



# Greek orgs reckon with LEO rape allegation



The alleged assailant has since been expelled from LEO and evicted from the fraternity house / Marisa Peryer, Senior Photographer

## LEO has expelled the accused member from the fraternity

BY SARAH COOK  
STAFF REPORTER

Yale's chapters of the Alpha Phi, Kappa Alpha Theta and Pi Beta Phi sororities have all suspended social events with Yale fraternity LEO after sexual assault allegations were raised against a member of the fraternity.

A female student — who has been granted anonymity to protect her privacy — told the News that she was raped in the LEO house on Sept. 23, 2022 by the fraternity's then-vice

president, who she encountered for the first time during a "crush" party held at LEO that night. The News has obtained texts sent by the female student to two friends on the night of the event which corroborate her account of the night. The alleged assailant did not respond to multiple requests for comment.

The alleged assailant has since been expelled from LEO and evicted from the fraternity house. But the female student, who passed LEO brothers on the stairs before and after the alleged assault, said that she finds all members of the fraternity who attended the event to be at fault for their inaction.

"I don't excuse any of them," the female student told the News.

She described an "anything goes" party environment at LEO, where members are often willing to overlook the problematic behavior of their peers. At the fraternity,

she said, it feels like some members implicitly endorse a hostile environment through their reluctance to intervene when female partygoers are made to feel uncomfortable.

In a collective statement to the News, LEO leadership claimed that the alleged assailant's actions were not representative of the fraternity as a whole, adding that LEO does not tolerate sexual misconduct by its members.

The female student said that the months since the alleged assault have been the worst of her life. She explained that she has experienced anxiety, depression and insomnia — making it difficult to complete schoolwork or go about everyday activities.

"I was severely distressed and having panic attacks," the female student said. "My

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Yale School of Public Health

# Salovey announces YSPH dean

Megan Ranney will begin her term in July amid a historic transformation of the YSPH



Megan Ranney / Courtesy of Stephanie Ewens

BY WILLIAM PORAYOUW  
STAFF REPORTER

Megan Ranney, a professor of behavioral and social sciences at Brown University, will serve as the next dean of the Yale School of Public Health.

In a Tuesday email to students, University President Peter Salovey announced

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# L+M staffing shortage

## Inside a staffing shortage at Lawrence + Memorial Hospital

BY KAYLA YUP AND SAMANTHA LIU  
STAFF REPORTERS

A patient sat in her own urine and feces for over two and a half hours at Lawrence + Memorial Hospital (L+M). She could not find somebody to take her to the bathroom.

The patient's daughter called Connie Fields, an administrative assistant at Lawrence + Memorial Hospital, who said that the mother's assigned patient care assistant, or PCA, was feeding another patient and was

not free to help her. PCAs look after a patient's basic needs, from taking vital signs every hour or two and documenting updates, to assisting with personal care and feeding. But at L+M, a shortage of PCAs and other healthcare workers has raised concerns over employee burnout, patient safety and recent employee contract negotiations.

Fields is the president of American Federation of Teachers Local 5123 (AFT Local 5123), a union representing healthcare employees at L+M. This includes certified nursing assistants, patient care assistants, environmental services workers, patient transporters and "everything that the registered nurses and the technicians are not," Fields explained.

"It's embarrassing for the patients, it's inhumane what they're doing," Fields said. "Well where is the rest of the staff? They're

SEE L+M SHORTAGE PAGE 5

# YCC holds referendum

## Students vote on Yale Corporation democratization

BY JANALIE COBB AND EVAN GORELICK  
STAFF REPORTERS

In the early hours of Monday morning, banners appeared across campus in support of a Yale College Council referendum calling for the democratization of the Yale Corporation's elections process.

The banners, which read "Democratize Yale Corp. Vote Yes," were placed at Payne Whitney Gymnasium, Phelps Hall and on a Berkeley College Wall, heralding in the student body-wide referendum, which opens on Monday at 9 a.m. and will close at 9 a.m. Friday.

Set in place by legislation that passed the YCC Senate on Nov. 16, this referendum will

consist of two yes-or-no questions: "Should the board of trustees for Yale Corporation consist of democratically elected trustees?" and "Should students, professors, and staff be eligible to vote for candidates for the board of trustees for Yale Corporation?"

"The referendum, at least for me, comes from the understanding that there are so many problems that students face, yet we have no way to bring about solutions," Kyle Hovannesian, who leads current YCC efforts to reform the Yale Corporation, wrote in an email to the News. "The right to vote is essential for change, and since we are denied the right to vote, we can not bring about serious change."

The Corporation, also known as the University's Board of Trustees, consists of the University President, ten "successor trustees" appointed by the current board of trustees, six alumni trustees elected by

SEE REFERENDUM PAGE 5

# YCBA to close until 2024

BY KAYLA YUP AND JANE PARK  
STAFF REPORTERS

The Yale Center for British Art will close on Feb. 27 for at least a year to pursue building maintenance and energy conservation efforts.

The roof and skylights will be replaced, with a new LED lighting system to be installed throughout the gallery. Until the YCBA reopens to the public in 2024, access to the collections will be permitted on a case-by-case basis. Over 60 works from the museum will migrate to the Yale University Art Gallery for viewing throughout the closure.

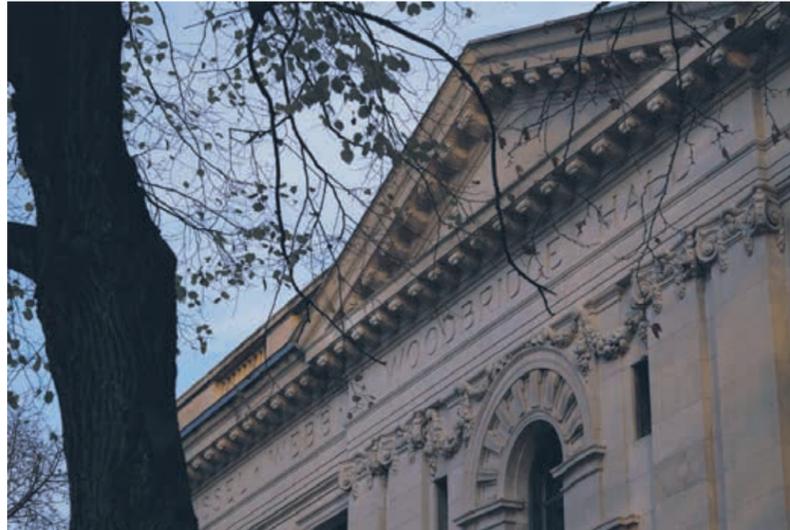
"Even though the museum will be closed, my colleagues and I are eager to continue to make our collections, programs, and resources accessible to our

audiences," said Courtney J. Martin GRD '09, the Paul Mellon Director of the YCBA. "In addition to our online conversations and talks, we look forward to utilizing other spaces on campus and institutions across the country."

The Yale Center for British Art, a museum, is home to the largest collection of British art — from the 15th century to present — located outside of the United Kingdom. The museum opened for public viewing in 1977 after the building, artworks and endowment were donated to Yale University by art collector and philanthropist Paul Mellon '29.

After Feb. 27, the YCBA will be closed through the remainder of 2023 and reopen sometime in 2024. Beyond that estimate,

SEE YCBA PAGE 4



Starting Monday, students will be able to vote on two yes-or-no questions regarding the election process for the Board of Trustees; voting will close Friday at 9 a.m. / Tim Tai, Photography Editor

## CROSS CAMPUS

THIS DAY IN YALE HISTORY, 1965. The News begins their their heeling competition for the spring term. Nearly 100 interested freshmen will go through rigorous editor training and some will be elected based on a new point system.

## INSIDE THE NEWS

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## ARTS

# David Geffen School of Drama puts on “Marys Seacole” as first production of 2023

BY OPHELIA HE  
STAFF REPORTER

Friday marked the end of the week-long run of a student-produced production “Marys Seacole” at the Yale Repertory Theater.

The play is the David Geffen School of Drama’s first production of 2023. Directed by Leyla Levi DRA ’23 and originally written by Jackie Sibblies Drury ’03, the play is inspired by the real life of Mary Seacole — a Black British-Jamaican nurse who cared for soldiers during the Crimean War.

“Marys Seacole” depicts Seacole’s imagined journey from mid-1800s Jamaica to a modern-day nursing home. The play’s title reflects its focus not just on Seacole, but on the many “Marys” that have gone unsung throughout history.

Seacole is often overlooked in historical narratives, eclipsed by her more famous white counterpart, Florence Nightingale. Nightingale is frequently credited as the founder of the nursing profession, achieving widespread recognition at the end of the Crimean War. Seacole, meanwhile, returned to London bankrupt after months of tireless service on the battlefield. It was then that Seacole wrote and published her memoir, called “Wonderful Adventures of Mrs. Seacole in Many Lands,” for an audience of white high society Victorians.

“It is at that point that Drury locates her play: in the gap between Mary’s actual life and the way that she wants to be seen,” Levi wrote in an email to the News. “She takes this gap between the ever-elusive truth and the facade, and finds there a Hole of History (a la Suzan-Lori Parks) or a Funnyhouse (a la Adrienne Kennedy) — a place where shame, self-loathing, internalized racism and misogyny are handed down in seemingly endless generational cycles. She asks: who gets to be cared for, by whom and at whose cost?”

Levi first read “Marys Seacole” last winter break in Istanbul while taking care of her parents as they both recovered from

COVID-19. She proposed the show as her thesis project last January. The staff of David Geffen School of Drama students started rehearsals at the end of November and had a five-week rehearsal period including technical rehearsals.

Levi said she felt an affinity to the story in multiple ways, empathizing with Mary’s perspective as an immigrant, issues in her mother-daughter relationship and seeking support from other women.

“This play, about mothering, generational cycles of shame and the endless, timeless work of care across the ages, struck something raw in me,” Levi told the News. “Indeed, the play, written before the pandemic and before the eruption of the war in Ukraine, has many

strange and uncanny resonances with our moment.”

Tyler Cruz DRA ’23, who played Mary in the show, also felt touched by the plot of the story.

“What interested me in the script is that it tells the story of a West Indian woman that has been largely erased from history,” Cruz said. “As a person of Caribbean descent that is an important and rare opportunity that I’ve come across in my acting training and career thus far.”

All of the actors on stage in “Marys Seacole” are women. Joan Barere, who attended the show on Wednesday, noted that “the feelings involved in being a woman” are typically pushed to the periphery of most theater she has seen.

“You don’t often see a play that’s entirely presented by

women, written by a woman,” Barere told the News. “That’s also very meaningful for me.”

Because the timeline of the show is not chronological, it is instead composed of eight fragmented stories spanning a wide timeline. For set designer B Entsminger ’24, it was challenging to design a coherent set with so many different time periods and locations.

Cruz said that the team was able to address many of the challenges they faced by going back to the script for close readings.

“Jackie Sibblies Drury is so intentional about what she writes that most things can be clarified by going back to the script,” Cruz said.

Lee Entsminger, father of B Entsminger, said he thought the show’s execution was “amaz-

ing” with the actors, set, and all elements of production flowing well together. He said he was struck by how the show managed to unfold the “rich history” of Mary’s life while touching on important social issues.

“Yale is second to none in drama and so [I am] really pleased to be able to be here and see a production of this quality with the students,” he commented. “What an incredible opportunity all these students have.”

