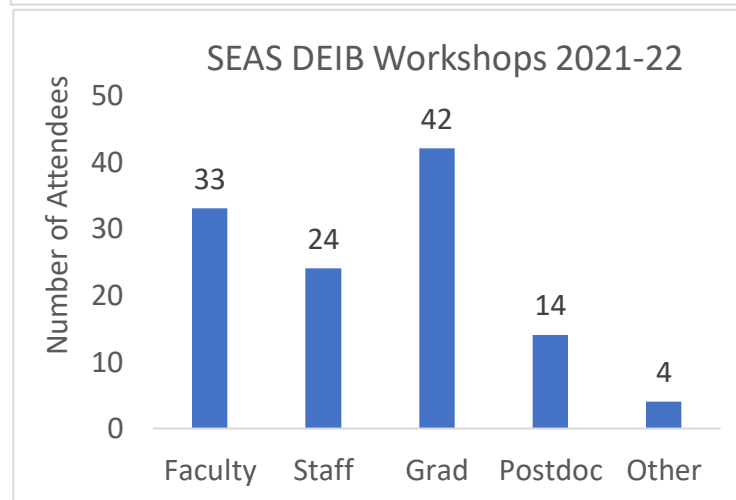
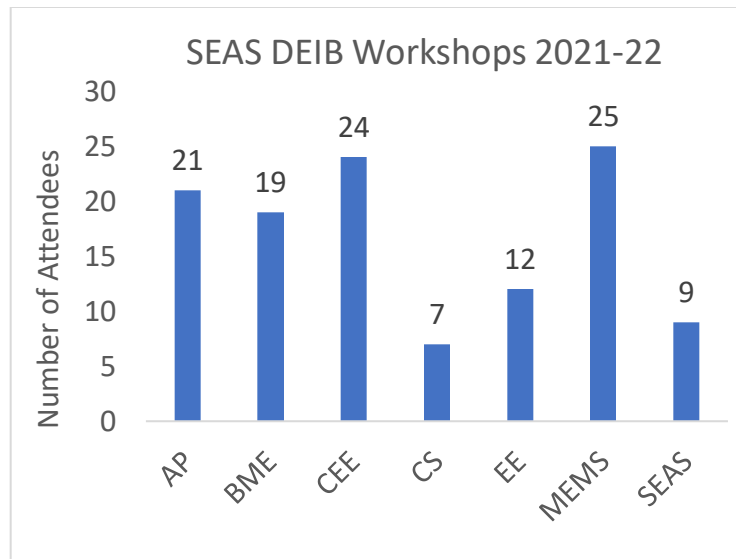


SEAS DEIB Year 1 Reporting

June 22, 2022

A. 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.

- Held six workshops in fall 2021 and four workshops in spring 2022 – some were held virtually, some were held in person.
- Topics included: Implicit Bias, Inclusive Teaching, Leading Inclusive Lab Meetings, and “Ouch! That Stereotype Hurt.”
- There were 117 individuals who participated in the ten fall and spring workshops; 10 of these individuals participated in both fall and spring workshops.
- A total of 157 individuals had registered to attend a workshop.



- All workshop attendees were invited to a COVID-safe “pop-in party” and received a new SEAS sweatshirt, which was designed by one of our SEAS DEIB committee members.
- In each semester, we had participation from every SEAS department (AP, BME, CEE, CS, EE, MEMS) and from every SEAS role (students, postdocs, staff, faculty).
- Some interested community members weren’t able to attend Inclusive Teaching, and facilitators generously arranged follow-up 1:1 consultations.
- For the sixth year running, SEAS students put on the *Equity in the Job Search Symposium*. Held on 5/13/22, this year’s theme was “Mastering Inclusive Mentoring to Catapult Your Career.”

B. *Communicate regularly with SEAS communities from departments and dean’s office; include key events and decisions made of relevance to the unit.*

- Held SEAS Community DEIB Town Hall on 8/4/21, virtually. There were 80 people in attendance.
- Sent 30 email communications from SEAS Dean to SEAS community from 5/15/21 – 5/15/22, five of which were directly related to DEIB
- A sub-group within our DEIB committee crafted two specific and measurable recommendations that we hope to share and implement in the year ahead:
 - The SEAS Dean’s office sends out a semesterly e-mail updating the community on the actions addressed and progress made in our DEIB plan.
 - Chairs of the SEAS departments send out a semesterly e-mail with updates on the department’s DEIB plan, actions taken, and progress made.

