Diversity & Inclusion at Yale

Diversity, Equity, Inclusion, and Belonging at Yale [1]

Belonging at Yale [2]

Everyone has a role to play in making Yale a community where each of us can feel a sense of belonging, and where we can develop our own potential and the potential of our scholarship, research, and practice.

Each of us should expect:

- Equal and equitable opportunity to contribute, learn, grow, and succeed,
- Rejection of harassment or discrimination,
- Accountability for inappropriate actions, and
- The open exchange of ideas.

Yale is committed to an environment of diversity, civility, and intellectual discovery in which all students can thrive.

Yale does not tolerate harassment or any other act of discrimination on the basis of race, religion, sex, age, national origin, disability, sexual orientation, or gender identity and expression.

These acts are contrary to the community standards and ideals of our university. If you experience discrimination or harassment, witness a situation, or just need to talk, we encourage you to seek support. See below for information about addressing discrimination or harassment.

Equal Opportunity

Protected Characteristics

Yale's Equal Opportunity Statement [3] names ten protected characteristics:

- Sex [4]
- Race [5]
- Color
- Religion [6]
- Age
- Disability [7]
- Protected Veteran Status
- National or Ethnic Origin
- Sexual Orientation [8]
- Gender Identity or Expression [4]

What is Discrimination?

Treating a student or colleague adversely based on a protected characteristic so as to interfere with or limit their

ability to participate in or benefit from any university program, activity, or service.

What is Harassment?

Subjecting a student or colleague to objectively offensive, unwelcome conduct based on any of the protected characteristics.

Harassment may be a single severe episode or persistent behavior. It is evaluated from the perspective of a reasonable person.

Addressing Harassment or Discrimination

For Students

Deans' Designees [9]

The Dean of each school has put systems in place to address allegations of harassment or discrimination. Every school has someone (or more than one person) who serves as the "Dean's Designee" – a member of the school community who is available to talk with any student with a concern. A Dean's Designee can:

- hold confidential discussions,
- offer advice and guidance,
- arrange for accommodations, and
- facilitate informal resolutions.

In situations that might meet Yale's definition of discrimination or harassment, a Dean's Designee can also help a student initiate a formal complaint and investigation.

If you'd like to talk with someone about sexual misconduct or gender discrimination, you should reach out to the Title IX Coordinator for your school or the Title IX Office [10].

See Resources for Students to Address Discrimination & Harassment Concerns [11] for more information.

For Staff & Faculty

Professional staff in Office of Institutional Equity and Accessibility (OIEA) [12] are trained to discuss any incident or concern regarding equal opportunity, racial or sexual harassment, race, religion, sex, age, national origin, disability, sexual orientation, or gender identity and expression. Both are Deputy Title IX Coordinators.

Office members can explain options for handling an incident and help navigate options for reporting and resolving. The office also conducts investigations of complaints.

For Everyone: The LiveSafe App

You can use the LiveSafe app [13] to connect with staff in relevant university offices about issues of harassment and discrimination. You can communicate anonymously with the SHARE Center (Sexual Harassment and Assault Response & Education Center) and Yale Police, and submit confidential messages to the Title IX Office and the Office of Institutional Equity and Access.

Download the LiveSafe App here [13].

Links & Resources

General

Belonging at Yale [2] is a University-wide initiative to encourage a sense of belonging through:

- Equal opportunity to contribute, learn, grow, and succeed.
- Rejection of harassment or discrimination, and accountability for actions.
- Open exchange of ideas across a range of intellectual, historical, and social perspectives.

The Office of Diversity, Equity, & Inclusion [14] helps to create an environment of mutual respect, avoiding stereotypes, and more. They collaborate with departments and individuals across the Yale campus to promote a respectful, accessible and inclusive community for all Yale employees. They also oversee the Affinity Groups.

The Community Initiative [15] works to support and empower first-generation, low-income students at Yale.