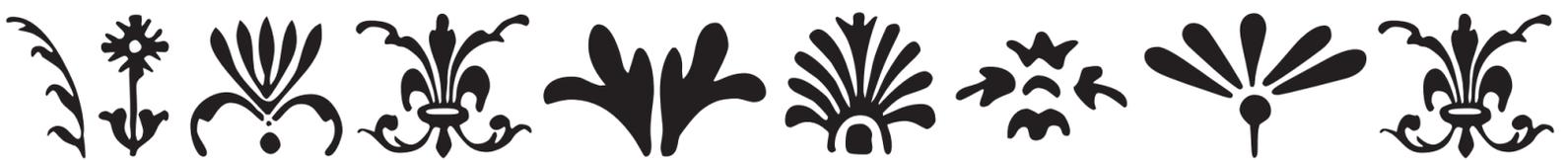
“Marys Seacole” was the first show produced by David Geffen School of Drama in the 2022-2023 spring season. All patrons must wear masks at all times while inside the theater.

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OPHELIA HE/CONTRIBUTING REPORTER

Friday marked the end of the week-long run of a student-produced production, “Marys Seacole”, at the Yale Repertory Theater. This is the first show of 2023.



## The Yale Record premieres parody sequel of Citizen Kane

BY TOBIAS LIU  
STAFF REPORTER

Over 200 students gathered in the Davies Auditorium on Saturday night for a showing of “Citizen Kane 2,” a parody sequel produced by the Yale Record.

The short film — with a runtime of around twenty minutes — follows the grandson of Charles Foster Kane from the acclaimed 1941 film, “Citizen Kane.” In the sequel, the younger Kane is now a journalist for his grandfather’s company, The Inquirer, facing struggles with his career and his marriage.

“We were nervous because as a satire, we expected people to laugh, but we didn’t know much of it would land,” said Fernando Cuello Garcia ’24, the director of the film. “But the screening

was fantastic — you couldn’t hear half the movie because people were laughing. It was great to hear people really enjoy our work.”

According to lead actor Brennan Columbia-Walsh ’26, the film is a satire highlighting “the corruptive effect of power in an industry once glorified for its honesty, honesty which has now been reduced to avarice and nonsense; that is, the industry of tabloid journalism.”

The film was produced in conjunction with the Record’s “Lights, Camera, Action!” issue, said Record editor-in-chief Clio Rose ’24. The Record is Yale’s campus humor magazine.

“After Orson Welles died, we got the rights to [Citizen Kane],” Rose said. “We didn’t think he did a very good

job with it, so we decided the story needed retelling. When we ran into funding problems, we worked with the Libertarian party of the Southern Connecticut River Valley.”

Rose then clarified that the Record is a satire publication.

Garcia, who is not a member of the Record and who was brought in to direct the film, discussed the challenges of creating a film with a tight turnaround.

“We shot the whole thing over a weekend and edited it in very few hours,” he said. “We had a small crew of three people, and the only people on set with film experience were me and Julia, [the producer]. But even though we were a tight crew, it was easy from a talent perspective — Brennan Columbia-Walsh and Chesped Chap, who were actors

we worked with most closely, were fantastic.”

Rose told the News that the lead actor, Columbia-Walsh, “was entirely CGI.” In response, Columbia-Walsh confirmed that the film was real and so was he.

“What started as an analytical delve into the spectacle of old Hollywood turned into an extremely rewarding process, a lauded and beloved satire and an incredibly well-made film thanks to the professionalism and dedication of the film crew and the Yale Record,” he added. “It was a delight for all involved.”

Julia Arancio ’23, the film’s producer and a member of the Record, mentioned the novelty of creating a film with the Record, a publication primarily focused in magazine and print satire.

“I was very excited to bring my background in film to the Yale Record,” she said. “It was my job to make sure that all the various groups of people involved came together.”

Arancio also lauded Garcia’s “impressive and nuanced directing, each take exceed[ing] the last in emotion and complexity.”

“As writers, we can only dream of having such a cast bring our words to life,” she said.

Arancio added that she believes the film will “revolutionize cinema — we are saving an art form that is bogged down with too many tired ideas.”

The movie is available on the Yale Record’s YouTube.

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# OPINION

## PUANG: In defense of reading five books at a time

Confession: When I tell people that I'm reading a new book, what I really mean is that I have added it to what I affectionately call my "emotional support stack of unread books." Among the current pile is a new novel by a favorite author of mine when I was a child — she's ventured into fiction for adults in recent years — a 600 page novel which was heartily recommended by a friend, a collection of essays I receive for Christmas (author campus visit coming soon!) and a book by a pastor about the role of doubt in faith. On my way to class, I listen to yet another title in audiobook form which brings the "books I'm currently reading" up to five — not including what I read for class.

Some may say that this is too much ("How do you even keep the plot and characters straight?"). My friends recognize it as part of my particular brand of chaos, but reading multiple books at the time gives me pathways to access different worlds. At any given time, I'm reading one book to challenge my preconceived notions, another to equip me to face the world as it is and another to help me imagine what it could be. I also usually read a nonfiction book, and it's always fun to see the way that art borrows from life when the subject of that book and one of the novels I'm reading coincide.

Reading multiple books at once is not altogether unprecedented. It's the same logic behind both taking multiple classes at the same time and doing multiple excerpted readings for those classes: there are serendipitous connections one can only make when looking at multiple subjects, stories or worlds next to each other. Reading multiple books at the same time has meant identifying trends within publishing that have led to my thesis research and deeper thinking. I might not remember which book (or collection of books) I got an idea from,

but at least once a day, I find myself talking about a book I read somewhere.

Now, you might be scrolling through to the end of this column so you can email me about your mindfulness practice. Slowing down is a virtue that many Yale students are trying to cultivate. Some might even balk at the analogy to classes I made earlier. There may be times that we wish we could slow down, linger and exclusively study one thing. Especially during a busy midterm week, I have even fantasized about a semester in which I only have to take one class. I'm also mindful that I'm talking to a group of people so busy that reading one book for pleasure seems impossible, much less five. I hear you.

But reading multiple books at the same time isn't about maximization. In fact, it can feel much slower since you're chugging along many different roads without the dopamine rush of finishing a task. And it's not like a class where missed reading can simply become irrelevant after that week's meeting.

Reading is a choice you make every day, and you can choose that day's reading to match your mood or your ruminations. Not feeling that dystopian dread today? Pick up a whimsical book about a girl lying about her entire life. There are many books I only got through because I had light hearted reading to provide some respite in between dark, heavy passages. The books I read for fun end up being a lot less like classes and graded work and more like friends that walk with me through day to day life. And who couldn't use just one more friend?

**SERENA PUANG** is a senior in Davenport College. Her fortnightly column, "Reading the room" analyzes culture and other contemporary issues through the lens of books. She can be reached at [serena.puang@yale.edu](mailto:serena.puang@yale.edu).

### GUEST COLUMNIST

EZANA TEDLA

## The Board matters

Yale is a small, but a densely packed word.

Yale mandated an additional vaccine for this semester. Yale is a cliquey place. Yale is reforming the housing process. And so on. But who is "Yale?"

Yale University is a giant umbrella that holds a panacea of compartmentalized issues. And we intuitively are aware of this dynamic — if someone complains about anything from the housing draw to Yale Hospitality, everyone would tell them how absurd they are. But for the largest and farthest-reaching of operations, should we not all be informed on how it functions in practice?

The institution of Yale predates the United States, and the operation of the Yale Corporation is ingrained in the Connecticut Charter. The Board of Trustees has had to approve and manage university-wide decisions throughout Yale's centuries-old existence. Whether it is the original approval of the construction of the Afro-American Cultural Center at Yale in 1969 or its stewardship of the \$41.4 billion endowment, the Board's decisions are what ultimately determine the end results.

Discussing the decisions of Yale administration without the Board is akin to trying to explain the Pope without the College of Cardinals. But similarly to the Papal Enclave, we are left peering at the smoke, trying to pry into the Board's

leanings. For at least a generation, whatever the Board deliberates on is shielded from the public view. That means anything decided in 2023 is sealed until 2073 — 50 years later.

I have looked and gone through the archives of the Board from the most recent records available, that is from the late 1960s, to try to gain more information about the body that has the final say over Yale. Most of the records are filled with non-dramatic records: professor salaries, insurance purchases, building permits and so on. However, I found that the Board made critical decisions about the future of Yale, such as the debates they had during President Brewster's term regarding the decision to construct the African American cultural center. In a contested and tumultuous period, both at Yale and in the U.S. more broadly, the Board asserted what direction the institution of Yale would go. This decision, and their other choices, are what loom over us today.

But for the current day, we are left with a much blander picture. The Board of Trustees is not a secret cabal in a smoke-filled room that dictates life at Yale from above. Most of the time it concerns itself with approving the budget the Provost assigns, and they claim to focus on ensuring every generation at Yale can access the same resources as before. How-

ever, the secrecy of the records undermines this mission.

The half-century of enforced secrecy gives the impression of decisions that came down from on high instead of the result of deliberation between experienced members of the Yale community.

It would help the Board make more informed decisions if students, faculty and staff were aware about the discussions the Board is conducting. Currently, the Board meets five times a year and does not disclose the docket or the location. Other universities, such as the University of California system, manage more students and faculty than Yale, and they have public and accessible meetings.

This week, the Yale College Council is holding a referendum on democratizing the Board of Trustees. Different student groups, such as the Endowment Justice Coalition, have campaigned for this democratization to address the current investments of the Yale Corporation. Time will tell about the impacts of this vote, which for the first time will pose the question of the Board to the undergraduate community at large.

As for me, I have a more basic question: What is going on up there?

**EZANA TEDLA** is a sophomore in Jonathan Edwards College, who can be reached at [ezana.tedla@yale.edu](mailto:ezana.tedla@yale.edu).

## SINGH: All politics is national

Across the street from my home in Cambridge is a branch of the public library bearing a large mural of Tip O'Neill. On the lower left-hand side of the mural is a sign emblazoned with the late speaker's catchphrase: "all politics is local."

That slogan was certainly true in Tip's day. In 1972, a young man named Joe Biden defeated longtime incumbent Republican senator J. Caleb Boggs. On the same day, Richard Nixon carried Delaware by 20 points. Ticket splitting — when a voter picks, say, a Democrat for president but votes Republican for Congress — used to be a major factor in American

politics like Vice President Nelson Rockefeller who were arguably to the left of Dixiecrats like Mississippi senator, and notorious segregationist, James Eastland. According to DW-NOMINATE, a metric which calculates ideological scores for members of Congress based on voting records, West Virginia Joe Manchin — the most conservative Democrat in the Senate today — is still to the left of the most liberal Republican, Maine's Susan Collins.

In gubernatorial elections, which are more divorced from national politics than Senate races, you tend to see more ticket-splitting. Phil Scott, a liberal Republican, and John Bel Edwards, a conservative Democrat, are the governors of Vermont and Louisiana, respectively, both states typically hostile to their parties. But both men have won multiple gubernatorial races because they have put substantial distance between themselves and the national party on issues such as abortion: Scott is vocally pro-choice, Edwards is vocally not.

Back in the day, popular governors would often go on to win Senate races in states that favored the other party on the strength of their personal brands — see Manchin or Indiana's Evan Bayh — but that doesn't happen anymore. When the two parties were less ideologically sorted, partisanship might've been a less reliable predictor of how a senator would vote than their individual positions. But these days, you can get a pretty good idea of a candidate's position on abortion or taxes or immigration by looking at whether they have a "D" or an "R" next to their name — and voters know this. More importantly, they know that partisan control of a branch of Congress is the decisive factor in what legislation gets passed and what doesn't.

