

YSN Unit DEIB Plan Writing Process

Background

On October 14, 2020, President Salovey announced the second phase of Belonging at Yale, including the development of “local” diversity, equity, inclusion (DEI) and belonging plans by each school and administrative division. The plans will reflect units’ self-assessment of current progress toward DEI and belonging; align local-level efforts and university-wide high-level goals; enable faculty, students, staff, and alumni to participate in improving the environment in their school or division; and promote overall transparency and accountability for our combined efforts. The unit plan process is intended to equip all units to engage more fully and leverage unit and institutional momentum. The process builds on – rather than restricts – existing DEI and belonging efforts.

Overview of the Yale Process

- In February-May 2021, units will conduct a self-assessment, prepare a five-year DEI and belonging plan indicating clearly the actions that will occur in the first year, and submit a draft plan for discussion.
- By late August 2021, plans will be finalized in preparation for the September 1 beginning of “Year 1.”
- In August 2022, units will update the five-year plan and indicate actions for the Year 2.
- In September 2022, units will report on the Year 1 actions.
- Each subsequent August/September, this cycle will repeat, updating the plans and reporting on the prior year.

YSN DEIB Plan Process

- 1. Phase 1 (May-June 2021).** Members of the YSN Office of Diversity, Equity, and Inclusion (ODEI) team have represented YSN in the institution wide DEIB planning community. As a continuation of YSN’s commitment to our anti-racism plan and to comply with Belonging at Yale’s expectation of a broader unit-level DEIB plan, ODEI team reviewed the provided unit plan guidance, submitted the self-assessment, and created an initial draft to submit to Belonging at Yale leadership. **The initial draft includes thoughts about what our plan’s direction might be. It is a collection of early ideas and a frame upon which the YSN community will have the opportunity to contribute and build.**

- a. Belonging at Yale unit plan guidance expects that units incorporate a minimum of three of the six action areas defined by Belonging leadership. The ODEI team found it important that we incorporate all six action areas, as we believe they are all critical to our DEIB improvements.
 - b. Core DEIB plan team:
 - i. Maurice Nelson – Director of the Office of Diversity, Equity, and Inclusion
 - ii. Heather Reynolds – Student Equity Coordinator
 - iii. Mary Ann Marshak – Senior Administrative Assistant
 - iv. LaRon E. Nelson – Independence Foundation Associate Professor and Associate Dean of Global Affairs & Planetary Health
 - v. Saveena Dhall – Associate Dean of Student Life and Belonging
 - c. This planning team will do a critical review of the initial draft to identify opportunities and make proposed updates.

- 2. Phase 2 (June-July 2021).**

- a. The plan draft will be shared with YSN constituencies to solicit feedback and other ideas from the following:

- i. IDEAS Council
 - ii. Deans
 - iii. SGO, BPO, Black Caucus, and other groups identified with the assistance of IDEAS Council
 - iv. Full YSN community of faculty, staff, and students
- b. This will be facilitated through an electronic feedback form and through forums for faculty, staff, and students to ask questions and share feedback.
 - c. The core DEIB plan team will reconvene to review, iterate, and apply feedback from the YSN community.
- 3. **Phase 3 (August 2021).**
 - a. The core DEIB plan team will present the final draft to IDEAS Council and BPO for final review and be shared with the YSN community.
 - b. The final draft will be submitted to Belonging at Yale leadership.