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 the school’s efforts to diversify its student body, faculty, and staff; to cultivate an anti-racist and inclusive culture in which all members 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
- Develop a plan to evaluate course syllabi for issues related to bias and inclusive teaching practices.
- Develop and add questions related to classroom environment 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 public and academic spaces at YSPH to ensure a welcoming environment that reflects the diversity and inclusivity of the school.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE
- Continue to develop and refine a DEI and belonging training plan for all students, faculty, and staff.
- Arrange for faculty training on anti-racist pedagogy.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT
- Establish an annual outstanding Master of Public Health (MPH) thesis award for work focused on health equity, social justice, or community-partnered research.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY
- Work with the YSPH Office of Faculty and Staff Affairs to add DEI/belonging-related questions to staff performance review.
- Create a monthly DEI and belonging newsletter to enhance communication with the YSPH community.

ACCOMPLISHMENTS
1. Established an annual faculty award for outstanding work focused on health equity, social justice, or community-partnered research.
2. Added a DEI/belonging-related question to the faculty year-end report.

PROPORTION OF MPH STUDENTS WHO ARE INTERNATIONAL
1/3

PROPORTION OF MPH STUDENTS FROM THE U.S. WHO ARE STUDENTS OF COLOR
1/2

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

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 COMPRISING OF FACULTY, STAFF, STUDENTS, AND ALUMNI.

MELINDA PETTIGREW, ’99 PHD
Interim Dean

belong.yale.edu