



BELONGING AT YALE



Yale Divinity School

“The ethical, theological, and intellectual development of our community at YDS can only thrive as we honestly work towards diversity and equity in the classroom and beyond. I hope that my student-colleagues push me to think and to act in anti-racist ways, giving me new suggestions for thought, reading, and practice, just as I work to co-create with them a space in which all of us are challenged and all of us think about what it means to belong.”

–Professor Laura Nasrallah

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Review Prison Ministry Initiative proposal.

Launch and assess Year 3 Antiracism Training for Teaching Fellows led by YDS faculty, Associate Dean for DEIB, and Poorvu Center representatives.

Pilot the Campaign School program offerings at YDS to expose students to different inter-sections of public theology.

DIVERSITY OF THE YALE COMMUNITY

Raise funds to endow a chair for Latinx Studies.

Enhance student programs to build community, including those who identify as LGBTQIA+ and one or more other underrepresented identities.

Hire mental health counselor in the Office of Student Affairs with expertise in social work/mental health/pastoral care and counseling.

Increase and track pairings of YDS alumni with current students to serve as mentors or sponsors.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Partner with church, theological, and adjacent groups that share YDS’ values and sponsor programming that centers under-represented populations.

Develop recommendations from Restorative Justice/Alternative Dispute Resolution Practices committee comprised of Academic Affairs, Student Affairs, and the Office of DEIB.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Finalize and implement Inclusive Language Guidelines for Marquand Chapel with a heightened focus on disability awareness.

Collaborate with the Center for Public Theology to raise awareness around socioeconomic disparities.

Office of DEIB has expanded student employee community liaison positions to assign specific attention to disability awareness and responsiveness.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Hold All-School Read presentation and discussion based on the book *The Other Side of Prospect*.

Recognize Yale Black Seminary’s 55th Anniversary and incorporate events into Convocation.

Prepare for summer retreat by having the Senior Leadership Team read the YDS bicentennial history book and continue to incorporate that 200-year perspective into their work and understanding of the School going forward.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

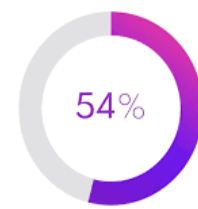
A third-party survey and focus groups in the Fall will gather quantitative and qualitative feedback from faculty, students, staff, and alumni.

Provide Fall update to faculty on Belonging progress and next steps in DEIB plan.

Continue showcasing faculty exemplars in DEIB during faculty meetings.

ACCOMPLISHMENTS

- Hired five new faculty members from underrepresented groups.
- Increased Black Church Studies to a half-time position, with plans to build endowment.
- James W.C. Pennington and Alexander Crummell were granted posthumous degrees.
- Rena Karefa-Smart was celebrated and a commissioned portrait prominently displayed.
- Launched the Center for Public Theology & Public Policy.



Over the last ten years, 54% of staff hires are from underrepresented groups.



LYNN SULLIVAN
ASSOCIATE DEAN FOR DIVERSITY, EQUITY, AND INCLUSION

PLANNING TEAM

- ANTONIO BRAVO
- BILL CRAVEN
- WILLIE JENNINGS
- TOM KRATTENMAKER
- LAURA NASRALLAH
- YEJIDE PETERS PIETERSEN
- MARKUS RATHEY
- LYNN SULLIVAN-HARMON (CHAIR)
- JACQUELINE VAYNTRUB

“Yale Divinity School is committed to creating a community in which all members can feel a true sense of belonging.”

–Dean Gregory E. Sterling

