



BELONGING AT YALE



From the YDS Antiracism Task Force Co-Chairs

We understand the work of anti-racism, equity, inclusion, and belonging to be essential to the intellectual and ethical development of students at YDS. One should graduate from YDS having encountered broad theological and historical contexts of Christian communities and ideas, and with the ability to contextualize the history, locations, structures of power, and ethical quandaries of one's areas of study.

— Professors Willie Jennings & Laura Nasrallah

Yale DIVINITY

Yale Divinity School

DIVERSITY, EQUITY + INCLUSION PLAN

SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

Revise faculty guidelines, including updating promotions/tenure procedures to implement best practices for addressing inequities in race, gender, sexuality, and disability.

Update search, promotion, and tenure procedures to interrogate current use and effect of the term "excellence." Include implicit bias and antiracism work in annual reviews.

Redesign Black Church Studies and explore a prison ministry initiative.

Institute biannual review of curriculum specific to antiracist pedagogy and instruction.

Regularize process for manuscript workshops for junior faculty.

DIVERSITY OF THE YALE COMMUNITY

Hire an expert in social work/mental health/pastoral care and counseling.

Create ambassador program in which selected current students encourage and retain applicants, including BIPOC applicants, before the commitment deadline.

Strengthen student programs and groups to build community for students who are part of one or more underrepresented identities.

Enlist faculty in student recruitment, including BIPOC recruitment.

Budget and plan for greater physical accessibility to high-profile events, starting with Commencement.

EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Continue pursuing sponsorships of conferences for underrepresented groups.

Implement antiracist protocols in hiring & search processes for staff.

Design and construct Living Village to achieve equitable access and accommodations.

Continue to strengthen opportunities with the New Haven Hiring Initiative.

Create a framework for Restorative Justice/Alternative Dispute Resolution practices.

Professional Studies Committee and Office of DEI to review distribution of student awards from an equity perspective.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Standardize annual DEI and Belonging professional development workshops for faculty and staff.

Implement "Exemplars in Contributions" to DEIB in every faculty meeting.

Analyze course evaluations to determine impact of all race and gender demographics.

Develop inclusive language guidelines to be shared with visiting chapel presenters.

Implement Year II antiracism training for Teaching Fellows.

ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Pursue conversations with BIPOC & LGBTQ+ alumni to understand their perceptions of YDS and their experiences with the School, to leverage positive feedback and identify opportunities for growth.

Strengthen YDS alum-student alliances, connecting alumni of color with current students of color to help steward them through their experience at YDS and continue connections beyond.

Identify diverse group of alumni with relevant training—especially those doing antiracism and Belonging work in nonprofit sector—who can mentor current YDS students and/or faculty.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Continue public advocacy on issues of racism and other YDS interest areas (e.g., misuse of religion, violence).

Continue to offer communications to students on mental health resources and report regularly to faculty on student well-being.

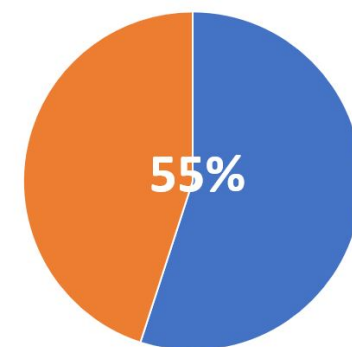
Increase training for faculty, staff, and students on Title VI and Title VII protocols and procedures.

Audit website and publications to ensure consistent use of inclusive language and diverse representation of voices.

ACCOMPLISHMENTS

- Since 2012, more than 50% of tenure-track faculty hires have been from underrepresented minority groups.
- Consistently achieved more than 35% of student body coming from underrepresented groups.
- Now meeting 100% of tuition for students with demonstrated need.
- Successful hire through New Haven Hiring Initiative.
- Successfully filled faculty positions in African American Religious History and World Christianity.

11 OF LAST 20 FACULTY APPOINTEES ARE PROFESSORS OF COLOR



LYNN SULLIVAN
ASSOCIATE DEAN
FOR DEI

PLANNING TEAM

[ANTONIO BRAVO](#)
[BILL CRAVEN](#)
[DEBBY JAGIELOW](#)
[WILLIE JENNINGS](#)
[TOM KRATTENMAKER](#)

[LAURA NASRALLAH](#)
[YEJIDE PETERS PIETERSEN](#)
[MARKUS RATHEY](#)
[LYNN SULLIVAN \(CHAIR\)](#)
[JACQUELINE VAYNTRUB](#)

"We aspire to build a diverse community where everyone can experience a true sense of belonging. Only then will we realize the true meaning of community."

Dean Gregory E. Sterling

