Di-verse-ty, n.*

*Define yourself at Yale, 2016–2017
We’ve designed this piece to make you think. Our aim is not simply to provide our take on diversity, but also to motivate you to consider the idea for yourself. You may believe that you already know what we’re going to say about diversity at Yale, and you may bring thoughts of your own about diversity to measure ours against. With this in mind, here’s a preliminary exercise that may be productive. Take out a pen and, in the empty box below, write down a few thoughts in response to these questions:

How is Yale going to define “diversity”?  

How would I define it?

Not feeling 100% satisfied with what you’ve written? Neither were we when we sent this piece off to the printing press. Among other things, a liberal education is a liberating education. Your definitions are always going to be working definitions, subject to continual dissatisfaction and revision. Read on to see how far we got this time.
Diversity.

At Yale, we think broadly about the word diversity, and we see it manifest in countless ways here in New Haven.

**Diversity of thought** powers our classrooms and labs, where Yale students bring varied academic interests and intellectual strengths to bear on collaborative, world-class scholarship.

**Socioeconomic diversity** means that we draw these brilliant minds from every conceivable background all over the world, and that we provide ample resources to ensure that (a) Yale is a financially viable option for any admitted student and (b) no Yale student will be burdened by loans upon graduation.

**Diversity of perspective** means that you will learn as much outside of the classroom as you do inside. It means that, on a campus replete with resources and opportunities of a truly global scope, you may wind up gaining your most significant knowledge about the world from the peers who surround you on a daily basis—in your dining hall, on the intramural sports fields, or right at home in your residential college suite.

**Diversity of identity, culture, and community** saturates the Yale fabric, creating dialogue, art, music, dance, delicious meals, and celebratory gatherings in every nook and cranny of campus. Cultural houses, religious ministries, and campus resource centers serve as spaces in which Yalies share and explore a stunning array of faiths, traditions, and identities.

**Diversity of experience** will eventually lead you outside of that residential college to explore beyond New Haven through travel fellowships, research and internship opportunities abroad, or international service and social justice projects. These experiences will prepare you to become a leader in any field, anywhere in the world.

Finally, Yalies experience wildly diverse futures, pursuing multiple careers and undertaking numerous meaningful roles across society throughout their lives after Yale. Our alumni span the globe, forging a network that recent graduates can easily plug into whether they are seeking jobs in business, medicine, law, social justice, engineering, academia, education, or any number of other sectors.

We hope you’ll continue reading to learn how these various forms of diversity unfold on Yale’s campus. We’ve included some useful statistics along the way to give you a concrete sense of our student body and the opportunities available to them. We also approached some members of the faculty and Yale College deans for their definitions of diversity, and their thoughtful responses are woven through this piece. We hope these reflections will broaden your outlook and introduce you to some of the voices here on campus. (Even across this world-renowned group of professional scholars, no two impressions of diversity are alike!)
Diversity of Thought.

The diversity of minds at Yale is rivaled by the diversity of academic opportunities available to undergraduates. For starters, there are 80+ majors from which to choose, and 13% of students pursue a double major.

Students may also design their own course of study through the Special Divisional Major. But the breadth of scholarship goes beyond our list of majors, since no two students with the same major have exactly the same focus. For example, one Economics major may study the financial culture of open-air markets in India, while another may be researching the effects of the Occupy Wall Street movement on real estate in Lower Manhattan. The possibilities are endless, as are the opportunities to gain new insights from your classmates.

In addition to Yale's long list of majors, students engage a host of disciplinary concentrations and unique programs committed to fostering diversity on campus. Several interdisciplinary majors encourage students to approach their academic work through a multicultural lens, including Ethnicity, Race, and Migration; African American Studies; East Asian Studies; Latin American Studies; and Global Affairs. Students in the Women's, Gender, and Sexuality Studies major frame their research with questions pertaining to social identity and human relationships.

Finally, Yale's renowned faculty inspires diversity of thought. Our professors come from around the world, bringing richly varied experiences and expertise to our scholarly community and demonstrating uncommon commitment to teaching and mentoring undergraduates.

