Belonging at Yale

Yale School of Public Health

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

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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 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.

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

1/3
1/2

Proportion of MPH Students Who Are International

Proportion of MPH Students From the U.S. Who Are Students of Color

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

Belonging at Yale

“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

belong.yale.edu