Tim Ryan and Joe Donnelly both ran for Senate in

right-leaning states — Ohio and Indiana — and publicly aligned with Trump on key issues — namely, trade and immigration. Both lost. Roy Moore, an alleged child molester, came within 22,000 votes, out of 1.3 million cast, of winning a Senate seat in Alabama. How was the race so close? Because Roy Moore is a Republican and Alabama is a very Republican state, so many voters, accurately, perceived a vote for the Democratic candidate as a vote for Chuck Schumer as majority leader.

But the decline in the number of ticket splitters doesn't mean that politicians should abandon persuasion and seek to win purely by energizing and turning out the base. For one, convincing someone to vote for you instead of your opponent is worth two votes, whereas getting a nonvoter to vote for you is only worth one. Research has also found that getting non-voters to turn out for you is roughly twice as hard as flipping a swing voter, and that attempts to turn out your base by running a more ideological candidate often backfire and lead to the other side turning out in even higher numbers.

With fewer and fewer voters being up for grabs and campaigns often being won by razor-thin margins, the remaining persuadable voters are even more important. Last year Brian Kemp was re-elected Georgia governor, beating Stacey Abrams 53-46. Republicans won every other statewide office by similar margins — except for the Senate race, where Raphael Warnock won in the runoff. How did he pull it off? By running ads where Kemp voters vouched for his personal integrity.

**MILAN SINGH** is a first year in Pierson College. His fortnightly column, "All politics is national" discusses national politics: how it affects the reader's life, and why they should care about it. He can be reached at [milan.singh@yale.edu](mailto:milan.singh@yale.edu).

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# FROM THE FRONT

*"I have learned over the years that when one's mind is made up, this diminishes fear; knowing what must be done does away with fear."* ROSA PARKS AMERICAN CIVIL RIGHTS ACTIVIST

## Sororities suspend mixers with LEO following rape allegation

LEO FROM PAGE 1

friends would find me on the floor of the bathroom crying."

She said she was willing to speak to the News about her experience because she is "horrified by the maintenance of the status quo at LEO" and wants to make the process of reporting sexual misconduct easier for others in the future.

"It's really hard because this is never going to be over for me, but for the rest of the world, it is," she said. "I think that any member with moral integrity should drop."

### The challenge of reporting

LEO — previously known as Sigma Alpha Epsilon — announced their disaffiliation from the national fraternity in May of 2016, formally breaking away in August of 2018. The break from SAE, which LEO representatives told the News at the time was because they no longer wished to rely on the national organization for resources, came after the chapter made national headlines for allegedly hosting a "white girls only" Halloween party in 2015. The same year, the chapter was banned from campus by then-Yale College Dean Jonathan Holloway following allegations of sexual misconduct within the fraternity.

LEO leadership became aware of the recent assault allegations on Sept. 26, when they were contacted through a friend of the female student who acted as an intermediary, according to LEO's statement to the News. This friend, who has been granted anonymity to protect the privacy of the female student, confirmed to the News that this communication occurred.

On Sept. 29, the female student contacted Yale's Title IX office to request a No-Contact Arrangement, which would prevent the alleged assailant from interacting with her. She did not file a formal complaint against the alleged assailant through the University-Wide Committee on Sexual Misconduct because she feared that "the long, arduous process" of the investigation would force her to "relive the traumatic experience over and over again."

According to LEO's statement, a member must notify the fraternity's executive board within 24 hours if they learn that a formal complaint of sexual misconduct has been made against them through University reporting processes. Per fraternity policy, the member would then be suspended until the complaint had been resolved, and their membership would be revoked if

the University found them to be at fault. Since the female student did not make a formal complaint to the University, the alleged assailant was not immediately suspended.

Communicating through the intermediary, LEO informed the female student that an oral testimony or written statement would be needed to trigger the judicial process within the fraternity. According to their statement, the fraternity requested "as much information as the victim was willing to provide," assuring her that the oral or written testimony would be kept confidential.

The female student explained that she resorted to contacting leadership through an intermediary because there was no formal system for reporting allegations of assault to LEO. Had she not had friends with connections to fraternity leadership, she said, she would not have known a way to make these allegations known. She added that she received very little information about the details she would need to include in her statement to the fraternity.

"The process was so unclear," the student told the News. "It was evident they had no idea what they were doing."

When asked if they had mechanisms in place for reporting sexual assault, LEO told the News that the Judicial Board of LEO — their "investigative and disciplinary body" — serves as the fraternity's "sexual misconduct reporting mechanism." The Judicial Board consists of an elected "Judicial Officer," the fraternity president and four members chosen by the Judicial Officer "based on their ability to investigate the given matter impartially."

Neither the name of the Judicial Officer nor the LEO president are listed on the fraternity's website, where the fraternity directory is password-protected.

### Consequences within LEO

On Dec. 1, the female student delivered her statement to LEO, providing a detailed account of the alleged assault and requesting that the accused member be expelled from the fraternity and evicted from the LEO house at 35 High Street. The News has reviewed this statement.

The female student explained that the decision to deliver the statement was a challenging one to come to.

"I was wrestling with the mental toil of reliving the experience," the student told the News. "As well as the reality of what coming forward would be."

In the statement, she also offered a list of internal changes she hoped

to see enforced at LEO. These include mechanisms to anonymously report sexual misconduct, have sober monitors at parties, have monitors for the upstairs areas and encourage bystander intervention.

"If one person had asked me 'Are you okay?' the situation could have been prevented," the female student said.

LEO representatives told the News that once the student submitted her statement, they immediately suspended the alleged assailant. The Board read the student's statement and heard oral testimony from the accused member on Dec. 4 — proceedings were delayed because the accused was out of state — and unanimously decided to expel the member, blacklist him from future events and evict him from the house.

The Judicial Board's decision was informed by advice of legal counsel and a recent Yale graduate who served as a Communication and Consent Educator, according to the LEO statement. The alleged assailant was given until Jan. 17, the first day of classes for the spring semester, to vacate the house.

But the female student said it was not until after she had turned in the statement that LEO leadership informed her that the alleged assailant had the option to appeal his expulsion.

Although her name and written statement would remain confidential in the case of the appeal, every member of LEO would be given further information on the alleged assault and the opportunity to vote on whether to keep or remove the accused from the group, according to both LEO's statement and texts between LEO leadership and the female student that have been obtained by the News. Overturning the Judicial Board's decision would require a two-thirds majority as well as approval from the Executive Board.

Members of LEO did not address an inquiry from the News into the date that the female student was informed about the possibility of the appeals process.

The accused student did not appeal the decision. On Dec. 5, all LEO members were informed that the accused student had been found responsible for committing sexual assault and expelled from the fraternity, and on Dec. 7, the fraternity held an emergency election to fill his position.

LEO then informed all members that the rest of the fraternity's events for the remaining weeks of the semester would be canceled — including its formal on Dec. 11 — to give time for the fraternity's lead-

ers to "reflect and begin the process of drafting and implementing additional preventative measures in the wake of the incident."

### Sororities respond

Also on Dec. 11, the Executive Board of LEO met with the leadership of Alpha Phi, Pi Beta Phi and Kappa Alpha Theta. During this meeting, LEO told the News that they explained the incident "without violating the victim's request for confidentiality" and asked for input on changes that could be made in the immediate future, according to LEO's statement.

In light of this meeting, all three sororities have suspended social events with LEO — Theta indefinitely, Pi Phi and Alpha Phi at least until spring break.

Yale Kappa Alpha Theta president Amanda Robinson '24 told the News that Yale's Theta chapter did not plan to hold events with LEO "for the foreseeable future." Robinson referred the News to a statement that then-Theta President Meghan Backoo '23 made last year, referring to national sorority policy for holding social events with other organizations.

"For the well-being of our members, we must re-evaluate our relationships with those social groups in violation," Backoo's statement reads. "Through these actions and policies Theta intends to advance positive social climates that Yale women enter into, as the safety and empowerment of our broader Yale community are of the utmost importance."

Yale Pi Beta Phi president Amelia Lower '24 — who serves as a staff reporter for the News — wrote that after the Dec. 11 meeting with LEO leadership, she informed members of the sorority of the situation during their chapter meeting the next evening.

"Soon after our leadership voted to temporarily postpone mixers with LEO until we reevaluate," Lower wrote in a statement to the News.

Alpha Phi President Grayson Lambert '25 — who is also a staff reporter for the News — declined to comment on whether Alpha Phi would continue to hold social events with LEO this semester. However, an up-to-date version of the Alpha Phi spring 2023 social calendar, which has been obtained by the News, shows no events planned with LEO until after spring break.

### Promises of reform

LEO's bylaws — while written based on consultations with CCEs and drawn from "university guidelines and national fraternity consti-

tutions" per LEO's statement — were enacted with no national oversight after LEO announced their disaffiliation from SAE.

In their statement to the News, LEO representatives detailed recent changes they have made to their bylaws on the advice of their legal counsel and the recently-graduated CCE. The amendments, which passed separately on Dec. 14 and Jan. 25, went into effect at the start of the semester.

These amendments include increasing the number of sober monitors at events, increasing the number of members responsible for monitoring upper floors of the house, improving access to contact information of members and improving "bar management protocols," along with more frequent consent and bystander intervention trainings.

LEO also promised to post QR codes at fraternity events which link to the phone numbers of the sober monitors. The QR codes, according to the statement, "dualy serve as a reporting mechanism for incidents including, but not limited to, sexual misconduct."

But the female student told the News that she is not convinced these changes — many of which LEO claimed in their statement to have already practiced before the issue was raised — will be enforced or effective in preventing sexual assault within the fraternity.

"In theory there were sober monitors, but in practice there were not," the female student told the News. "Within six months no one's going to be a sober monitor anymore, and it will have been forgotten."

The female student told the News that despite his expulsion from the fraternity, there are some members of LEO that still socialize with the man she says raped her. She added that the alleged assault could be traced to a lack of "basic decency" within the fraternity's culture, stressing the responsibility that all members bear to make sure partygoers are safe during social events.

"I came forward for the sake of those who will step into LEO now and for years to come," she told the News. "I want it to be safer for them."

LEO is located at 35 High Street.

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## Yale Center for British Art to close for renovations until 2024

YCBA FROM PAGE 1

they "do not know much more" about the timeline, said Kristin Dwyer, Head of Communications and Marketing at the YCBA.

### Building renovations

In the spring of 2021, Yale University announced its commitments to mitigating climate change, including long-term energy goals for campus operations. With aging and sustainability as chief concerns, the YCBA will be replacing deteriorating materials and moving toward more sustainable lighting.

"To contribute to the achievement of this goal, the YCBA

sought to investigate how new and promising materials, products and technologies could best be incorporated into its spaces," said Dana Greenidge, YCBA Building and Preservation Project Manager.

The museum received a grant from the newly launched Frankenthaler Climate Initiative — a program providing funding for museums and cultural institutions to improve energy efficiency and move toward clean energy.

This funding will enable the museum to reduce energy consumption and lower carbon emissions by moving toward a LED lighting system. YCBA's current gallery lighting and skylights are

original to the building's public launch in 1977. The gallery lighting uses halogen bulbs, known to be energy inefficient. On average, LED lights use 80 percent less energy than halogen lights to emit the same amount of light.

The over two hundred Plexiglass skylights on the roof, referred to as the "fifth elevation" by their architect Louis I. Kahn, will be replaced. The roof, which has served the museum for over 20 years, will also be replaced.

For those hoping to access the YCBA's archives, collection, reference library and study room — appointments may be booked two weeks in advance. Details on how to book appointments are forthcoming.

### British art on the move

In March, more than 60 pieces will be on view at the Yale University Art Gallery in the collection "In a New Light: Selections from the Yale Center for British Art." The works will span four centuries of British landscape and portraiture traditions.