The Science, Technology, and Research Scholars (STARS) program supports women as well as minority, economically underprivileged, and other historically underrepresented students in the sciences, engineering, and mathematics, while the Mellon-Bouchet fellowship programs aim to increase the number of minority students—as well as students committed to eliminating racial disparities—who pursue careers in academia.

Ned Blackhawk
Professor of History and American Studies

“Academic excellence and diversity are mutually constitutive. One cannot fully realize one without the other. In an age of increasing globalization and cultural heterogeneity, leadership and scholarly insight require awareness, insight, and experience that are often best gained in interactive and diverse environments. Yale’s student, faculty, and staff communities have been particularly welcoming and stimulating, and I believe that many unexpected and productive avenues start from within such often interpersonal collaborations.”

Ned Blackhawk Professor of History and American Studies
Budgeting $120 million per year for financial aid, Yale is one of the most affordable colleges in the country—significantly less costly than attending a top public university for many students, including in-state residents. Because Yale meets 100% of every admitted student’s demonstrated financial need (with an aid package that does not require them to take out loans), our undergraduate community assembles the world’s most talented young minds from every socioeconomic background.

Socioeconomic Diversity.

Our admissions committee is need-blind and makes all decisions without regard for a student’s ability to pay. In fact, in its efforts to maintain such a high standard of socioeconomic diversity, the University considers especially carefully the applications of students from low-income backgrounds.

You can read about Yale’s outstanding financial aid program in detail and use our Net Price Calculator to estimate your cost of attendance at admissions.yale.edu/financial-aid. For now, here are some key points:

• Yale is committed to a need-blind admissions policy and meets 100% of demonstrated need for all admitted students, regardless of citizenship.

• Yale Financial Aid Awards do not include loans. Instead, 100% of a student’s financial need is met with a Yale grant and opportunities for student employment.

• Families whose total gross income is less than $65,000 annually (with typical assets) are not expected to make a financial contribution toward their child’s Yale education. One hundred percent of the student’s total cost of attendance will be financed with a Yale Financial Aid Award.

• The average need-based Yale Scholarship grant for the 2015–2016 academic year was $43,989.

• Almost 50% of Yale students receive need-based financial aid.

• The total cost of attendance at Yale for 2016–2017 is $68,230, which includes tuition ($49,480), room ($8,520), board ($6,650), and books and personal expenses ($3,580). Total cost of attendance (not just tuition) is used to calculate a student’s need-based financial aid award.

• Families earning between $65,000 and $200,000 annually (with typical assets) contribute a percentage of their yearly income toward their child’s Yale education, on a sliding scale that begins at 1% for incomes just above $65,000 and moves toward 20% and higher at the $200,000 level. In many cases a travel allowance is also provided.

• There is no strict income cutoff for financial aid awards. Many families with more than $200,000 in annual income receive need-based aid from Yale.

Who Qualifies for Financial Aid?

Half of Yale College students qualify for a need-based financial aid award. The table below shows average parental contributions for families with various levels of income. Students also make a modest contribution from summer and term-time job earnings. Read more about the Yale Financial Aid package at admissions.yale.edu/financial-aid.

<table>
<thead>
<tr>
<th>Annual Income Range</th>
<th>Percentage Who Qualified for Aid</th>
<th>Average Grant (from all sources*)</th>
<th>Average Parental Contribution</th>
<th>Number of Families at Yale (2014–2015)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$65,000 or less</td>
<td>100%</td>
<td>$54,850</td>
<td>$0</td>
<td>639**</td>
</tr>
<tr>
<td>$65,000–$100,000</td>
<td>100%</td>
<td>$50,800</td>
<td>$5,600</td>
<td>511</td>
</tr>
<tr>
<td>$100,000–$150,000</td>
<td>99%</td>
<td>$42,850</td>
<td>$12,650</td>
<td>728</td>
</tr>
<tr>
<td>$150,000–$200,000</td>
<td>99%</td>
<td>$28,700</td>
<td>$27,500</td>
<td>428</td>
</tr>
</tbody>
</table>

*All sources include Yale’s need-based scholarship and other need-based aid sources such as Pell Grants, Supplemental Educational Opportunity Grants, and state grants.

** Due to either extraordinary assets or University policies related to the calculation of incomes earned in currencies other than U.S. dollars, an additional 220 families who had estimated incomes below $65,000 did not qualify for a 50 parental contribution. These families’ unique circumstances resulted in significantly varied parental contributions.

