OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

The Yale School of Nursing has long been an innovator and leader in education, practice, and research. Faculty research covers a wide array of topics that encompass and address health disparities and well-being of underrepresented and structurally marginalized populations. The YSN Office of Diversity, Equity, and Inclusion (ODEI) directly contributes to YSN by guiding the School’s growth to increase equity and improve belonging for all, thereby creating an environment that is reflective of the communities that we serve and that supports the overall mission of YSN.

MISSION

YSN ODEI strives to foster and sustain a YSN community that is diverse, equitable, and inclusive for all. YSN ODEI supports Belonging at Yale’s (https://belong.yale.edu) 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

1. Actively enhance diversity of YSN faculty, staff, and students through innovative and evidence-based methods of recruitment, career development, retention, and advancement.
2. Develop and employ strategies to increase representation and enhance inclusion, belonging, and support for faculty, staff, and students from underrepresented identity groups.
3. Provide education, training and development, celebration, and community-building opportunities aimed at increasing diversity competencies of all YSN faculty, staff, preceptors, and students.
4. Provide platforms for all YSN faculty, staff, and students to share their experiences and engage in diversity, equity, inclusion, and belonging (DEIB) efforts, including supporting the IDEAS Council as a representative delegation of all YSN constituents.
5. Provide consultation and support to YSN faculty, staff, and students on DEIB matters.
6. Lead in the development and accountable implementation of the YSN DEIB plan.
7. Provide access to reporting and support for issues related to sexual misconduct, discrimination, and harassment.
8. Celebrate the DEIB excellence of YSN faculty, staff, students, and alums.
9. Engage YSN alums and our surrounding communities in YSN DEIB efforts.
10. Collaborate across YSN and other Yale units on DEIB initiatives.

ODEI is also responsible for the implementation of bias, harassment, discrimination, and other misconduct procedures for YSN. These procedures are administered by the ODEI director, who also serves YSN as the Title IX coordinator and the discrimination and harassment resource (DHR) coordinator (formally dean’s designee). Title IX and DHR coordinators are identified by the dean as YSN community members with the responsibility to receive student concerns and offer advice and guidance related to diversity and inclusion, discrimination and harassment, and equal opportunity. These roles support students, faculty, and staff and respond to their needs.

For more information, please contact the YSN director of ODEI, Maurice Nelson, at maurice.nelson@yale.edu.