



# Yale School of Engineering & Applied Science

## OUR COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING

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 socioeconomic 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

### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Incorporate DEIB into courses through discussions on issues encountered in research and professional settings, invited guest lecturers from diverse backgrounds, discoveries/histories of prominent researchers from underrepresented groups.

### DIVERSITY OF THE YALE COMMUNITY

Invite speakers of more diverse backgrounds (URMs, experiences outside of academia) for departmental seminars. Host broader DEIB-focused engagements with visitors, geared toward all members of the SEAS community.

Reach out to prospective graduate students, encourage to apply.

### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Establish a SEAS events calendar, including DEIB events, academic seminars, social events, conferences, workshops; display on website and in physical spaces.

### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

A semiannual message from the dean emphasizing SEAS DEIB efforts, requesting feedback, and highlighting the community diversity statement.

## Accomplishments

1. Held a total of 10 evidence-based diversity workshops for the SEAS community in 2021-22.
2. A total of 117 SEAS community members participated in these workshops.
3. Individuals from every SEAS department participated, including faculty, staff, graduate students, and postdoctoral fellows.
4. SEAS diversity statement was written, with community input, and published on the SEAS website.
5. SEAS diversity webpage was created and has received more than 3,000 pageviews in its first year.
6. Year 1 metrics were shared with the SEAS community and published on our SEAS diversity webpage.

## Planning Team

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