

This document was prepared by the SEAS DEIB Committee, as part of a [campus-wide process](#). It was created after review of all departmental [Diversity Equity and Inclusion Action Plans](#). Actions should begin in the year noted, with the expectation that they will continue. All actions and measurements of progress will be conducted with input from various campus experts, e.g., the Poorvu Center for workshop design and survey planning, and in collaboration with other units, e.g., the Graduate School of Arts and Sciences, as appropriate. This plan will be updated in future years, based on experience, community feedback, and evolving needs.

Campus has identified six action areas and has asked that our action plan address each:

1: Scholarship, Research, Practice and Teaching

2: Diversity of the Yale Community

3: Equitable Process, Procedure, and Response

4: Professional and Personal Development of Inclusive Practices

5: Acknowledgement, Recognition and Respect

6: Communications, Transparency, and Accountability

Action	YEAR 1	Measurement	DEIB Action Area					
			1	2	3	4	5	6
Offer evidence-based diversity training for students, postdocs, staff, and faculty, ensuring sufficient opportunities and accessibility for all to participate. Training will address implicit bias, inclusive teaching, and other relevant topics.		# of participants	x			x		
Appoint SEAS DEIB point person; pursue dedicated DEIB personnel resources if enabled by the addition of staffing in SEAS		Time devoted to DEIB requests; # of engagements			x	x		x
Communicate regularly with SEAS communities from departments and dean’s office; include key events and decisions made of relevance to the unit		# of communications from leadership			x			x
Create SEAS diversity website, which will include a SEAS diversity statement, highlighting opportunities and successes, including those of alumni		Existence; frequency of use			x			x
Track and report efforts and progress annually on DEIB goals and other key DEIB metrics		Progress on each yearly goal; demographic updates; engagement in DEIB efforts			x		x	x

Action	YEAR 2	Measurement	DEIB Action Area						
			1	2	3	4	5	6	
Incorporate DEIB into courses through discussions on issues encountered in research and professional settings, invited guest lecturers from diverse backgrounds, discoveries/histories of prominent URM researchers		Course reviews, climate surveys	x						
Invite speakers of more diverse backgrounds (URMs, experiences outside of academia) for departmental seminars. Host broader DEIB-focused engagements with visitors, geared toward all members of the SEAS community.		# of speakers from diverse backgrounds	x	x					
A semiannual message from the dean emphasizing SEAS DEIB efforts, requesting feedback, and highlighting the community diversity statement		Web traffic to view statement							x
Establish a SEAS events calendar, including DEIB events, academic seminars, social events, conferences, workshops; display on website and in physical spaces		Postage/usage metrics			x				x
Reach out to prospective graduate students, encourage to apply		Track those contacted through this process through application and matriculation		x					

Action	YEAR 3	Measurement	DEIB Action Area						
			1	2	3	4	5	6	
Establish more formal mentorship structures for undergrads, grads, post-docs, faculty, and staff.		Participation. Reporting of interactions and effectiveness.	x	x					
Encourage community engagement to establish a culture of addressing harmful behavior through bystander training		Climate surveys						x	x
Incentivize activities to foster inclusion and mentorship between faculty PIs and members of research groups - retreat, social activities		Participation in the program	x						
Establish SEAS best recruiting practices for graduate students, including database of institutions/organizations/events to reach out to for recruiting purposes and including best practices of community involvement		Track demographics of applicant pools and acceptances		x					
Host DEIB Town Halls, including all members of the SEAS community, for school-wide updates and opportunities for input		Event frequency, # of attendees			x				x

Action	YEAR 4	Measurement	DEIB Action Area						
			1	2	3	4	5	6	
Rethink graduate admissions (e.g., consider eliminating GRE requirement, streamline fee waiver process)		Graduate student demographics		x					
Develop streamlined onboarding process for new students, post-docs, visiting scholars, and staff (with input from past community members). Onboarding should include DEIB training and efforts to foster a sense of belonging.		Survey this community on their level of preparedness		x					
Better publicize Yale compliance resources, policy, & communicate known consequences for infractions		Presence on website							x
Recognize efforts in DEIB through awards and celebration of milestones		# of nominations, awards given		x				x	
In partnership with existing Yale resources, develop structured outreach activities to foster partnerships with the larger New Haven community and to increase SEAS participation		Track usage of tool and participation in programs		x				x	

Action	YEAR 5	Measurement	DEIB Action Area						
			1	2	3	4	5	6	
For trainees, post information on salaries, stipends, and cost of living on SEAS website. Link to OCS for career opportunities and future salaries		Web traffic			x				
Offer all leaders of SEAS-sponsored student clubs DEIB training		Participation	x						
Develop streamlined onboarding process for faculty		Survey faculty on their level of preparedness		x					
Host school-wide social functions and activities		Event frequency, # of attendees						x	x