



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 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

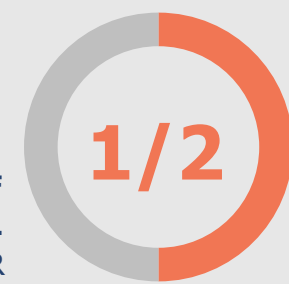
Create a monthly DEI and belonging newsletter to enhance communication with the YSPH community

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
3. Piloted an Activist-in-Residence Program



PROPORTION OF MPH STUDENTS WHO ARE INTERNATIONAL



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



MELINDA PETTIGREW, '99 PHD

Interim 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."