Larry Kantor, Chief Curator and the Lionel Goldfrank III Curator of European Art at the YUAG, worked with YCBA's Deputy Director and Chief Curator Martina Droth to choose "exceptional" pieces, he said.

"I based the selection on works of outsized historical importance, exceptional aesthetic quality, particularly good physical condition," Kantor said. "In other words, I did it with a view in mind of what they would look like, installed across the street, not just what story they might tell."

Among the pieces relocated to the YUAG, Kantor's favorite piece

of art is one that is not from a British artist. It is a portrait of Warwick castle by Italian painter Canaletto, who spent years in England working for English patrons. Calling it "one of the great 18th century paintings anywhere in the world," Kantor is thrilled to see it temporarily live among the YUAG's Venetian paintings.



View of the gallery illuminated by the skylights / Courtesy of Richard Caspole

The YCBA will also loan works to museums across the country, including the Baltimore Museum of Art, the J. Paul Getty Museum in Los Angeles, the Historic Royal Palaces in London, the Metropolitan Museum of Art in New York, the Jewish Museum in New York and SITE: Santa Fe in New Mexico.

"I thought it was an opportunity to clear out one of our exhibition galleries and borrow as many works as we could to make sure that the [YCBA] is never invisible to the public for this long of a period," Kantor said.

### Reimagining the collections

All of the remaining artwork will be uninstalled and moved to

storage for safekeeping while the skylights are replaced. According to Droth, the complete reinstallation of the museum's galleries offers "an exciting opportunity" to reimagine the collection.

"My colleagues and I look forward to reinterpreting the museum's rich holdings in new contexts and from new perspectives,"



View looking up at the skylights / Courtesy of Richard Caspole

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# FROM THE FRONT

*"The cost of liberty is less than the price of repression."*  
W.E.B. DU BOIS AMERICAN SOCIOLOGIST

## Contract negotiations between Local 5123 and L+M at an impasse

**L+M SHORTAGE** FROM PAGE 1

not here, you can't get them in the door. They don't pay enough money."

### A shortage of healthcare workers

Patient volumes at L+M have not dipped below an average of 180 per day since the start of the COVID-19 pandemic. Recent numbers have risen to over 207. But according to Fields, L+M has failed to adjust staffing to address this spike: the hospital staffing is more appropriate for a volume of 150, as "numbers used to be" prior to the pandemic.

This past Sunday, Jan. 29, one PCA at L+M had thirty patients across multiple units, seven of whom were in for COVID-19, Fields said.

"I can't do that for thirty patients in an eight hour span because I'm not getting to the patients at least every hour," Fields said.

It's common to have only one or two PCAs working on a floor at L+M. Fields receives reports daily from PCAs concerned about short staffing.

While overtime is not mandated, according to Fields, the incentive system — where workers can make \$10 extra an hour — creates a culture of burnout. The hospital constantly being "overloaded," Fields said, pressures PCAs to continually pick up extra shifts for more money. In an environment of unmet demand, there is no limit on the hours they can work.

But with multiple PCAs working 90 hours a week to pick up more

money, the quality of care provided comes into question. Fields brought up two PCAs at L+M who work 90 hours on average a week, risking burnout by constantly working double shifts.

"The incentives help but they burn people out," Fields said. "It would be easier if you just raised the bar financially to get people in the door."

Instead of having workers take on extra hours, the hospital needs to hire double the current staff, Fields added.

The minimum wage for PCAs at L+M is \$15.50. Fields pointed to local nursing homes which pay at least \$17.80 an hour for the same job.

L+M hired five new employees this week, upping the union's membership from 907 to 912. To put these additions in perspective, Fields brought up 12 new employees quitting within the last calendar year.

"You wouldn't have had 12 people quit in a ten year span from L+M before," Fields said. "When you came here, you felt important. Not [like] a number. And I can't stress it enough, we're gambling with our patients, our neighbors, our family's lives."

For comment on the PCA shortage, L+M referred the News to the Connecticut Hospital Association. CHA represents all of YNHHS's member hospitals, including L+M.

Paul Kidwell, senior vice president of CHA, said that Connecticut hospitals are creating new ways to keep hospital workers resilient and enhance retention and recruitment.

"Providing financial incentives, identifying opportunities for career advancement and supporting continuing education are important ways hospitals are supporting the workforce," Kidwell wrote to the News. "As hospitals confront significant financial headwinds, exacerbated by the need to hire temporary, contract labor, a partnership with the state to support the workforce is now more important than ever."

Kidwell called for state funding for recruitment bonuses, student loan payment assistance, cash retention bonuses, tuition assistance, workplace violence prevention and other forms of training to support retention and recruitment.

### Shortage of nurses

Dale Cunningham, a registered nurse (RN) at Lawrence + Memorial, recalled similar feelings of burnout among nurses at L+M, especially in the early days of the pandemic. The physical and emotional burden of caring for COVID-positive patients, many of whom were not allowed visitors, took its toll on her co-workers.

"So, so many patients died not seeing their loved ones," Cunningham said in an interview with the News. "[Nurses] would just drive home crying."

Combined with taxing work conditions — irregular hours, PPE shortages and precautions not to infect their family members at home — L+M nurses, like PCAs, began to quit.

Most of those who left were seasoned, experienced nurses, already nearing the end of their career. Yet these now-vacant positions were filled mostly by brand-new nurses, unprepared to deal with a short-staffed, high-intensity workplace.

Because of this, L+M adapted to rely on per diem employees — professional nurses working on an as-needed basis. While around seventy per diem nurses served at L+M pre-pandemic, that number more than doubled to 150 in Local 5049, the union for nurses at L+M.

Cunningham believes the hospital hired these workers, who do not receive employee benefits, as a cheaper alternative to full-time staff nurses. This system has contributed to inconsistent staff counts from day to day. At the Neonatal Intensive Care Unit (NICU) where Cunningham works, the unit is often left unequipped for high volumes of patients.

The result can be fatal, according to a recently published report by AFT Connecticut, the state union overseeing the local unions at L+M. Taking on just one extra patient can decrease a nurse's capacity to provide quality care, and a nurse may miss critical information when rushing through patient questioning.

Dale described often being pulled away to do three different tasks, while trying to take down a patient's history. She referenced a 2018 study, which found that adding one patient

to a nurse's workload increases the risk of a patient dying by 7 percent.

There are dangerous consequences for hospital employees as well. L+M has witnessed an upsurge in workplace violence and staff injuries due to mounting frustration from patients and their families, particularly in the NICU. Patients' family members, irate over long wait times, may act aggressively toward staff. Additionally, when patients resort to violence, nurses who cannot gather help must handle them alone.

"You're putting people in danger," Dale said. "You have a violent patient, and you can't restrain them quickly because you're the only one there, and that's how increased injuries to healthcare workers have happened."

According to Kidwell, Connecticut hospitals are actively bringing stakeholders together to inform statewide efforts to address workplace violence will include "all voices at the table."

"A safer workplace is a critical priority for Connecticut hospitals and hospitals must continue to be safe places for every patient and healthcare worker," Kidwell added.

### An impasse reached on contract negotiations

Negotiations between Local 5123 and L+M for a new employee contract began in May of 2022, culminating in an impasse.

SEE **L+M SHORTAGE** PAGE 9

## Megan Ranney to serve as next dean of School of Public Health

**RANNEY** FROM PAGE 1

that he had selected Ranney to succeed interim dean Melinda Pettigrew as the first dean of an independent School of Public Health. Ranney, a graduate of Harvard College who went on to receive her M.D. from the Columbia University College of Physicians and Surgeons, currently serves as the deputy dean of the School of Public Health at Brown University, where she received her M.P.H. She will begin her term on July 1.

"I think that this moment is ripe for a redefinition of what it means to be a public health practitioner in the world as we go into the late phases of the COVID pandemic," Ranney said. "We need to be leaders not just in scholarship, but also in communication and in practice."

Ranney's tenure comes during the School of Public Health's transition into an autonomous professional school. Last February,

Salovey announced that the school would receive \$50 million to support its financial aid and educational initiatives, as well as an additional \$100 million to eliminate a structural deficit.

While Ranney believes that there will be challenges in the transition to an independent school, she is confident that the school will "navigate that well." Some of these challenges, she said, include creating new administrative structures that may help support the school academically and financially.

Ranney said that she has already spoken to several Yale students, and will spend the coming months "getting to know the folks at the school." In the longer term, however, she wants to take advantage of Yale's reputation and build on existing relationships with the larger community to tackle a wide variety of public health challenges.

There are also specific areas that Ranney said she has deep

personal investment in and hopes to explore in her deanship, including work on violence prevention as well as health policy.

And for students, Ranney also said that her administration will work on promoting diversity, equity and inclusion — areas which have been recently highlighted as priorities for the Schools of Medicine and Nursing. She promised to work to make the composition of the incoming class "more diverse in every way," as well as to collaborate with community organizations.

"If there's anything I learned over the last decade of my career it's that the work that we do in academia, in public health, only matters as much as it is trusted by and created in collaboration with the population and communities who are affected," Ranney said.

Melinda Irwin, a professor of epidemiology who chaired the search committee for the YSPH dean, approved of Salovey's choice.

"I'm delighted that Dr. Megan Ranney will be our next YSPH dean," Irwin wrote in an email to the News. "Her scientific accomplishments and leadership related to some of the most pressing public health challenges [including firearm injury, substance use, mental health and infectious disease risk] combined with her extraordinary ability to communicate effectively, will propel YSPH forward as a leader in tackling these and other public health problems."

In late Spring 2022, the search for the next YSPH dean began, according to Irwin. Isaacson Miller, an executive search firm whose clients in higher education range from the University of California, San Francisco to the Massachusetts Institute of Technology, conducted a listening tour with YSPH alumni, students, faculty, staff and the YSPH Leadership Council.

By last August, the search had reviewed over 100 potential candidates, with over 60 submitting applications. Irwin told the News

that just over of applicants identified as underrepresented minorities, while over 50 percent identified as female.

Irwin and the committee interviewed 11 applicants and submitted a shortlist to President Salovey in the following months, and final candidates were screened before Salovey picked his final choice.

"[Ranney] brings to Yale a remarkable track record of driving innovations in public health teaching, research, and practice," Salovey wrote in his email announcement. "Her career is distinguished by a deep commitment to working with communities to identify and address complex public health challenges, especially those that burden historically underserved or marginalized populations."

Ranney joined the Brown University faculty in 2008.

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## Yale College Council holds referendum on Yale Corp democratization

**REFERENDUM** FROM PAGE 1

University alumni from among the community, and the Governor and Lieutenant Governor of Connecticut, both of whom serve ex officio.

Although they rarely interact with the student body directly, the Yale Corporation holds significant power over the University. Not only do they control the University's budget, they also appoint the President and other high-level administrative positions, such as the Deans and the Provost.

"Everything about the Board's structure is designed to shield its members from accountability from their decisions, even as they claim to have the Yale Community's best interests at heart," read a Monday morning statement from the Yale Endowment Justice Coalition.

A student advocacy group focused on the ethical allocation of University funds, the EJC argues that recent trustees appointed to the Corporation have been non-transparent about endowment spending. It also notes that many trustees have strong ties to the fossil fuel industry.

The EJC has already been campaigning to increase referendum turnout. Since the referendum was announced, EJC organizers have been hanging posters and tabling on Cross Campus to "educate students about the Corporation's structure and get out the vote."

