



BELONGING AT YALE

DAVID
GEFFEN
SCHOOL OF
DRAMA
AT YALE

yale
repertory
theatre

David Geffen School of Drama at Yale

The David Geffen School of Drama and Yale Repertory Theatre train and advance leaders in the practice of every theatrical discipline, making art to inspire joy, empathy, and understanding in the world.

ARTISTRY. BELONGING. COLLABORATION. DISCOVERY.

2024 BELONGING AT YALE PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Advance anti-racist theater production models in all School and Yale Repertory productions.

Assess our curriculum, with particular attention to DEIB as well as our anticipated 2029 move into the new Dramatic Arts Building.

Support our faculty in publishing research related to DEIB and the performing arts via our scholarly journal Theater Magazine.

Develop and support methods for harm prevention, harm reduction, conflict resolution, and relationship repair in curriculum, faculty advising, and all student responsibilities.

Partner with Yale academic departments, cultural centers, Yale LGBTQ+ Center, Poorvu Center, and Yale RITM to co-sponsor events and amplify programming across campus.



DIVERSITY OF THE YALE COMMUNITY

Continue to expand our student, faculty, staff, and advisory board recruitment efforts.

Increase access and support for parents, caregivers, and children in our community by amplifying university and local resources and providing transparent updates about university childcare policies.

Continue to partner with our non-clinical counselor and explore how they may expand offerings to the Schools of Art, Architecture and Drama.

Promote engagement of our community with Greater New Haven colleagues who work on antiracist activism, the arts, education, and community organizing through advocacy, partnership, and resource sharing.

Continue to solicit play recommendations from the entire DGSD/YRT community for consideration in Yale Rep's 25-26 anniversary season, with a continued goal of centering the creative work of BIPOC theater makers.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Support the creation of a new DGSD Faculty Committee on University Climate to generate a report and action steps specific to DGSD in Spring 2025.

Prioritize accessibility and universal design in the planning of the new Dramatic Arts Building.

Continue to partner with the Office of International Students and Scholars to better support international students in their transition to the U.S. and New Haven.

Continue to increase need-based financial aid and address areas of financial inequity and/or tension for students.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Research and test online training modules for the development of an annual or biennial virtual DEIB training requirement.

Support professional development for faculty and staff through the Faculty Leave and STAR Grant Process.

Partner with Title IX Office, Office of Institutional Equity and Accessibility, and LGBTQ Resource Center to offer programs focused on education, prevention, and response resources.

Offer full-fee support for faculty and staff to attend an "Undoing Racism and Community Organizing Workshop" coordinated through Elm City UROC.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Consider an expanded calendar of heritage and awareness acknowledgements with input from the community.

Continue to solicit nominations for our new Faculty Teaching Prize.

Assemble the 100th DGSD Anniversary Steering Committee for the planning of our anniversary season in FY26 with a focus on the historical legacy of belonging at DGSD.

Identify opportunities for Named Spaces and Art and Iconography in School and Yale Rep spaces, with attention to the new Dramatic Arts Building, reflecting the diversity of the community.

Continue land and labor acknowledgements.

Continue to evaluate and update the Respect in Our Workplace and Rehearsal and Performance Protocols.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Amplify Yale's Belonging at DGSD and Yale initiative by sharing information at faculty, staff, and student gatherings.

Publicize during recruitment the School's belonging and anti-racism work.

Continue Deans' Forum and End of Year Meetings with Students, and Departmental year-end meetings with staff and managers.



ACCOMPLISHMENTS

1. Anti-Racist Theatre Practice coursework has been required in all academic programs at the School since 2020-2021.
2. DEIB training with artEquity for faculty, staff, and students has been required since 2015. Additional onboarding for students not from the U.S. added in 2024-2025.
3. EDI Symposium Series has been programmed annually since 2018.
4. 75% of the plays in the 2024-2025 Yale Repertory Theatre season are written and directed by BIPOC artists.
5. As of 2021-2022, no programs at the School require the GRE as a part of the application process.
6. Nine Student Affinity Groups are supported financially.



NANCY YAO
Assistant Dean

PLANNING TEAM

JAMES BUNDY, ELIZABETH PARKER WARE DEAN
FLORIE SEERY, ASSOCIATE DEAN
CHANTAL RODRIGUEZ, ASSOCIATE DEAN
CARLA L. JACKSON, ASSISTANT DEAN
NANCY YAO, ASSISTANT DEAN

"I know this work will continue long after my job tenure, which allows me to think of our steps toward collective liberation as a marathon and not a sprint."

- James Bundy,
Elizabeth Parker Ware Dean