"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

**Yale Divinity School**

**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 intersections 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 underrepresented 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 Seminarians’ 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.

**PLANNING TEAM**

- **LYNN SULLIVAN**
  - ASSOCIATE DEAN FOR DIVERSITY, EQUITY, AND INCLUSION
- **ANTONIO BRAVO**
- **BILL CRAVEN**
- **WILLIE JENNINGS**
- **TOM KRATTEMAKER**
- **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

FALL 2023

belong.yale.edu