



BELONGING AT YALE



Yale School of Engineering & Applied Science

The School of Engineering & Applied Science (SEAS) at Yale strives to create an inclusive and supportive environment for all members of its community to learn, work, and live our lives together. We acknowledge, welcome, and celebrate our differences, including those related to age, race and ethnicity, gender and gender identity, nationality, immigration status, sexual orientation, religion, disability status, and socio-economic status.

We work to prevent implicit biases from negatively impacting our community. Motivated by the understanding that research and education benefit from the supportive involvement of all people, we are committed to broadening participation and diversity in our departments and in our professions. We actively support the recruitment, retention, and success of undergraduate and graduate students, postdocs, staff, and faculty from varied backgrounds.

Diversity, Equity + Inclusion Plan

DIVERSITY OF THE YALE COMMUNITY

Establish SEAS best recruiting practices for graduate students, including a database of institutions/organizations/organizations/events to contact for recruiting purposes and including best practices of community involvement.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Encourage community engagement to establish a culture of addressing harmful behavior through bystander training.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Establish more formal mentorship structures between undergrads, grads, postdocs, and faculty, and among staff.

Incentivize activities such as retreats and social events—to foster inclusion and mentorship between faculty PIs and members of research groups.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Host DEIB Town Halls, including all members of the SEAS community, for schoolwide updates and opportunities for input.

Accomplishments

1. Incorporated inclusion into two courses, focused on designing and prototyping mechanical devices to support members of the disability community; introduced a diverse panel of speakers to a third course and made this available to all students and the greater SEAS community.
2. Provided funding to support the Diverse Leaders Seminar Series, SEAS DEIB Speaker Series, and the Equity in the Job Search Conference.
3. Included messages about DEIB from the Dean and the DEIB committee in communications each semester.
4. Hired a branding firm to design a new brand identity for the school, which will be used to launch a new, comprehensive website.
5. Sponsored 11 SEAS graduate students to attend engineering conferences to speak to undergraduates from diverse backgrounds about graduate school at Yale.
6. Collaborated with the Poorvu Center, the Office for Diversity and Inclusion, and the Ivy Collective Symposium to provide custom workshops on professional development.

Planning Team

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