"The Yale Corporation has final say on the endowment spending of Yale — that is, they decide on what Yale is invested in, whether that be fossil fuels or other incredibly damaging and unethical industries," EJC organizer Tara Bhat wrote in an email to the News. "It's high time that the people most affected by the Corp's decisions get a (metaphorical) seat at the table."

Hovannesian agrees, noting that it is important that the people most affected by the Corporation's decisions — namely University students, faculty, and staff — are given the chance to voice their opinion. He is hopeful that the student body at large will agree with him.

"I think the Yale community will agree, or I hope they do," Hovannesian wrote. "I would find it hard to believe people don't want the right to vote on matters that affect them as students and alumni."

After the referendum, the YCC will summarize the results and provide recommendations to University President Peter Salovey in a Senate-approved letter.

This referendum is the latest in an ongoing saga of student and alumni backlash against the Yale Corporation's unilateral decision to scrap the alumni fellows petition process in May 2021. Since 1929, Yale alumni could petition to run for election to the Board of Trustees. But after the Corporation limited the path to trustee-

ship exclusively to nomination by the Alumni Fellow Nominating Committee, Victor Ashe '67 and Donald Glascoff '67 sued Yale, arguing that the change violates the University's legal obligations to alumni.

Following the filing of the lawsuit, over a thousand alumni signed a statement in fall 2021 calling on Yale to reinstate the alumni fellows petition process.

Ashe and Glascoff filed their formal complaint against the University on March 7, 2022, alleging breach of contract and violation of the Connecticut Revised Non-stock Corporation Act. Later that spring, the complaint received support from the Yale Graduate & Professional Student Senate, which passed a February resolution condemning the elimination of the petition process.

The lawsuit was heard by a Connecticut Superior Court on September 19, and, on December 15, Judge John Farley ruled that the suit has enough legal standing to proceed to trial this spring.

"This is a very significant development because it will be the first time that Yale has to explain and justify its actions in a court of law," Ashe said.

Prior to this, Ashe said, the University has "thrown democracy to the wind."

Interim Vice President for Communications Karen Peart declined to comment on the referendum and on the lawsuit's progress to trial.



As it stands now, meeting notes from Corporation meetings are made public exactly 50 years after the notes were taken / **Yale Daily News**

"I am very pleased that undergraduate students are holding a referendum," Ashe said. "And it is my hope that President Salovey will embrace students and alumni as allies for making Yale the best institution possible instead of treating them as the opposition."

Hovannesian hopes that this referendum will push the Corporation to become more transparent. As it stands now, meeting notes from Corporation meetings are made public exactly 50 years after the notes were taken, and University students and faculty play no role in the election

or appointment of anyone on the Board of Trustees.

"I think the main drawback to the current process is that it is so exclusive," Hovannesian wrote. "Who gets to run, who chooses the candidates, and most importantly what those who are chosen do — all of that is a sort of a secret."

The Board of Trustees will hold their next meeting on Feb. 11.

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*"History has shown us that courage can be contagious, and hope can take on a life of its own."* MICHELLE OBAMA FORMER FIRST LADY OF THE UNITED STATES

## Union Yes: Local 33's three-decade road to recognition



COURTESY OF GABRIEL WINANT

Following Local 33's victory, the News tracks the union's history and speaks to organizers from every chapter of the union's history.

MEGAN VAZ  
STAFF REPORTER

With the support of 91 percent of graduate and professional student workers, Local 33 has won recognition as a union from Yale after 33 years of activism.

Organizers spanning the union's complete history spoke to the News about the decades of strikes, demonstrations, lobbying and organizing that paved the way for this year's victory.

### Beginnings in the 1990s

Local 33, known as the Graduate Employees and Students Organization until 2016, found roots in the activist group TA Solidarity. Founded in 1987, the group lobbied the University to address the problems that graduate student workers faced, which included unclear policies on pay levels and low wages.

According to former GESO chair Ivana Krajinovic GRD '93, the announcement of the Pollitt-Kagan plan made students realize they "actually had to be a labor union." The plan proposed cutting 25 percent of TA positions and preventing graduate students unlikely to receive their degrees within six years from teaching.

"I think it sent a message that you can't just unilaterally impose rules that are going to impact what you would call working conditions," Krajinovic told the News. "To be muzzled when it came to how we were going to function in our first jobs as teachers was just really at odds with that vision that most of us came to grad school for."

GESO came to fruition in 1990, affiliating with Yale unions Local 34 and Local 35.

According to former organizer Gordon Lafer GRD '95, the group's first major protest occurred in 1991: a sit-in against the University's decision to cut library hours.

"Yale threatened that everyone would be arrested — ultimately they caved in — a few hundred of us sat in, and the administration announced that it had just decided on its own to keep the library open later that night, with no arrests," Lafer wrote to the News.

The National Labor Relations Board ruled in the 1970s that graduate students were ineligible for government-mandated union representation, making voluntary University recognition necessary. GESO collected union support cards from a majority of graduate students in 1991 and authorized a three-day strike in Feb. 1992.

Even without recognition, activists secured some changes through conversations with Judith Rodin, then-dean of the GSAS. One included the addition of a new teaching level, an employment tier that determines hours and pay.

"We ruined a trip to Mexico for her because we were threatening [a strike]. I remember her actually admitting that in a meeting, and saying the least we could do is take [her] out to this tablecloth Mexican restaurant in New Haven," Krajinovic recalled. "We were like, 'Well, on these wages, we can take you to Taco Bell.'"

Lafer remembers retaliation against GESO. He recalled one incident when Yale charged three TAs

with violating university rules for participating in a 1995 strike. The Daily Pennsylvanian reported that Robin Brown, one of the three students, was permanently fired from her teaching job.

Lafer claimed that Yale told the local fire department to ban fire barrels, preventing union activists from staying warm during winter strikes. He also described Yale telling a local bakery, which planned on donating day-old bread to strikers, that it would never receive a catering contract with the University again unless it threw out the bread.

He also remembered intimidation by professors. One in his department drew up a list of all TAs involved in the grading strike to prevent them from teaching the next semester.

"Yale administrators pressured faculty to get them to threaten grad students," Lafer added. "I know a couple people who were denied letters of recommendation because they participated in a strike — one of them was never able to get an academic job and ended up teaching high school."

University spokesperson Karen Peart declined to comment on the incidents. However, she emphasized Yale's history of "labor peace" with Locals 34 and 35.

"We are fortunate to have a strong relationship at Yale with UNITE HERE and Locals 34 and 35," Peart wrote to the News. "Since 2002, we have negotiated five collective bargaining agreements with Locals 34 and 35. All five agreements were resolved on time without conflict or strikes."

### The 2000s: A fight for structural change

In the early 2000s, the graduate labor landscape shifted. The NLRB declared in 2000 that private school graduate workers had the right to unionize, but it reversed this decision in 2004.

Graduate workers at Yale nonetheless stuck with their campaign,

engaging in their fourth and fifth teaching strikes in 2003 and 2005.

Former organizer Shana Redmond GRD '08 engaged in a diversity and equity campaign, pushing the University to raise graduate admissions for those of underrepresented backgrounds and to hire more minority faculty members.

GESO conducted research projects on Yale's investments, eventually holding rallies calling for divestment from the hedge fund Farallon Capital Management. GESO found that Farallon profited from the Corrections Corporation of America, a private prison company with allegations of human rights abuses.

Redmond remembers that within her African American Studies department, conversations about the union's research and its Equal Rights and Access Committee led to "dense membership."

Organizer Sarah Haley GRD '10 stressed that the union focused on both "bread and butter" issues and social justice in their activism.

In 2004, GESO collected union authorization cards from 60 percent of TAs, conflicting with their narrow loss in a 2003 election unauthorized by Yale. Still, Redmond said that an air of skepticism and later opposition existed among some. Some workers were unsettled by certain recruitment strategies like home visits.

Cycle three: department elections, legal battles and hunger strikes

Organizers began a new campaign in 2010. Gabriel Winant GRD '18, a former organizer, explained that home visits were a common organizing strategy throughout the country. He also noted that parent union UNITE HERE strongly encouraged home visits, but that GESO eventually ceased door-knocking due to negative reactions.

Addressing criticisms of former GESO tactics, Winant stressed that most efforts aimed to "overcorrect" the challenges

unions faced on campus. Moreover, collective action was often difficult due to the "individualistic" nature of academia.

"I think part of that was the kind of messiness of working through the kind of status change that we were trying to do," Winant said. "I think that ethos in that environment makes collective type tactics of union organizing, in general, often pretty distasteful for people."

He helped build organizing committees and membership majorities in departments like Geology and Geophysics, Astronomy and Ecology and Evolutionary Biology. However, GESO still hit a wall in departments like Chemistry.

"I was around constantly so everyone knew my face and knew what it meant to see me around," he recalled. "If you're up for just riding it out and trying to figure out who gives you the time of day and why they did that, you can get somewhere. And so that was a very powerful experience for me."

A banner bearing the faces of 2,000 supporters — about two-thirds of GSAS workers — was delivered to Woodbridge Hall in 2015.

Rebranding as Local 33, GESO held NLRB-approved elections for the first time in 2016, following the board's new ruling that private school graduate workers could unionize. Instead of holding a vote throughout the student body, the union held elections in a handful of departments, resulting in eight filing to unionize. Yale legally challenged them as "undemocratic."

Winant said that it was a misconception that departmental units were to represent the entire student body, maintaining that the elections respected differences across departments.

"From our perspective, that was a perfectly appropriate and democratic procedure in which our feeling was, 'Okay, we get it, the campus is polarized.' So let's let the people who want this do it," Winant maintained.

The NLRB dismissed Yale's challenges in 2017, but the University requested a review. In an effort to pressure Yale to begin negotiations, several Local 33 activists engaged in a means of civil disobedience virtually unprecedented in American organized labor: a hunger strike.

During the month-long fast held in a Beinecke Plaza encampment, members switched places with each other a few times to preserve health. Robin Dawson GRD '19 participated for ten days, affirming that she felt "well-taken care of" by volunteer nurses and supporters

who joined them at the plaza. Hundreds also conducted their own demonstrations during the hunger strike.

"It was a beautiful spiritual experience in some ways — it sounds kind of cheesy, but it was — and after my 10 days, I passed off the fast to my friend," Dawson said.

During the fast, the News asked Yale President Peter Salovey for comment on "the eight graduate students starving themselves just feet from his office." He read a statement asking the protestors to reconsider their actions for health reasons.

Around the same time, 23 union members were arrested for blocking streets in protest against sexual harassment and assault at Yale, which Winant described as an "acute" problem felt across campus.

In 2018, former President Donald Trump appointed a new member to the NLRB, shifting the board further right. Anticipating opposition, Local 33 and several other graduate unions dropped their petitions.

Winant recalled eventual burn-out among supporters. Days before Local 33 withdrew NLRB petitions, 80 members signed a statement expressing dissatisfaction with leadership and progress. In the fall of 2018, according to Winant, Local 33 "demobilized."

"People burned out. It's too many twists and turns and zigs and zags," Winant said. "That moment became an opportunity for the union to digest some of that and try to figure out how to become an organization that still could really fight and push."

### The momentum rebuilds

Local 33 spent the following years collaborating with Locals 34 and 35 and the community organization New Haven Rising. It kicked off a new campaign in the fall of 2021, holding two demonstrations that drew thousands in 2022. Winant attributed much of the union's recent momentum to the learning experiences of current leadership. Haley also noted the importance of building relationships between unions and workers.

The national atmosphere around private university graduate unions has also changed. Since the NLRB's 2016 decision affirming their right to exist, several have secured labor contracts, including those at Harvard University and Columbia University. According to Seltzer and other graduate students previously interviewed, the pandemic and the cost-of-living crisis further influenced union demands.

