverse backgrounds, as summer interns and staff members

Partner with alumni association's 1stGenYale and Yale Office of Career Strategy to provide undergraduates on financial aid with summer research internships with YSPH faculty



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Work with the YSPH Office of Faculty and Staff Affairs to add DEI/Belonging-related questions to faculty and staff year-end reports/performance reviews

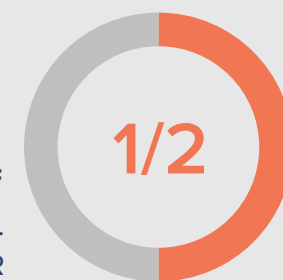
Conduct climate/culture studies of faculty and students

ACCOMPLISHMENTS

1. Appointed inaugural Associate Dean for DEI
2. Implemented changes to faculty search process
3. Completed staff climate/culture survey
4. Created Student Diversity Ambassador positions



PROPORTION OF MPH STUDENTS WHO ARE INTERNATIONAL



PROPORTION OF MPH STUDENTS FROM THE U.S. WHO ARE STUDENTS OF COLOR



STEN H. VERMUND, MD, PHD
Dean

PLANNING TEAM

MAYUR M. DESAI, '94 MPH, '97 PHD (ASSOCIATE DEAN FOR DEI) AND LEIGH ROBERTS (DEI ADMINISTRATOR) WORKED WITH YSPH'S DIVERSITY, EQUITY, AND INCLUSION COMMITTEE COMPRISED OF FACULTY, STAFF, STUDENTS, AND ALUMNI

"At YSPH, our mission to catalyze health for all through innovative and collaborative science, learning, and action is rooted in social justice."

Dean Sten H. Vermund

