



BELONGING AT YALE



# Yale School of Management

The Yale School of Management is committed to fostering a diverse, equitable, and inclusive community. SOM's mission to educate leaders for business and society leads us to engage with the problems afflicting our world, especially issues of

discrimination, bias, and inequity, in our pursuit of supporting the education of purpose-driven and inclusive business leaders. To fulfill this distinctive mission, we must be a community that achieves and celebrates diversity in our own ranks.

## Diversity, Equity + Inclusion Plan

### SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

The CARE group (Council on Anti-Racism & Equity) proposed an effort to diversify academic guest lecturers that visit SOM. CARE worked with the Dean's Office to update the honorarium policy to include academic visitors. The group will explore ways to track our current list of guest lecturers and will encourage faculty to leverage their networks and invite more diverse speakers. To push this work forward, these developments will be shared with key stakeholders.

### PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

Historically, SOM has offered a "March Mentoring" initiative as an informal way to connect staff members who volunteer to be mentors with mentees. This year, based on survey data, we will look to expand this program to make it more inclusive as well as more meaningful and robust. SOM will add an introduction to the program, explain key terms, support participants, and measure success following the program.

### COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

The Office of Inclusion and Diversity (OID) is a support structure for the full school community of staff, faculty, and students. Based on feedback, we are undertaking a 'DEIB Branding Campaign' to better communicate OID's value to the community. Year one will be focused on rolling out a new OID logo for recognition purposes, with future efforts shifting to a broader communications campaign around how we talk about diversity, equity, inclusion, and belonging at the school.

### DIVERSITY OF THE YALE COMMUNITY

With the centralized creation of the University DEI and Belonging Dashboard, we now have better tools to understand the diversity of our internal community. Our HR colleagues will review the dashboard on a regular basis and will share the analysis with leadership. The goal is to better understand the demographics of our staff and identify ways to attract, retain, and promote more diverse talent.

## Accomplishments

1. The school expanded the pool of academic elective courses focused on DEI topics, including a foundational elective on understanding and reducing bias taught by a tenure-line faculty member.
2. The school launched the Donald H. Ogilvie '78 Colloquium series. The first two installments attracted alumni leaders of color to address an audience of 600+ students, alumni, faculty, and staff. Attendees described the colloquium as "incredibly impactful and unlike anything SOM has done before."
3. A new video podcast series, titled "Who CAREs About That," featured community members sharing perspectives and stories about their lives inside and outside of Yale. Educational events accompanied the publishing of the first two episodes.

**40%**

of academic cases created this year had diverse protagonists or dealt with topics of inclusion and belonging.



### KERWIN K. CHARLES

*Indra K. Nooyi Dean  
Frederic D. Wolfe Professor  
of Economics, Policy,  
and Management*

*"We seek to achieve inclusion and diversity in our community as an inseparable aspect of our mission of educating leaders for business and society—leaders who, working in all sectors and across all geographies, can improve the lives of those around them. We will be unrelenting in our efforts to weave this perspective into all our programs."*