



BELONGING AT YALE



Yale School of Management

DEI Mission Statement

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 urges us to engage with the problems afflicting our world—especially issues of

discrimination, bias, and equity—in our pursuit of supporting the education of purpose-driven and inclusive business leaders. In order 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

A Yale SOM faculty working group is conducting a review of the core MBA curriculum in the 2021-2022 academic year, exploring ways to integrate and teach DEI topics as part of the academic experience. The school's case research team has created a suite of new cases, taught across the curriculum, in which DEI is a topic of the case and/or major characters in the case are from underrepresented groups. Major programs that focus on diversity and equity include The Broad Center, which advances understanding of equity issues in the public education systems in major American cities.

PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

We rolled out a mandatory eLearning module for all students, staff, and faculty. The brief online course teaches key definitions and concepts, and covers topics such as identities and perspectives, unconscious bias, microaggressions and forms of exclusion, and teaches learners what they can do to proactively support diversity and inclusion in their environment. We are aiming to reach 100% participation in the 2021-22 year. After that, it will be taken on a rolling basis as new staff, faculty, and students join our community.

COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

The school will create its first comprehensive DEI report. This body of work will tell a holistic story of where we are on our DEI journey. The report will include strategic priorities and goals, key initiatives, and support structures. There will be an appendix with representation data across constituent groups to help assess opportunities and measure progress. We aim to complete an internal report by January 2022; external version by June 2022. We will also revisit how we discuss and share information related to DEI on our internal and external websites.

DIVERSITY OF THE YALE COMMUNITY

We are prioritizing increasing diversity across programs and activities. We are initiating prospective student outreach to Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and Tribal Colleges and Universities to diversify the student pipeline across programs. We are leveraging the central HR diversity recruiting toolkit as we hire and recruit new staff and embedding DEI ideas into processes and job descriptions. We are also expanding the diversity of the doctoral and faculty pipeline through collaboration with PREDOC and the PhD Project.

Accomplishments

1. The Council on Anti-Racism and Equity, a newly formed advisory body to the dean composed of students, faculty, staff, and alumni, presented initial recommendations.
2. Increased DEI programming for students, with **24** sessions offered starting in Orientation and continuing throughout the fall semester.
3. Increased resources and scope for the Office of Inclusion and Diversity.
4. Launched new DEI-related case studies in multiple core courses.

More than 1,200 members of the Yale SOM community have completed new DEI training.

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Planning Team

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KERWIN K. CHARLES

KRISTEN M. BEYERS

Assistant Dean of Inclusion & Diversity

“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.”

“The Office of Inclusion and Diversity supports students, faculty, and staff in their commitment to embrace difference, and fosters inclusion through programming, resources to promote awareness, and community engagement.”

— Kristen M. Beyers