



# BELONGING AT YALE



## Yale School of Public Health

### MISSION OF THE YSPH OFFICE OF DIVERSITY, EQUITY, INCLUSION, AND BELONGING

YSPH catalyzes health for all through innovative and collaborative science, learning, and action. YSPH's Office of Diversity, Equity, Inclusion, and Belonging leads the school's efforts to diversify its student body, faculty, and staff; to cultivate an antiracist and inclusive culture in which all members belong and are treated with respect; and to promote public health equity through our education, research, and practice.

### DIVERSITY, EQUITY + INCLUSION PLAN



#### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Develop a tool and plan for assessing course syllabi through the lens of DEIB.



#### DIVERSITY OF THE YALE COMMUNITY

Develop a process for increasing the number of Diversity Supplements submitted by faculty who have an eligible National Institutes of Health (NIH) grant to support the training of individuals from historically underrepresented groups.

Develop a plan for a new public health scholars' pipeline program.



#### EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Become recognized as a "Breast/ Chest feeding-friendly Worksite" by the Connecticut Breastfeeding Coalition (CBC).



#### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Initiate training on unconscious bias for members of the Admissions Committee.

Work with the Provost's Office of Faculty Development & Diversity to develop training on inclusive search practices for faculty members to serve as DEIB representatives on faculty search committees.



#### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Add an accessibility statement and contact information on announcements for YSPH events and seminars.

Develop a DEIB-related question for the YSPH staff evaluation form.

Conduct a climate survey of YSPH staff.

### ACCOMPLISHMENTS

1. Established an annual "Outstanding MPH Thesis Prize in Health Equity" to recognize students whose work has implications for improving the health and well-being of historically marginalized populations or communities.
2. Launched a monthly newsletter called "In This Together" to communicate information about DEIB-related news, events, and resources.
3. Conducted a climate survey of YSPH students.
4. Created 4 new student affinity groups.



### PLANNING TEAM

**MAYUR M. DESAI, '94 MPH, '97 PHD (ASSOCIATE DEAN FOR DEIB) WORKED WITH YSPH'S DIVERSITY, EQUITY, INCLUSION, AND BELONGING COMMITTEE, WHICH IS COMPRISED OF FACULTY, STAFF, STUDENTS, AND ALUMNI.**

**MEGAN L. RANNEY, MD, MPH, FACEP**

Dean  
C.-E. A. Winslow Professor of Public Health

*"At YSPH, our mission to catalyze health for all through innovative and collaborative science, learning, and action is rooted in social justice."*

- Dean Megan L. Ranney