“Yale has seen socioeconomic mobility as a central pillar of its mission since its earliest days, and the American Dream is very much alive here. As a product of that dream myself, I am inspired by it. I am committed to preserving it. I am thankful that Yale’s financial aid policies and practices sustain and propel its promise. There are students here from all walks of life. Theirs will be the generation that helps to develop a more complex vision of the American Dream, one that both moves beyond social mobility and also includes living a life of growth, meaning, and significance. Affordable education and opportunities for fulfilling work are essential for this vision. It is my hope – indeed my conviction – that Yale students will continue to ensure that the dream of a better life will be woven permanently into the fabric of our societies around the world.”

Peter Salovey President of Yale University
Diversity of Identity, Culture, and Community.

Yale students represent a vibrant and dense fabric of personal identities and cultural backgrounds, and there is a vast network of opportunities through which to express and explore oneself on campus.

Four Cultural Houses—the Afro-American Cultural Center, Native American Cultural Center, La Casa Cultural, and Asian American Cultural Center—root the many branches of cultural life at Yale. Each sponsors student organizations and performance groups, academic support and advising, peer liaisons, leadership training, social outreach and service opportunities, political forums, lectures, and alumni gatherings. These are spaces in which students explore who they are and where they’ve come from, make lasting friendships, and gain a tremendous amount of support to help them thrive at Yale. See the sidebar on the facing page for a selection of student organizations affiliated with Yale’s Cultural Houses—you’ll quickly see that four Houses generate dozens of homes for students on campus, and that multiculturalism is a hallmark of the Yale undergraduate experience.

In addition to Yale’s Cultural Houses, several resource centers anchor a constellation of student groups and events pertaining to identity and faith on campus. The Office of International Students and Scholars offers numerous services and programs, as well as advisers, local host families, and peer mentors, to Yale’s international student population. The Office of LGBTQ Resources and the LGBTQ Co-op sponsor outreach and education on issues of sexual orientation and gender identity for the whole University community, working with member organizations on campus projects, discussions, and programming. The Women’s Center, which is open to students of all genders, is a space committed to improving the lives of all women, especially those at Yale and in New Haven. Finally, the Chaplain’s Office supports more than thirty diverse religious and spiritual traditions at Yale, coordinating multiple daily services, faith centers, affiliated social and service clubs, publications, faith-conscious kitchens, and a wide variety of events and parties sponsored by campus faith groups.

While Yale is proud of these “home bases,” we are even more proud of the eagerness with which Yalies make connections across many different communities on campus. Recognizing that human beings are multidimensional, Yale’s resource centers encourage all students to engage, explore, and expand their range of identities and cultural experiences while in college.
“For me, the most intriguing part of diversity at Yale isn’t our differences—it’s the similarities. Yale students come from such different parts of the world. I look out into my lecture hall, and I realize I’m speaking to students with different histories, with diverse values and experiences. Yet all of the students I talk to are deeply similar in one critical respect—Yalies share an incredible curiosity. And that love of learning acts as a remarkable equalizer. In my experience, Yale students’ shared passions almost always allow them to transcend even the most striking of differences. And that to me is the best part of being in a diverse community here at Yale—it’s the realization that what we share very often overwhelms what makes us different.”

Laurie Santos  Professor of Psychology and Head of Silliman College

Mitchell Jones
Class year 2016
Major Economics and Political Science
Hometown Dayton, OH
What really gives insight into my life at Yale are the communities where I spend my extracurricular time, especially the Afro-American Cultural Center, or the “House,” and the Yale Black Men’s Union (BMU). I served as vice-president of the BMU, which aims to empower black males on and off Yale’s campus through unity, support, and service. Being able to feel the support of the larger community when the BMU went on national television for #BlackLivesmatter, or when we mentor sixth graders at a local school, has truly made the House’s place in my life special.

Stephanie Addenbrooke
Class year 2017
Major English
Hometown Birkenhead, England
During the school year I’m involved with the Yale Daily News, and I interned this summer at one of New Haven’s local newspapers, The Independent. I was able to travel further in the city I’ve lived in for the past two years, see more of what it has to offer, and meet local residents. Writing about transportation meetings, library openings, and political campaigns has helped me better understand Yale’s impact on New Haven, and how well the two are integrated. When I return to campus in the fall, I’ll have a bigger sphere of space that I can call home.