"I spent a lot of time just talking to my colleagues about why we would want a union," Seltzer told the News. "Many other schools in the past few years have won contracts that have raised wages, gotten them better health care, gotten them grievance procedures — all things that have made huge differences."

Local 33 submitted union cards from the majority of union-eligible students to the NLRB in October 2022. Soon after, Yale agreed to recognize its first official election. On Jan. 9, it was official: 91 percent of graduate and professional students voted "Union Yes."

Yale has agreed to recognize the union and begin the collective bargaining process in good faith.

Current and former organizers who spoke to the News expressed they were "overjoyed," "thrilled" and "enthusiastic."

"When I had a union job before grad school, I felt so empowered as a worker, and I'm really excited to feel that same kind of empowerment here at Yale," Seltzer said. Krajinovic felt both happiness and anger.

Although she was "physically shaking for a couple of hours," she reflected on the fact that it took over 30 years of organizing, protests and strikes to achieve recognition.

"We have had people that were heavily involved that have died," she stressed. "I have somebody from my years, a few years older than we are — he just got a Medicare card. It should not have taken this long. And it better not take a long time for them to get a contract."

Peart emphasized that the University plans to take an "interest-based" approach to negotiations. Interest-based bargaining involves joint negotiation between an employer and union, where both parties come to agreements that each stands to gain from.

Local 33's bargaining unit will include about 4,000 workers.

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## NEWS

*"We will not march back to what was. We move to what shall be, a country that is bruised, but whole."*

AMANDA GORMAN AMERICAN POET

# New Haveners mourn Tyre Nichols, challenge police violence



NATHANIEL ROSENBERG/CONTRIBUTING PHOTOGRAPHER

Rally attendees engaged in speeches, chants and poetry while decrying police violence and advocating for reforms.

NATHANIEL ROSENBERG AND MAGGIE GREYER  
STAFF REPORTERS

Dozens of New Haven residents gathered on the Green Sunday evening to mourn the murder of Tyre Nichols by Memphis police and to call on the city to better prevent police violence.

The rally, organized by the Connecticut branch of the Party for Socialism and Liberation, was in response to the Friday release of video footage showing five Memphis police officers severely beating Tyre Nichols — a 29-year-old Black man who later died from his injuries. At the rally, members of various New Haven area activist groups called for the city to put an end to police violence. Activists also linked Nichols's killing to the paralysis Randy Cox suffered at the hands of New Haven police last July.

Leighton Johnson, a Black man who attended the rally, told the News how saddening and exhausting it was to see another Black person killed by police.

"Every time I walk out of the household I could be subjected to that type of police brutality, which I have," Johnson said. "I've been in the system. I've been harassed since I was a child. I've been brutalized. When I saw that video it tore my heart apart to see that young man screaming for his mom."

2022 was the deadliest year on record for police violence nationwide, with law enforcement killing at least 1,176 people. The rally called for bold responses to the country's escalating crisis of police violence.

As dusk fell, rally goers held signs demanding "End Police Terror" and calling to "Abolish The Police." In between speeches, the crowd stayed engaged with chants

of "no justice/no peace" and "no racist/police."

"I'm not going to wait for the blood to come to my doorstep," said Javier Villatoro, a member of the immigrants rights group Semilla Collective, at the rally. "I'm gonna be talking to people to tell them we are stronger."

## Mourning Tyre Nichols

While speakers prompted discussion over police reform, the main purpose of the gathering was to mourn and pay tribute to the life of Tyre Nichols.

Sun Queen, a cofounder of Black Lives Matter New Haven, delivered a visibly moving poem at the rally paying tribute to the passions Nichols had, as well as the ways that police repeatedly brutalized "Black bodies."

"Tyre, snatched away from his son, skateboard and sunsets," Queen read. "A Black mother left

to cry and mourn her son. She was proud he tattooed her name on his arm. And at the last moments he screamed and cried for his Black mama."

Queen brought a small skateboard with "TYRE" painted on it to the rally. Nichols was an avid skateboarder.

Greta Blau, a cofounder of the Hamden Tenants Union and member of the Connecticut Democratic Socialists of America, echoed Queen's grief in her own speech. Blau also noted how Nichols was a photographer, a father and a lover of sunsets.

"He wanted his mom. I don't know how to process that as a mother," Blau told the crowd.

"It's just cruelty. I guess we're encouraged to be cruel to each other."

Gursey described feeling a mixture of outrage and familiarity with the release of the video documenting Nichols's murder.

"I shouldn't be used to such news," he said. "This ought to be something extraordinary. It's becoming routine, and that's very sad."

## Visions of policing

Jamarr Farmer, a member of the Party for Socialism and Liberation and one of the rally's organizers, said he sees Nichols' death as part of a larger pattern of police violence that includes the New Haven, Hamden and Yale police departments.

Last June, Randy Cox was left paralyzed after suffering severe injuries in the back of a NHPD transport van. In 2019, Yale and Hamden police shot at Stephanie Washington and Paul Witherpoon during a traffic stop, causing Washington to be hospitalized.

"The death of Tyre Nichols is deeply disturbing and is a concern to me as a Police Chief and as a citizen. The actions of the Memphis officers are a betrayal of the trust that the community places in law enforcement," New Haven Police Chief Karl Jacobson wrote to the News. "I recognize that trust must be earned each day as we strive to exceed the community's expectations at every call and every interaction."

Alex Guzhnay '24, alder for Ward 1, said that while the city had made some changes after Randy Cox's case last June, there remain more steps to be taken. Specifically, Guzhnay advocated for the passage of a "Medical Miranda Rights" bill, which would require police to contact emergency medical services when someone in police custody experiences a medical emergency.

Farmer advocated for strengthening New Haven's Civilian Review Board, an oversight agency tasked with investigating police misconduct. Over the last few years, the CRB — which began operating with subpoena power in late 2020 — has not achieved many of the sweeping goals of accountability and oversight that some of its supporters had hoped for. The Board has been plagued by vacancies and questions over its jurisdiction.

Multiple people at Sunday's rally also called for the demilitarization of police.

"The police are too armed," said Yusuf Gursey '75, a member of Greater New Haven Peace Council. "They're like walking tanks. In some countries, ordinary policemen do not carry firearms."

At the same time as he argued for greater reform, Farmer maintained that such reforms would be futile without ending the overarching capitalist structure.

"I know for a fact that under the capitalist system, that police's racism, police brutality comes from slave-catching, comes from union busting, from a 200-year-old system that has been modified and militarized," Farmer told rally attendees.

He called for a holistic vision of violence prevention that extended beyond police reform and targeted affordable housing, access to healthy food and poverty alleviation.

All five police officers in Nichols' case have been charged with second-degree murder.

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# Community leaders link police violence against Tyre Nichols and Randy Cox

BY NATHANIEL ROSENBERG  
STAFF REPORTER

Black political and religious leaders held a press conference on Saturday to mourn the murder of Tyre Nichols by Memphis Police and linked the incident to Randy Cox's paralyzation by New Haven Police.

The gathering — held at First Calvary Baptist Church — was organized by frequent police critic Reverend Boise Kimber in response to the Friday release of footage showing Tyre Nichols, a 29-year-old Black man, being fatally beaten by five Memphis police officers on Jan. 7. Nichols was pulled over for what police alleged, without evidence, was "reckless driving." He died from his injuries three days later.

"Here we are, standing with heavy hearts and wondering why did this happen?" Kimber said. "Bad policing, whether you are black or whether you are white, bad policing needs to be dealt with and punished, and jailed."

Kimber said that watching the videos of police beating Nichols reminded him of the case of Randy Cox. Cox sustained spine and neck injuries last June — leaving him paralyzed — when the NHPD officer driving a transport van he was in stopped abruptly to avoid a car crash. Instead of waiting for an ambulance, the officer drove Cox to the police detention center where other officers dragged Cox out of the van, processed him in a wheelchair, and put him into a holding cell, all without providing medical care.

Benjamin Crump, a nationally-renowned civil rights attorney who is representing both Nichols and Cox, further emphasized the parallels between the cases in a statement.

"While Randy Cox is still with us today, there are stark similarities to the police encounter that left him paralyzed and the one



YASH ROY/CONTRIBUTING PHOTOGRAPHER

At a Saturday press conference, speakers drew parallels between two recent examples of police brutality, pressing for reforms in both New Haven and broader Connecticut.

that robbed Tyre's mother of her son," Crump told the New Haven Independent. "We see a complete disregard for human life with not an ounce of empathy. We also witnessed the officers failing to provide any medical assistance."

All five officers involved in Cox's case have been arrested on misdemeanor charges, and an NHPD Internal Affairs investigation into their wrongdoing is ongoing. The officers involved in the murder of Nichols have been fired and are facing felony charges.

"I like what they did in Memphis," Kimber said. "They did not take three, four, five or six months to decide on firing these individuals. They moved swiftly."

New Haven Police Chief Karl Jacobson explained to the News that NHPD uses a different system for hiring and firing police officers than the Memphis Police Depart-

ment. In Memphis, the Police Chief fired five officers responsible for the murder. In New Haven, only the Board of Police Commissioners has the power to hire or fire officers, while the Chief merely provides a recommendation.

Other speakers at the church focused more on policing changes they wanted to see both in New Haven and Connecticut.

Community activist Rodney Williams called on the city government to acknowledge the history of police violence in New Haven, specifically in the majority-black neighborhood of Newhallville.

"The cut keeps getting cut open when we see [the Nichols video] because the trauma comes back to what they did to us," Williams said. "To this day they say they're doing different policing but never said 'we're sorry for how we treated you.'"

Also at the presser was State Senator Herron Gaston, who represents Bridgeport and Stratford and serves as the Senate chair of the state legislature's Public Safety Committee.

In his remarks, Gaston called for "major reform" in police departments and discussed requiring police to inform motorists why they were pulled over. He also expressed support for a proposed "Medical Miranda" bill, which would require police to contact emergency medical services when someone in police custody experiences a medical emergency.

"The law enforcement community must also understand that this is just not a fraternity where you get to enjoy the privileges of just being members," Gaston said. "You work for the taxpayers, and you should be accountable to the taxpayers."

Gaston emphasized that the vast majority of cops were doing

good work and that he was not anti law enforcement. He also stressed that the changes that needed to be made were as much moral as legal — within the "hearts and minds" of police officers.

In a joint statement issued by Jacobson and New Haven Mayor Justin Elicker after the release of the videos of Nichols' murder, the city officials condemned the police violence and stressed their commitment for police to treat Elm City residents with respect.

"We are resolved — in our policing, policies, and practices — to provide fair and impartial treatment of all residents and to ensure equal justice under the law," the statement read.

Connecticut passed a major police accountability bill in 2020.

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# SCIENCE AND TECHNOLOGY

## YNHHS tackles racial bias in medical technology

BY KAYLA YUP  
STAFF REPORTER

Misdiagnoses, missed diagnoses and exclusion from clinical treatments and trials — the consequences of using racially biased medical tools can be fatal.

Yale New Haven Health System's Office of Health Equity and Community Impact, launched in October of 2021, aims to dismantle the false theory of "racial biology," which assumes that a person's race dictates their genetics. By establishing this new office, YNHHS is working through a checklist of biased medical tests and procedures to eliminate or rework. First, the system scrapped a test for kidney function and then stopped using race as a factor in predicting jaundice in newborns — their next step will be redesigning a formula for predicting kidney stones.

