



Yale College

DESCRIPTION

Yale College, the undergraduate branch of Yale University, offers instruction in more than 80 subjects spanning the liberal arts, sciences, and engineering. The College will innovate to continue providing the best possible liberal education for the world today.

The College is building on existing programs and taking new concrete steps to attract exceptional students, staff, and scholars from underrepresented communities. The College continues to provide an educational and work environment that fosters a strong sense of belonging.

Diversity, Equity + Inclusion Plan

DIVERSITY OF THE YALE COMMUNITY

Sustain commitment to seeking out, recruiting, and enrolling a diverse student body, and examine all elements of admissions under the new U.S. legal framework.

Maintain leadership in offering the best financial aid worldwide, ensuring access to the opportunities of a Yale education for students of all backgrounds.

Implement actions to further support Jewish, Muslim, Arab, and MENA student life – including new staffing and space – and address antisemitism and Islamophobia.

Recruit and retain a diverse and excellent staff by seeking diverse pools of candidates for all positions; calibrating job descriptions and expectations for consistency and equity; clarifying policies and expectations; reviewing division of labor across the College; providing appropriate management training; and examining the state of belonging in the College's centers, offices, and programs.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Study current programs that support students' transitions to college-level learning, including First-Year Scholars at Yale and Online Experiences for Yale Scholars, and consider additions.

Promote excellent and responsive accessibility resources for students by investigating new ways to support faculty.

Ensure research opportunities for those without high school research experience.

Lower financial and other barriers to participation in study abroad. Perform a gap analysis of current Yale fellowships.

Make professional growth for staff more accessible and equitable by raising awareness of training opportunities, making full use of Yale's performance management system, developing and communicating promotion pathways, supporting long-term career progress, and creating mechanisms to measure, analyze, and develop skills.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Orient students to their responsibilities as members of a community of mutual tolerance and respect, including in the use of social media and other technology.

Review the First-Year Counselor and Peer Liaison programs, strengthen training, and communicate expectations.

Emphasize complexity and nuance, thoughtful listening, and the exploration of ideas; offer programs that expose students to a greater range of views; build students' skills for managing disagreement and conflict.

Support residential colleges' fostering of conversation and mutual respect through informal encounters that come from students living together and interacting with staff and scholars.

Consider new ways to bring together staff through shared interests and enrichment opportunities; foreground staff contributions.

Accomplishments

1. The Office of Educational Opportunity has been established to coordinate academic support for a variety of students, including first-generation and low-income students.
2. The Belonging Committee conducted a survey of staff on work culture, sharing results and strategies at all-staff meetings. Launched in 2023, the Yale College Voices Podcast spotlights the diversity of roles and innovative projects of College staff.
3. The College revised its policies on medical health leaves and other options for time away.
4. The racial and ethnic diversity of academic and administrative leaders has increased; 40% are now people of color.

Planning Team

Actions are taken from the Yale College Strategic Plan, 2023–2028, and the work of the Yale College Staff Belonging Committee.



PERICLES LEWIS
Dean of Yale College

“Diversity, equity, inclusion, and belonging go to the heart of Yale College’s mission to provide a liberal education in a residential community. That community, which includes students, staff, and faculty, defines itself by engaging with ideas from every sphere of human activity and walk of life. It succeeds only when everyone knows that they – and their contributions – are welcome.”