

OFFICE OF DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Yale School of Nursing (YSN) has a rich history of innovation and leadership in education, practice, and scholarship. Our faculty's research spans various areas, focusing on addressing health disparities and promoting the well-being of underrepresented and structurally marginalized populations. The Office of Diversity, Equity, and Inclusion, and Belonging (ODEIB) at YSN plays a pivotal role in guiding the school's journey towards equity and fostering a sense of belonging. This effort creates an environment of inclusive excellence, mirroring the communities we serve and aligning with YSN's overarching mission.

MISSION

YSN ODEIB strives to foster and sustain a YSN community that is diverse, equitable, and inclusive for all. YSN ODEI supports Belonging at Yale's institution-wide pursuit to develop an environment where we can be ourselves, seek our full potential, and freely participate in the vibrant life of a scholarly community and its pursuit of excellence.

VISION

To make YSN a national model for diversity, equity, inclusion, and belonging in nursing.

GOALS

To promote and uphold inclusive excellence, the ODEIB will:

1. Contribute to world-class scholarship, cutting-edge health equity research, and examples of inclusive teaching that address racism and promote equity and belonging in the field of nursing.
2. Embed DEIB best practices into YSN's processes and procedures to enhance diversity among faculty, students, staff, and preceptors, fostering their sustained success within a culture of inclusivity and belonging.
3. Integrate DEIB best practices into processes and procedures aimed at cultivating inclusive and supportive environments across workspaces, classrooms, and clinical settings, adhering to university policies on discrimination, harassment, and accessibility.
4. Arrange a range of professional and personal development initiatives focused on deepening DEIB comprehension, skills, and application for faculty, staff, students, and alumni alike.
5. Organize a series of culturally affirming programs that honor Yale and YSN's history, present achievements, and future aspirations, amplifying contributions from underrepresented groups via enduring community collaborations.
6. Enhance accountability for DEIB practices at YSN by implementing dependable tools to monitor DEIB metrics and create an interface that visually illustrates our advancements toward DEIB objectives.

ODEIB is tasked with overseeing the implementation of procedures related to bias, harassment, discrimination, and other forms of misconduct at YSN. These procedures

involve collaborative efforts between the associate dean for student life and the ODEIB student coordinator, both of whom serve as Title IX coordinators and discrimination and harassment resource (DHR) coordinators for YSN. Title IX and DHR coordinators are designated members of the YSN community entrusted with receiving student concerns and providing advice and guidance on matters pertaining to diversity and inclusion, discrimination and harassment, and equal opportunity. These roles ensure fair and equitable support and responses to the needs of students, faculty, and staff.

For more information, please email the YSN ODEIB at ysn.diversity@yale.edu or call 203.737.6594.