Tyler Detorie
Class year 2016
Major Mechanical Engineering
Hometown Canton, CT
My first day as a Yale Bulldog was unforgettable. Fall athletes typically report to New Haven earlier than regular students for preseason, and I walked onto the soccer field not knowing a single person besides the coach. From that moment on, the soccer program at Yale became my new family, and my teammates and coaches were paramount in making the transition to a collegiate student-athlete. Regardless of scores or outcomes, soccer gave me the opportunity to make lifelong friends. As the semester progressed, I found another family in the Air Force ROTC program. I’ve always wanted to follow in my father’s footsteps and be an Air Force fighter pilot. When I arrived at Yale, the newly reinstated Detachment 009 allowed me to pursue my goals while earning the best education in the world!

Tobias Holden
Class year 2017
Major Molecular, Cellular, & Developmental Biology
Hometown Greenville, SC
As soon as I arrived at Yale I found a home away from home in Trumbull College. Starting freshman year I served on the Trumbull College Council, which works with the Head of College and the Dean to plan free trips, festivals, and dances. Weekdays after class I help Trumbull in the fight for the Tyng Cup on the field and in the pool as a member of our in-Trum-mural soccer, swimming, and inner-tube water polo teams, and late nights you can find me serving up cheap, cheesy treats in the “buttery.” Even better than study break snacks is family night dinner on Sundays, when all Trumbull students eat together in our college dining hall. Life in Trumbull allows me to enjoy the tight-knit feel of a smaller university while taking advantage of all the resources a school like Yale has to offer.

Nya Holder
Class year 2016
Major Psychology
Hometown Bronx, NY
I remember the first Sunday that I wandered into the University Church in Yale (UCY). It was my first time at a nondenominational church, and I wasn’t sure what to expect, but I fell in love with the unique worship style that incorporated elements from other cultures and sermons that invited us to reflect on spiritual texts. At UCY people took the time to get to know me, and they genuinely cared about how I was doing. That’s why I became a student deacon at the end of freshman year, to foster this sense of community. I also help coordinate service opportunities like Chapel on the Green, where we prepare and serve lunch at a service for the homeless on the New Haven Green. From evening prayers to church retreats, I found my first church community in UCY, a place that helped me grow in my faith and make some of my closest friends on campus.
Yale's residential colleges are designed to be microcosms of the student body as a whole, so that undergraduates experience the global scope of the university in a small, supportive setting.

Who goes to Yale?

The residential college system provides a wealth of opportunities for students to learn from each other and from respected guests. As an incoming freshman, each Yale student is randomly assigned to one of twelve residential college communities. Students remain affiliated with these communities for all four years of study, and alumni maintain strong college pride well beyond graduation.

With just over 5,000 undergraduates at Yale, each college houses roughly 400–500 students. Not only is the residential college a home away from home, it is also a setting filled with perspective-sharing opportunities:

College Teas are informal Q&A's hosted by the heads of each residential college. They give small groups of students an intimate opportunity to pick the brains of world leaders, thinkers, and talents. Recent guests have included Junot Díaz, Angélique Kidjo, Nihad Awad, Ruth Bader Ginsburg, and Unni Karunakara.

The Residential College Seminar program is dedicated to the development of innovative courses that fall outside of departmental structures. Courses arise through the joint initiative of students and faculty and have ranged in topic from sustainable food, to digital media activism, to the art of watercolor.

Mellon Forums introduce Yale seniors to the community of scholars forming in their own college and class: after a catered dinner, seniors present the results of their independent research projects to an audience of fellow seniors.

Outside the residential colleges, more than eighty endowed lecture series provide unbounded opportunities to learn from distinguished visitors to campus. Finally, lengthy conversations with suitemates, political debates with friends in the college courtyard, dinners shared with your college's faculty Fellows—all will be as enriching a part of your Yale education as your course work.

Diversity of Perspective.

