



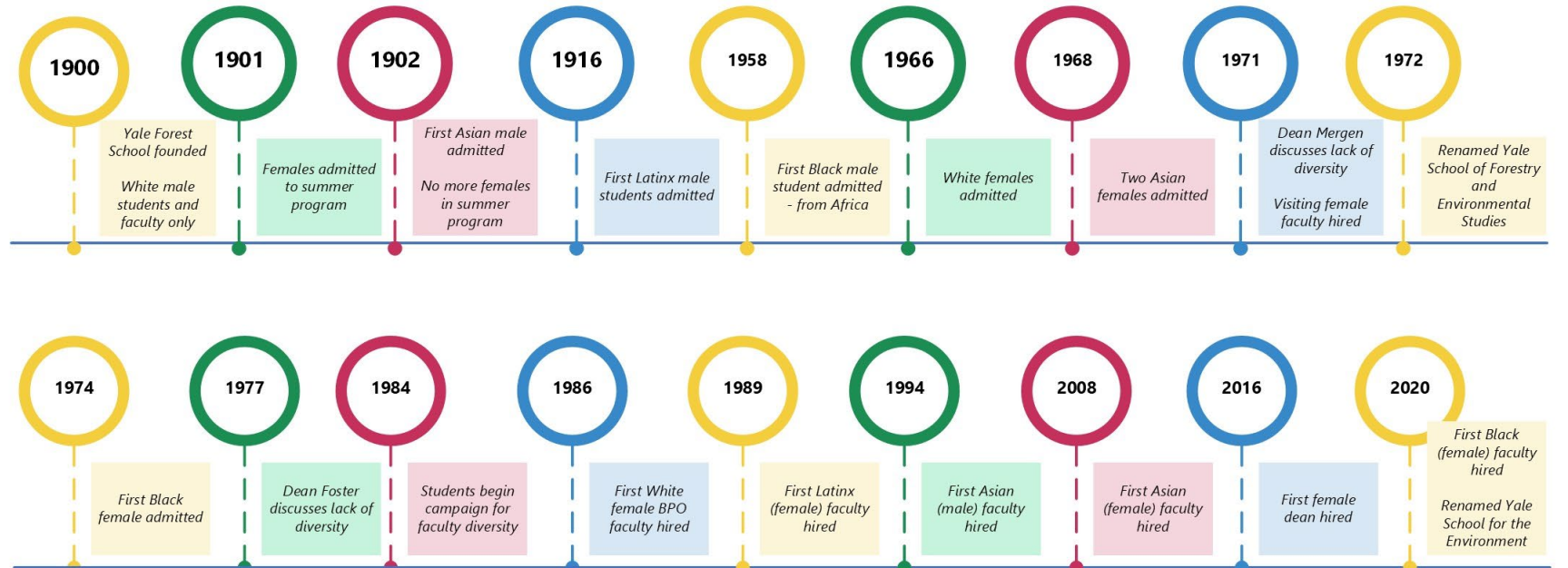
BELONGING AT YALE



Yale School of the Environment (YSE)



A SUMMARY OF OUR TIMELINE



A SAMPLE OF OUR RECENT DEI ACTIVITIES



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

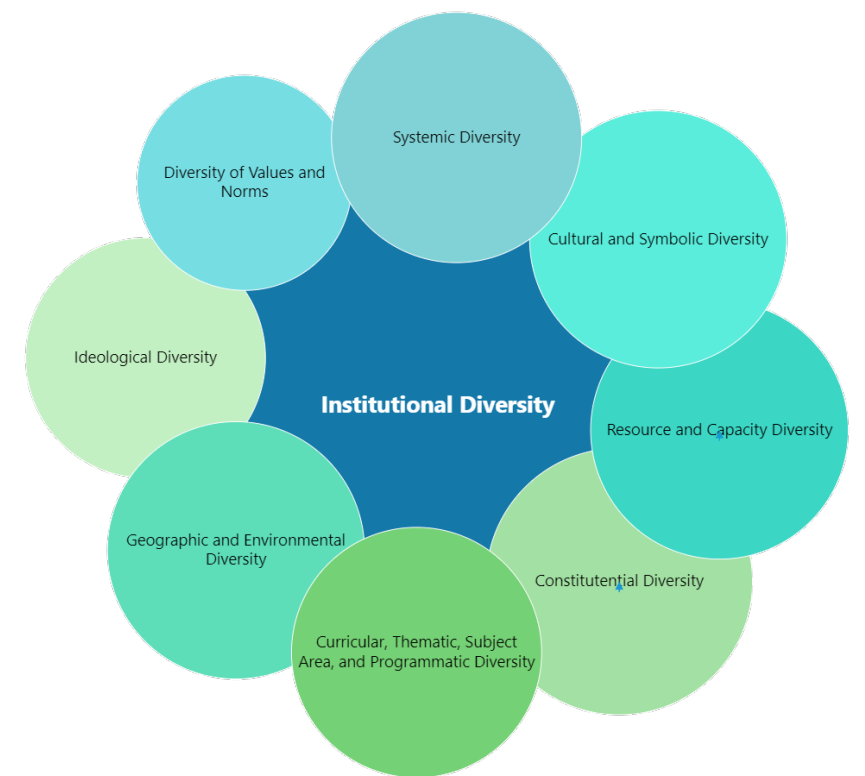


- We will make YSE a trailblazer in educating diverse environmental professionals domestically and globally.
- We will make YSE the premier School of its kind where students who are historically under-represented in the environmental workforce come to receive training to become environmental leaders.
- We will diversify our faculty and staff to enhance our ability to train our students to be influential leaders.
- We will build support for diversity, equity, inclusion, and belonging (DEIB) principles and activities in YSE. We will also further our understanding of the structures that stymie progress on DEIB and reduce the barriers that hinder success.
- We will increase the recruitment, application, matriculation, retention, and graduation of domestic students of color, low-income students, first-generation, and rural students.
- We will increase efforts to enhance *belonging* at YSE.
- We will enhance satisfaction with YSE's DEIB efforts and accomplishments.

TYPES OF DIVERSITIES WE FOCUS ON



EQUITABLE PROCESSES, PROCEDURES, & RESPONSES



ACCOMPLISHMENTS

- The 155 incoming master's students are from 29 U.S. states and 31 countries; 40 percent are international.
- Fifty-five percent of 22 admitted doctoral students are international; 59 percent are male, and 41 percent are female.
- Faculty and staff diversity has increased over the last three years.
- YSE held its first Diversity Day for incoming students; 84 students participated.

PLANNING TEAM

DORCETA E. TAYLOR
Professor and Senior Associate Dean of Diversity, Equity, & Inclusion

ROB JAVONILLO
Assistant Dean of Diversity, Equity, & Inclusion

CHENE GALLAHER
Assistant Director of Diversity, Equity, & Inclusion



"We are making progress. It is a journey and a process, and many are working hard to achieve our goals."

Dorceta E. Taylor