"It's kind of sad that it took the lynching of a Black man in Minneapolis on TV for everyone to realize that our clinical algorithms are flawed," said Lou Hart, the office's medical director and an assistant professor of clinical pediatrics. "But it very much in earnest started changing during the COVID awakening and post-George Floyd America, when people realized that there are structures and systems that are propagating historical racism."

Hart previously worked as the director of equity, quality and safety at New York City Health and Hospitals.

According to Darcey Cobbs-Lomax, the office's inaugural director, the movement to launch the office came about during a "perfect storm": the pandemic, significant racial tensions and social unrest. She recounted telling senior leaders in 2020 that YNHHS should "talk about health equity as much as finance."

The health system's definition of health equity, Cobbs-Lomax said, is ensuring that everyone has a fair and just opportunity to be as healthy as possible.

Racial bias in clinical algorithms  
YNHHS first adopted the estimated glomerular filtration rate, or eGFR equation to measure kidney function in 2003. Twenty years later, that equation is gone, officially discarded in 2022.

The eGFR equation was developed in 1999 under the assumption that Black people naturally had more muscle mass than white people. In the calculation of patients' eGFR scores, with a higher score meaning healthier kidneys, Black patients were automatically granted extra points. These generalizations resulted in Black patients' kidneys automatically appearing healthier than reality, as if Black patients were innately "sicker," Hart said. This could lead to consequences such as not being eligible for a clinical trial or certain medications, and for treatment and diagnosis to be delayed.

Hart, who is half Black and half white, remembered questioning the equation in medical school.

"I would make a joke with another African American classmate of mine and [say] 'I get half the equation, you get it all,'" Hart said. "How silly is that? This isn't science, this is science fiction."

Though racial bias in clinical formulas has been talked about since as early as 2018, it took the pandemic-era movements against police brutality and racial discrimination in the U.S. for change in this area to begin. According to Hart, a major barrier was the inertia of national professional societies. These societies were responsible for establishing a national standard for medical practice and accrediting hospitals for it — namely, they were the ones who made and endorsed the eGFR equation.

With enough pressure and outcry, Hart explained, the National Kidney Foundation and the American Society of Nephrology finally reinvestigated the equation and began recommending a race-free equation in September of 2021. Then came the long process of implementing this change across the health system.

Hart arrived at YNHHS in August 2021. He chalked up initial delays in change to COVID-19's toll on hospital resources. While competing with various priorities of the hospital system, the office had to teach everyone how race-based equations were harming patients and threatening quality and safety.

In pushing for change, Hart learned that "different audiences need a different message." One strategy was to bring up liability. Some health systems were sued for not giving a kidney transplant to a patient because they were labeled as Black — the old eGFR equation would have allowed a non-Black patient of the same profile to qualify for the transplant.

By August 2022, after collecting all the necessary stamps of endorsement from senior leaders and engaging information technology resources, the new equation successfully launched in YNHHS.

"It took us a lot longer than we would have liked," Hart said. "But we do have policies and priorities in place to review our current clinical algorithms... because sometimes they unintentionally impact one group more than the other."

For Hart, the mission to dismantle these legacy equations involved criticizing the academic rigor of research that established them. While studies used to justify the clinical algorithms may have identified a difference between two demographic groups, the researchers failed to consider the role played by social differences in health outcome disparities.

Instead of questioning the possible living conditions and unique experiences facing certain groups, it was assumed that differences in health were the result of inherent, innate racial differences.

"Given our nation's history of Jim Crow segregation... if seeing that in the clinical algorithms doesn't evoke those emotions, I don't know what would," Hart said.

Among the doctors and nurses who claim to not be "racist" and to never treat anyone differently on the basis of race, Hart hopes these revelations on racial bias engrained in medical tools reveal the broader issue of structural racism.

"It showed people that there are structures in place, that structural racism... [and that] 'I don't have to be a racist to be a part of a racist system,'" Hart added.

In addition, it was revealed during the pandemic that pulse oximeters — which measure oxygen levels in the blood — do not work well on darker skin tones. These devices shine light through skin to read oxygen levels; melanin, responsible for skin pigment, can interfere with such signaling. Even having painted nails could disrupt the device's accuracy.

A 2020 study found that Black patients' oxygen levels were overestimated at three times the rate of white patients. During COVID-19 treatment, these inaccuracies could make the difference between sending a patient home or not.

Hart commented on how Black patients could have been sent home based on a reading of an appropriate oxygen level on the oximeter, only to find out that "they're still out of breath." A reading of 92, a relatively safe level of blood oxygen, could mask an actual reading of 83, a level low enough for hospitalization.

"Personalized medicine and race-based medicine are diametrically opposed, and as contemporary physicians, we want to treat every patient based on their unique characteristics and experiences and their unique body," Hart said. "Not to say you look like another female, so you must have the exact same body."

Another standard practice YNHHS addressed was the use of race as a factor in predicting jaundice in newborn babies, which is the presence of high bilirubin leading to yellowing of the skin.

According to Hart, there was a historic notion that the East Asian race was at higher risk for jaundice. However, this assumption was broad; it was up to healthcare workers to identify which babies were "East Asian" and figure out if even mixed race babies would be considered at risk.

This theory resulted in babies who were identified by healthcare workers to be East Asian being "overtested and over-phlebotomized" for blood, Hart explained.

"It just made no sense... it's very silly and fallacious to generalize that or even to try to regionalize," Hart said. "It's not good science, it's modern eugenics."

A tool similar to pulse oximetry is used to check for jaundice in the skin, and it was found to over-read in people with darker skin complexions. Hart called it a "failure" of

a tool to not have a diverse testing audience or control groups. For East Asian babies, this could have disrupted breastfeeding and led to other unintentional harms, noted Hart.

"We didn't realize the unintentional harms, so we are now way more proactive," Hart said. "We're still reacting to things that have been so baked in that we haven't seen [them]."

### Barriers to change

YNHHS recently joined coalitions to put pressure on professional societies to recognize flawed racially-biased technology and develop more equitable tools. However, one barrier to change is the absence of an alternative to tests and procedures that take race into account.

If a hospital system tries to implement a new equation that discards race, someone could in theory sue the hospital for not following "the standard of care" determined by these large professional societies, Hart explained.

"Without having national societies to say 'this is the new standard of care,' you have to be a pretty pioneering hospital to go and do something that has no evidence base," Hart said. "If something does go wrong, everyone's going to look at you."

Still Hart rejects the continued use of a tool that is "inherently wrong."

For identifying kidney stones, race was long considered as a variable in the analysis. In the current tool, where a higher score means that it is more likely a patient would have kidney stones causing symptoms, points are added for patients identified as white.

YNHHS actually invented the stone score — it was validated at YNHHS's emergency department in 2014. The original researchers are now working on a new equation to remove race as a variable, and collaborating with the office.

"Still doctors believe that race equals biology or that race predicts your genes," Hart said. "We're a generation of physicians away from everyone really being up to speed on that."

Max Nguemini MED '21, a health equity researcher and physician, sees a lack of diversity in the healthcare workforce as another barrier to addressing health inequities.

If YNHHS is serious about attaining health equity, Nguemini emphasized the need for the new office to look beyond the hospital walls. He pointed to structural factors driving health inequities, including asthma disparities caused by poor ventilation in housing.

"Healthcare is but one piece of health inequities," Nguemini said. "And from that perspective... lobbying with the city and local government to think about how to best address the structural factors outside of healthcare that end up shaping patient health would also be one thing that [the

office] could consider doing."

The Connecticut Health Foundation also provided a grant for the office to give stipends to community members who participate in focus groups intended to engage residents outside of the hospital. According to Cobbs-Lomax, the office intends to learn about local residents' perceptions of the healthcare system and inequities.

### New campaign to collect demographic data

One of the office's biggest projects involves collecting demographic data on patients in order to assess health disparities between groups.

This year, YNHHS is launching a public campaign, "We Ask Because We Care," to encourage the collection of accurate patient demographic data, including on race, ethnicity, preferred language, sexual orientation, gender identity and disability identity.

For patients who would be scared of reporting data for fear of being treated differently, Hart emphasized that data will be de-identified to understand variation across different population groups.

"There's not one right solution for everyone and... unless we are data informed, unless we're looking under the hood and not just looking at the average, we will never unearth the opportunity and the potential to improve the care for every patient every time," Hart said.

### Moving forward

An older colleague within the YNHHS system once addressed Hart as a "McCarthyist" when discussing the office's plans.

Two weeks later, Hart and the colleague called to talk about their differing opinions. By working through generational differences when it came to education on race-based medicine, and through reviewing new evidence, they found a middle ground.

While Hart, who graduated from medical school in 2016, was taught about the social drivers of health, he noted that older generations of physicians may still have been fed myths on racial biology.

"There are definitely doubters, there are definitely late adopters, there are definitely, for lack of a better term, naysayers or haters who are just fundamentally opposed to this," Hart said. "It's so hard for them to understand how race can't be biologic, but it just speaks to their education... the more experiences we can have together, maybe we can grow to a new mutual understanding."

Yale New Haven Hospital was founded in 1826 as the General Hospital Society of Connecticut.

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JESSAI FLORES

## Arjun Venkatesh to lead emergency medicine at Yale

BY ALEXANDRA MARTINEZ-GARCIA  
STAFF REPORTER

Effective March 1, 2023, Arjun Venkatesh MED '14 will become the new face of emergency medicine at Yale.

As the new chair of the Yale School of Medicine's Department of Emergency Medicine and chief of emergency medicine at Yale New Haven Hospital, Venkatesh's goals for the program focus a patient-centered approach and an effort to create an equitable environment for all.

Following a nationwide search, Venkatesh was selected for his exceptional leadership capabilities, according to Nancy Brown — the dean of the Yale School of Medicine and a professor of internal medicine.

"Under Dr. Venkatesh's leadership, we have the opportunity to influence the practice of emergency medicine, not only at Yale but nationally," Brown told the News.

Venkatesh has worked in Yale's Center for Outcomes Research and Evaluation, also known as CORE, for the Centers for Medicare and Medicaid Services, where he researched and advanced efforts to improve the quality of the U.S. healthcare system in terms of patient outcomes, costs of care and overall equity.

In this role, Venkatesh aims to bring these goals to fruition in Yale's emergency medicine departments, namely through the maintenance and growth of a diverse and inclusive medical team. He highlighted the importance of this directive in the settings of both the School of Medicine and Yale New Haven Hospital by connecting these efforts to creat-



MARISA PREYER/STAFF PHOTOGRAPHER

Venkatesh will head both Yale School of Medicine's and Yale New Haven Hospital's emergency medicine programs.

ing the best possible experience for patients of all backgrounds.

"We are the front door to the hospital, and we are a refuge for vulnerable populations seeking care," Venkatesh said. "If we don't look like our community, then we can't succeed at healing our community. We will continue to be intentional in not just recruitment, but also creating a culture of inclusivity in our department so that people who are underrepresented in medicine keep seeking out opportunities at Yale."

Venkatesh has long been excited by the diagnostic puzzles that a clinical professional encounters every day in medicine. He said that his formative experience as a second-year medical student perfectly aligned with the way that emergency medicine operates.

"I got hooked to emergency medicine the first time I had the chance to shadow a faculty member and learn how to use a stethoscope," Venkatesh said. "I also appreciated that emergency care was one of the few places in medicine aligned to my values — we take care

of anyone, anytime regardless of their ability to pay — that is a unique privilege to be part of the healthcare safety net."

Venkatesh will lead an emergency medicine education department that receives some of the highest National Institutes of Health funding for its work, according to associate professor of emergency medicine Sharon Chekijian MED '01 SPH '11.

"In our faculty group we have top-notch researchers in substance use disorder[s], global emergency care development, simulation education and ultrasound education," Chekijian said. "All of us have our clinical work as well as taking care of the community that surrounds us."