Cultural Centers & Councils

- Afro-American Cultural Center [16]
- Asian American Cultural Center [17]
- LaCasa Cultural, The Latino Cultural Center [18]
- Native American Cultural Center [19]
- Intercultural Affairs Council (YAC) [20]

Affinity Groups

Since 2005, Yale has invested in the development of affinity groups or employee resource groups. Each of the eight groups support recruitment, retention, education, advocacy, and community building.

- Asian Network at Yale [21]
- Diversability at Yale [22]
- Future Leaders of Yale, Young Professionals Affinity Group [23]
- Women's Working Network [24]
- Yale African American Affinity Group [25]
- Yale Latino Networking Group [26]
- Yale Lesbian, Gay, Bisexual, Transgender, and Queer Affinity Group [27]
- Yale Veterans Network [28]

Professional Schools

Many of Yale's Professional Schools have their own offices and initiatives that address diversity and inclusion. See below for more information.

- Graduate School of Arts & Sciences [29]

- School of Architecture [30]
- Divinity School [31]
- School of Drama [32]
- School of the Environment [33]
- Law School [34]
- School of Management [35]
- School of Medicine [36]
  - School of Medicine Multicultural Affairs [37]
  - Women in Medicine [38]
- School of Music [39]
- School of Nursing [40]
- School of Public Health [41]

For Faculty

- Provost's Office [42]
- Women Faculty Forum [43]

Source URL:https://oiss.yale.edu/getting-started/incoming-scholars/preparing-for-yale/belonging-at-yale/diversity-inclusion-at-yale

Links

[1] https://oiss.yale.edu/campus-community-life/for-students/making-yale-your-home/diversity-equity-inclusion-and-belonging-at-yale [2] https://belong.yale.edu/ [3] https://your.yale.edu/policies-procedures/policies/9000-yale-university-policy-against-discrimination-and-harassment#9000.1 [4] https://provost.yale.edu/title-ix [5] https://oiss.yale.edu/campus-community-life/for-students/making-yale-your-home/deib-at-yale/resources-for-navigating-us-social-justice-discourse [6] http://chaplain.yale.edu/ [7] http://sas.yale.edu/ [8] http://lgbtq.yale.edu/ [9] https://student-dhr.yale.edu/deans-designees [10] http://provost.yale.edu/title-ix [11] https://student-dhr.yale.edu/ [12] https://oiea.yale.edu/ [13] https://your.yale.edu/community/public-safety/stay-safe-campus/livesafe-app [14] https://your.yale.edu/community/diversity-and-inclusion [15] https://fgli.yalecollege.yale.edu/ [16] http://afam.yalecollege.yale.edu/ [17] http://aacc.yalecollege.yale.edu/ [18] http://lacasa.yalecollege.yale.edu/ [19] http://nacc.yalecollege.yale.edu/ [20] https://yalecollege.yale.edu/communities/intercultural-affairs-council [21] https://asiannetwork.yale.edu/ [22] https://day.yale.edu/ [23] https://fly.yale.edu/ [24] https://wwn.yale.edu/ [25] https://yaaa.yale.edu/ [26] https://ylng.yale.edu/ [27] https://lgbtqaffinity.yale.edu/ [28] https://yvn.yale.edu/ [29] https://gsas.yale.edu/about/diversity-equity-inclusion [30] https://www.architecture.yale.edu/about-the-school/diversity-equity-inclusion [31] https://divinity.yale.edu/about-yds/yale-divinity-school-inclusivity-statement [32] https://www.drama.yale.edu/about-us/equity-diversity-and-inclusion/ [33] https://environment.yale.edu/admissions/masters/our-commitment-to-diversity [34] https://law.yale.edu/student-life/diversity-inclusion [35] https://som.yale.edu/the-som-experience/diversity-equity-inclusion [36] https://medicine.yale.edu/diversity/ [37] http://info.med.yale.edu/omca/ [38] http://info.med.yale.edu/owm/ [39] https://music.yale.edu/news/ysm-commitments-racial-equity [40] https://nursing.yale.edu/office-diversity-equity-inclusion [41] https://publichealth.yale.edu/about/diversity/ [42] http://www.yale.edu/provost/html/provost_ltr_diversity.html [43] http://www.yale.edu/wff/