C. *Create SEAS diversity website, which will include a SEAS diversity statement, highlighting opportunities and successes, including those of alumni.*

- SEAS diversity statement was written, with community input, and published on SEAS website.
 - Additionally, the statement has been published on some SEAS department and PI homepages.
- SEAS diversity webpage was created. Since its inception through 5/18/22, it has received:
 - 3,182 total pageviews
 - 2,494 unique pageviews
- Several elements of the website have been built out, including Resources, Action Plan, and Dashboard.
- One of our departments has created a diversity tab on their webpage and offers an anonymous DEIB submission form.

- D. *Track and report efforts and progress annually on DEIB goals and other key DEIB metrics.*
- Year 1 metrics shared in this report will be shared with the SEAS community.
 - Going forward, relevant DEIB metrics will be shared with the SEAS community annually and in real-time on our website, as appropriate.
 - One of our aims is to better understand the demographics of the SEAS community. Through consultation with OIR and other partners on campus, we have made progress on understanding the demographics of our student body. More work is needed on metrics for postdocs, staff, and faculty.

SEAS Student Demographics

	Undergraduates 2020	PhD Students 2021
Female	37%	32%
Male	63%	68%
Domestic URM	12%	7%
Domestic non-URM	56%	34%
International	32%	59%

- E. *Appoint SEAS DEIB point person; pursue dedicated DEIB personnel resources if enabled by the addition of staffing in SEAS.*
- We had a dedicated group of volunteers staffing our SEAS DEIB committee this past year. Among the 11 members on the 2021-22 committee, there were undergraduates, graduate students, postdocs, staff, and faculty; each SEAS department was represented.
 - This past year, through the Graduate Professional Experience Fellowship, a graduate student has worked in the SEAS Dean’s Office each semester to support our DEIB efforts.
 - Given that SEAS will become an independent school on July 1, 2022, SEAS expects to hire additional faculty and staff in the coming years. This staffing need remains a priority.

Additional SEAS DEIB Accomplishments

- Offered anonymous feedback survey to SEAS community during summer 2021 to collect community input on SEAS diversity efforts.
- With a small grant from the SEAS Dean's Office, a group of graduate students reimagined, redesigned, and revitalized the Mann Engineering Student Center as a space for community and connection. With updated lounge furniture, boardgames, and a coffee maker, this has become a popular space for graduate student gathering.
- The Graduate Engineering Community Org (GECO) was formed – this group plans social and community-building events.
- Hosted meeting with STARS SEAS undergraduates on 3/8/22.
- Organized a SEAS alumni panel with Yale Alumni Association to feature diverse alumni and their career paths on 4/28/22.
- Graduate Society for Women Engineers (GradSWE) hosted all SEAS graduate students and postdocs for film screening of [“Can We Talk? Conversations with Underrepresented People of Color: Sense of Belonging and Obstacles to STEM Fields”](#) and follow-up workshop discussion with the filmmaker on 4/8/22.
- SEAS Dean committed resources to support research partnership with MSI faculty and students (PIs: Kabeche, Gilbert).

Departmental Efforts

- Many departments have departmental DEIB committees with distinct membership; these committees are supporting implementation of Departmental Equity and Inclusion Action Plans, written in 2020. Some of the exciting work accomplished within departments this year includes:
 - Student coffee hours
 - Department socials
 - Department newsletter launched
 - Departmental slack group
 - 1st year mentoring program
 - MEMS Women's Group formed
 - “Increasing ambient belonging” initiative out of the Greenberg Teaching Labs
 - Yale Pathways to Science partnership (including Summer Scholars 2022)
 - Programming featuring diverse speakers
 - Student-selected seminar speakers
 - Enhanced outreach in graduate student recruiting
 - (Temporary) removal of GRE requirement for graduate student admissions
 - Extension of scientific borders – New Haven Museum, Festival of Arts & Ideas, Quantum Sounds
 - Title IX workshop