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As a recent alum said, “The best thing about Yale is the students. It was great to learn about the ultimate fate of the universe in a cosmology class, but it was even better to sit down at dinner with some philosophy majors to sort out what it all meant.”
Diversity of Experience.

As much as one can learn from faculty in the classroom and peers in the residential colleges, it is crucial for undergraduates to expand their worldview beyond New Haven to gain the global perspective necessary to be leaders in the twenty-first century. For this reason, Yale College places an enormous emphasis on international experience.

Sixty-six percent of Yale students pursue study or projects abroad before graduating, and more than $3.5 million in funding is offered to undergraduates each year to support their work in other countries. Many Yalies take a full semester to pursue traditional study abroad, while hundreds of others choose to do internships, fieldwork, research, or community service over the summer months. The number of Yale networking events for current students and alumni held in cities around the world is astonishing—and even if you don’t network, you’ll bump into another Bulldog on the Great Wall of China, in London’s theater district, or touring a pyramid in Cairo.

Check out these student profiles to see where some recent Yalies have been and what they’ve been doing.

“I am constantly intrigued by what Yale students will do and who they will become during their four years here. At Yale we seek to learn new perspectives, examine new faiths, and acquire new skills; but only by experiencing other parts of the world can we begin to understand our own role in society.”

Jonathan Holloway Dean of Yale College and Edmund S. Morgan Professor of African American Studies, History, and American Studies

Jihad Womack
Class year 2017
Major Molecular, Cellular, & Developmental Biology
Hometown North Plainfield, NJ
In the summer of 2014, I traveled to São José do Rio Preto, São Paulo, and Rio de Janeiro for eight weeks, taking classes in Portuguese. I also volunteered at an elementary school in Rio Preto and visited a favela in Rio. While there, I learned capoeira, played samba music, and spoke with the residents about their life. My experience helped me connect with my Brazilian aunts on a deeper level, and it gave me tools to serve the Brazilian communities at home in New Jersey as I work toward my goal of being a physician.

Adriana Embus Figueroa
Class year 2017
Major Ethnicity, Race, & Migration
Hometown Columbus, GA
In the fall of 2015 I traveled to Hanoi, Vietnam, as part of a semester-long program that also included time in Argentina and Senegal. In Hanoi my work focused on urban planning and sustainable development, and I was able to engage local government and nonprofit leaders in those areas. In addition to my research, I discovered my love of adventure, hiked one of the highest mountains in Southeast Asia, and lived with the best host family, with whom I still keep in touch.

Simone Policano
Class year 2016
Major American Studies
Hometown New York, NY
I spent a semester in Barcelona, taking classes at two universities on Catalonian art, literary classics (Hamlet, Don Quixote, and Metamorphosis, among others), the history of women in the Middle Ages, and war and society in modern Europe, all entirely in Spanish. I had never been to Europe before, so in addition to jumping headfirst into a new educational experience, I traveled almost every weekend, to eleven different cities. I know it’s important to study other cultures to help put my own in perspective, and living abroad was an incredible experience.

Jinchen Zou
Class year 2018
Major Global Affairs and Economics & Mathematics
Hometown Houston, TX
Last summer I spent five weeks in Fiji and Kiribati doing field research on climate migration. The project combined my interests in development, climate change, and international relations. I am grateful for the support of the Edward A. Bouchet Undergraduate Fellowship Program, which provided funding and also connected me to mentors on campus and beyond who helped me with my research along the way.

Lauren Gardanier
Class year 2015
Major Biomedical Engineering
Hometown Saratoga, CA
Engineers Without Borders (EWB) has been a huge part of my experience at Yale. I traveled to the small village of Rohvitangitaa, Cameroon, in 2013 with a team from Yale’s EWB Chapter to work on our water distribution system project. We began construction of the 20,000-liter water storage tank, and we taught basic health lessons in the community schools and new vessel cleaning methods to households. In addition to providing hands-on engineering experience, the trip allowed me to see firsthand the impact we are creating in the community of Roh, and it was wonderful to work with and learn from the residents.

Ruchit Nagar
Class year 2015
Major Molecular, Cellular, & Developmental Biology
Hometown Houston, TX
A few classmates and I won Yale’s Thorne Prize for Social Innovation in Health for Khushi Baby, which started as a class project to address the global immunization gap. The prize took us to India, where we met key stakeholders, formed a partnership with a leading NGO, and did important scoping work to improve our prototype. After a successful Kickstarter campaign, we are back in India testing the system. Through the project I have been able to act as a bridge between developers, innovators, designers, lawyers, investors, implementers, academics, and evaluators. The journey has been amazing.
Diverse Futures.

Yale alumni span the globe and change the world. A Yale education affords our graduates the critical thinking, problem solving, and communication skills necessary to thrive in any number of careers throughout their lifetimes, and this fundamental skillset also equips students with the flexibility to shift careers in an increasingly changing international landscape.

The numbers below will answer some of your broad questions about what Yalies do when they graduate. How many are accepted to professional degree programs like medical school or law school? What kinds of jobs are available to them? How many eventually go on to pursue graduate degrees? But these numbers don’t begin to capture the true diversity of what Yale alumni do after leaving New Haven. So on the facing page we provide a brief look at the careers of just a few Yale College alumni who have made significant and varied contributions to society.

Yale Postgraduation Statistics

83% medical school admit rate for Yale students and alumni (vs. 41% national medical school admit rate)
91% law school admit rate for Yale students and alumni (vs. 78% national law school admit rate)
Top five medical schools that Yalies attend:
Yale, NYU, Northwestern, Columbia, Weill Cornell
Top five law schools that Yalies attend:
Harvard, Columbia, Yale, Stanford, NYU
Top five graduate schools that Yalies attend:
Yale, Harvard, Columbia, Cambridge, Stanford
More than 100 employers conduct over 2,600 interviews per year at Yale’s Office of Career Strategy
Frequent employers for Yale students after graduation: Bain & Company, National Institutes of Health, Google, Goldman Sachs, McKinsey & Company, Microsoft, Teach For America, Green Corps, FBI and CIA, PepsiCo, Council on Foreign Relations
76% of the Class of 2015 entered the workforce, 20% went to graduate or professional school, and 3% pursued independent research

“Diverse at Yale means you will definitely go out different than you come in – and in good ways. You will have had your mind changed several times over and engaged with new ideas and novel ways of thinking that will be with you in some form forever. That is the best education anyone can ask.”

Elizabeth Bradley
Brady-Johnson Professor of Grand Strategy, Professor of Public Health, and Head of Branford College

Quiara Hudes ’99
Pulitzer Prize-winning author of Water by the Spoonful and the book for the Tony Award-winning musical In the Heights
Ben Silbermann ’03
Co-founder and CEO of Pinterest

Akhil Amar ’80, JD ’84
American legal scholar, expert on constitutional law and criminal procedure, and Sterling Professor of Law at Yale Law School
Brian Goldman ’95
Former law clerk for Supreme Court Justice Sonia Sotomayor
Allison Williams ’10
Actress and singer

Maya Lin ’81, M.Arch ’86
Designer of the Vietnam Veterans Memorial
Francisco G. Cigarroa ’79
Director of Pediatric Transplantation at the University of Texas Health Science Center and former Chancellor of the University of Texas system
Kirsten Lodal ’01
Co-founder and CEO of LIFT, a national organization committed to fighting poverty

Eric Friedman ’00
Co-founder of Fitbit
Sam Tsui ’10
Singer, songwriter, and YouTube sensation

The Honorable Amalia Meza ’75
Judge for the Superior Court of San Diego County
Anne Wojcicki ’86
Co-founder and CEO of genetics company 23andMe
Benjamin “Ben” Carson ’73
Former Director of Pediatric Neurosurgery at Johns Hopkins Hospital
Anna Maria Chávez ’90
Former CEO of Girl Scouts of the USA
Tracy Campbell ’96
Founder and CEO of Cynosure Risk Advisors LLC

The Honorable Carlos Moreno ’70
U.S. Ambassador to Belize and former Associate Justice of the California Supreme Court

Andrew Cooper ’89
Journalist, author, and primary anchor of the CNN news show Anderson Cooper 360°
Amira Vaillandi ’10
Co-founder and CEO of Zomida and former Senior Adviser to the Deputy National Security Adviser for Strategic Communications at the White House

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"Diversity is illustrated by differing perspectives, conflicting opinions, distinct backgrounds, and unique ways of looking at the world, all of which are critical to the Yale experience. The remarkable diversity of this student population, combined with undergraduates’ intense curiosity and drive, makes Yale an incredibly exciting place to learn."

Stephen Pitti Professor of History and American Studies and Head of Ezra Stiles College

Changing your mind is essential to a liberal education. It’s surprisingly hard for most of us to let go of one idea in order to embrace another that requires a very different perspective. However, in a place as diverse as Yale, it is virtually impossible not to change your mind about the world and your role in it. This is why Yale is such a thrilling place to get an education.

So, were you right or wrong about what you imagined we’d say about diversity? And did anything change in your own perspective as you paged through the reflections and information here? We invite you to record these thoughts below and revisit your working definition of “diversity” going forward. There’s much more to explore, of course, and we hope you’ll consider furthering your explorations here at Yale.

Diversity is...
The University is committed to basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities and affirmatively seeks to attract to its faculty, staff, and student body qualified persons of diverse backgrounds. In accordance with this policy and as delineated by federal and Connecticut law, Yale does not discriminate in admissions, educational programs, or employment against an individual on account of that individual’s sex, race, color, religion, age, disability, status as a protected veteran, or national or ethnic origin, nor does Yale discriminate on the basis of sexual orientation or gender identity or expression.

University policy is committed to affirmative action under law in employment of women, minority group members, individuals with disabilities, and protected veterans.

Inquiries concerning these policies may be referred to Yale Stanley, Director of the Office for Equal Opportunity Programs, 21 Whitney Avenue, 3rd Floor; 203.432.0849. For additional information, see www.yale.edu/equalopportunity.

Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Questions regarding Title IX may be referred to the University’s Title IX Coordinator, Stephanie Spangler, at 203.432.4446 or at titleix@yale.edu, or to the U.S. Department of Education, Office for Civil Rights, 8th Floor, 4 Post Office Square, Boston MA 02109-3921; tel. 617.289.0111, ext. 617.289.0190, TDD 800.877.8339, or OCR, boston@ed.gov.

In accordance with federal and state law, the University maintains information on security policies and procedures and prepares an annual campus security and fire safety report containing three years’ worth of campus crime statistics and security policy statements, fire safety information, and a description of where students, faculty, and staff should go to report crimes. For fire safety section of the annual report contains information on current fire safety practices and any fires that occurred within on-campus student housing facilities. Upon request to the Office of the Deputy Vice President for Human Resources and Administration, PO Box 20832, X Whitney Avenue, Suite 810, New Haven CT 06520-8324, 203.432.8449, the University will provide this information to any applicant for admission, or prospective students and employees may visit http://publicsafety.yale.edu.

In accordance with federal law, the University prepares an annual report on participation rates, financial support, and other information regarding men’s and women’s intercollegiate athletic programs. Upon request to the Director of Athletics, PO Box 20826, New Haven CT 06520-8216, 203.432.1414, the University will provide its annual report to any student or prospective student. The Equity in Athletics Disclosure Act (EADA) report is also available online at http://ope.ed.gov/athletics.

In accordance with federal law, the University prepares the graduation rate of degree-seeking, full-time students in Yale College. Upon request to the Office of Undergraduate Admissions, PO Box 208234, New Haven CT 06520-8234, 203.432.9300, the University will provides such information to any applicant for admission.

For all other matters related to admission to Yale College, please contact the Office of Undergraduate Admissions, PO Box 208234, New Haven CT 06520-8234; 203.432.9300; http://admissions.yale.edu.

The Work of Yale University* is carried on in the following schools:

Yale College Established 1701
Graduate School of Arts and Sciences 1847
School of Medicine 1810
Diversity School 1882
Law School 1814
School of Engineering & Applied Sciences 1873
School of Art 1809
School of Music 1824
School of Forestry & Environmental Studies 1900
School of Public Health 1915
School of Architecture 1916
School of Nursing 1923
School of Drama 1925
School of Management 1976

* For more information, please see www.yale.edu/bulletin.

A tribute to diversity on campus, this mural covers the exterior wall of La Casa Cultural, Yale’s Latino cultural center. The mural was painted by two Yale seniors in honor of the University’s first annual Chicano cultural awareness week.