Chekijian said that the School of Medicine has a drive for consistent improvement, noting how Venkatesh is the perfect candidate with expertise in clinical care, education and research to further this objective.

Chekijian cited the mission "to advance the science as the practice of emergency medicine" of Yale's Emergency Medicine Program while lauding Venkatesh's position as one of the best professionals to make this a reality.

"Emergency medicine is a fairly new specialty in the landscape of medicine," Chekijian said. "This means we take building the specialty and its domain very seriously."

Yale New Haven Hospital is the only hospital in Connecticut with a Level 1 adult and pediatric trauma facility designation.

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## FROM THE FRONT

*"Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world."*

HARRIET TUBMAN AMERICAN ABOLITIONIST

# Inside a staffing shortage at Lawrence + Memorial Hospital

**L+M SHORTAGE** FROM PAGE 5

"After many months of negotiations in good faith with AFT Local 5123, which represents more than 65 clinical and non-clinical support roles here at Lawrence + Memorial Hospital, we have not been able to reach an agreement on a new contract," Fiona Phelan, Media Relations Manager at L+M, wrote in a statement representing the hospital. "AFT Local 5123 has chosen to stop negotiating and has now declared an impasse. We are disappointed that the union has taken this position, yet to ensure the fair treatment of our valued staff in the Local 5123, the Hospital took the unprecedented step of implementing the last offer we made in negotiations."

L+M began enforcing their "last offer" contract for Local 5123 members on Jan. 3. On Jan. 18, Local 5123 members held an informational picket to call for livable wages, affordable health insurance and patient safety.

Local 5123 had never entered an impasse before. According to Fields, the union had "always been able to negotiate in good faith" until the current administration under Patrick Green, president and CEO of L+M. Fields decried the increase of Green's salary from \$250,000 when hired in 2017 to the present \$1.2 million.

L+M's statement said that employees in Local 5123 received wage increases, participation in a Performance Incentive Plan and, "for many, market adjustments and a lower cost health plan option." L+M said that this package was "very similar" to a package offered to and "overwhelmingly ratified" by L+M's registered nurses and technologists.

Last month, Local 4049 — representing nurses at L+M — and Local 5051 — representing medical technologists — ratified three-year contracts with L+M. While

L+M said the contracts were similar to what was offered to Local 5123, Fields said that members of the other unions make around \$34 an hour, not in the \$15 range like Local 5123 workers.

The new contract offered a 50 cent increase for some healthcare workers, while others got around a 2 percent wage increase. However, Fields noted that 2 percent of \$15 is "just over 30 cents."

Now, the minimum wage would be at most \$15.50 an hour for Local 5123 members. Fields found it "disheartening" that in comparison, nurses were offered an over 21 percent increase in wages throughout the course of their contract.

The contract left 53 percent of union members without health insurance — members who still cannot afford what was offered. Fields explained that it is difficult for workers making \$15 an hour to afford a \$60 a week fee for insurance. For employees with a family to support, that fee rises, not to mention the \$4,000 deductible, she said.

Fields said that the state should not have to pay for union members' health insurance or food assistance because "the hospital doesn't want to pay a livable wage." She called for a policy mandating that hospitals make healthcare affordable for their employees.

"[To L+M] it's 'how do I keep my profits the same? I have to cheat my lowest paid workers. I have to dangle this in front of them. Like we're animals,'" Fields said. "They should be ashamed of themselves that they allow this... Someone's got to raise the bar and realize that healthcare workers cannot afford to live off of \$15."

The updated incentive program raised the wage bonus for healthcare workers working overtime from \$7 to \$10 an hour. Although certain groups, such as environmental services workers

who clean the hospital environment, still get \$7.

The nurses by contrast "have a nice incentive program," Fields said. In cases of emergencies, their bonus can reach an extra \$50 an hour, compared to a baseline \$30 extra for non-emergencies.

## Policy suggestions

Despite the impasse in negotiations, Local 5123 is seeking progressive solutions forward.

"I'm not just looking to bang pans together and complain that things are no good," said John Brady, Vice President of AFT CT. "That doesn't help out nurses that are working on the floor."

In a recent press conference at the Capitol, AFT CT laid out three key policy proposals: an end to mandatory overtime, a recruitment and retention bill and employee input in setting safe staffing limits.

Currently, L+M Hospital does not mandate overtime for nurses, a measure which Cunningham and Brady both praised. L+M instead allows nurses to choose when they are willing to come in on their off days. For these nurses, L+M has an incentive program which compensates them with often double or triple the hourly pay.

Cunningham commended the program for respecting nurses' personal lives but expressed frustration over how its rules have become increasingly nebulous and unevenly distributed across departments. She recalled L+M hospital at one point offering an extra thirty dollars to employees from some units, but not others.

"They have some secret formula on how they determine what areas get an incentive and others don't," Cunningham said. "If you're called in on your day off, what makes you any different in any department?... My coworkers need me just as bad. My patients need me just as bad."

Another concern about the incentive program is employer intimidation. Nurses may be scared to refuse "optional" overtime, according to Cunningham, a problem exacerbated by mounting pressures from their employers.

"They make comments to you like, 'Don't you want to stay and help your friends?'" Cunningham said.

Still, such comments mostly do not amount to real threats. Cunningham remains in favor of L+M's policy opposing mandatory overtime, and Local 5123 hopes to permanently embed this tenet into their contract.

Another goal of the union is a recruitment and retention bill, which they believe would help alleviate the issue from the perspective of nurse education, which has also been impacted by faculty quitting their jobs. The bill would help recruit more teachers to nursing schools across Connecticut and combat staffing shortages more broadly.

Most importantly, AFT CT wants to give nurses greater input in making staffing plans. Currently, hospitals use a committee of both nurses and management members to create a staffing plan.

Brady deemed these committees "ineffective," as they are largely dominated by management members. In one instance, a committee meant to plan nursing had no hand in the drafting collaboration, and was only shown the staffing plan right before it was submitted to Connecticut.

"What we envision is making them truly a part of [the planning]," Brady said. "In a place represented by a union, the union should be able to select who's on staff and who's on committee."

According to Cunningham, even after hospitals submit staffing plans to the state of Connecticut, they are rarely held accountable for seeing them through to completion.

Brady's comprehensive vision for union-driven staffing plans

includes committee-wide votes on plan drafts, whistleblower protection for reporters, and a limit to the number of patients assigned to one nurse.

Oppositely, the Connecticut Hospital Association pointed to harms caused by additional government mandates. They emphasized that they share the same goal as healthcare employees — to ensure high-quality patient and worker care — but believe increased regulations would only undermine nurses' flexibility and agency, while driving up healthcare costs for corporate staffing agencies.

"Government-mandated 'solutions,' like staffing ratios, would worsen the very problems we are all trying to solve together," CHA wrote in its statement to the News. "It would lead to longer wait times in emergency departments and delayed access to care, putting even more strain on patients and leading to high stress situations."

Brady emphasized a willingness to discuss and modify these ideas alongside hospital administration, as long as collaboration could yield tangible solutions. At the end of both of their statements, Brady and CHA acknowledged their common goal toward a healthier workplace for patients and employees alike. CHA reiterated its appreciation for healthcare workers' exceptional care and fortitude in the face of the pandemic.

"We must continue working together to support recruitment, retention, and safety with solutions that achieve our shared goal of a strong, healthy, and supported workforce," Kidwell wrote.

Lawrence + Memorial Hospital is located at 365 Montauk Ave, New London, CT.

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# Collab nonprofit brings mentorship, resources to aspiring entrepreneurs

BY **SADIE BOGRAD**  
STAFF REPORTER

Tea Montgomery started teaching himself to sew in 2017. Looking to explore a new artistic medium, he made clothes for himself, and then for friends.

Now, the waitlist for his products is three months long.

Montgomery credits the success of his bespoke apparel and accessory business, Threads by Tea, in part to the business accelerator he graduated from in 2019. The accelerator was run by Collab, an entrepreneurship nonprofit founded by two former Yale students. Now in its sixth year, Collab's workshops provide technical assistance and mentorship to aspiring New Haven entrepreneurs, particularly women and people of color.

"We call ourselves the front door to the New Haven entrepreneurial ecosystem," said executive director Dawn Leaks. "Oftentimes, the folks that are coming to us, we're their first touch of business education."

Collab runs four main programs: a pre-accelerator to flesh out business ideas, a flagship 12-week accelerator, a food business accelerator in partnership with Cityseed and a "youth accelerator" summer program. They also offer one-on-one thirty-minute coaching sessions.

The main accelerator focuses on "various kinds of business fundamentals" from marketing to accounting, according to Caroline Tanbee Smith '14, Collab's co-founder and director of external affairs and organizing.

In addition to weekly workshops, the program includes individual coaching, fundraising connections, pro bono services and a culminating pitch day.

"Pitch day was really amazing because it challenged us to tell our story," Montgomery said. "The whole time, Collab was really about building our story, who we are, what we're presenting and then knowing how to talk about it."

The food business accelerator also provides entrepreneurs with

10 hours of commercial kitchen space, food handler certification and a chance to sell their product at CitySeed farmer's markets.

Equally important, Leaks said, is the emotional side of Collab's support.

"The focus was not just on starting and scaling and growing a business, but it was also on helping the entrepreneur build confidence and self worth, and kind of the mental fortitude that you need for the journey," Leaks said, explaining why she wanted to work for the group. "People talk about the flashy side of entrepreneurship, the more appealing sides, the successes, but they don't talk about the fact that it's hard, and it can be an isolating journey sometimes."

Montgomery agreed, explaining that the social connections he made were his favorite part of the program. He said that it was "really inspiring and encouraging" to be around other entrepreneurs with similar mindsets and to have a community where they could all learn from each other.

Collab also provides wrap-around services like childcare, interpretation and transportation. The commitment to accessibility aligns with Collab's mission of helping historically marginalized communities achieve economic stability.

Smith explained that she views entrepreneurship as part of a broader system of enacting economic change. It can't replace a basic safety net or resolve deep-seated wealth inequality, but it is "a pathway of building wealth for oneself and your family and your neighborhood that should be accessible to everyone."

Inspired by the citywide activism they witnessed as undergraduates, Smith and Margaret Lee '14 co-founded Collab in 2017 as an event series to help Yale students and New Haven residents build power together.

During those initial conversations, participants shared countless ideas that could improve their neighborhoods.



VAIBHAV SHARMA / STAFF PHOTOGRAPHER

Collab runs four main programs: a pre-accelerator to flesh out business ideas, a flagship 12-week accelerator, a food business accelerator, and a "youth accelerator" summer program.

But over and over again, they said they lacked the resources to turn their ideas into a viable venture. Although there were a few one-off workshops at the public library and a handful of late-stage capital opportunities, there were few initiatives to assist businesses in what Smith called their "tender early stages."

"There were many people in the community that had really great business ideas, but they just didn't have the resources to bring their ideas to life, or the know-how," Leaks said.

Many of those early ideas have since become thriving companies that give back to the com-

munity. Smith pointed to accelerator graduates like Peels & Wheels, the bike-based composting service, and Havenly, the restaurant that provides job training and education to refugee and immigrant women. Leaks mentioned Oh Shito!, the Ghanaian sauce company which won \$10,000 at last year's CTNext Entrepreneur Innovation Awards, and Alegria Café, which just opened a food truck on Grove Street.

Collab, too, is growing and changing; Lee stepped down last year, and Smith is departing in a few months. Smith explained that she and Lee always wanted

a "plan for succession," hoping that the nonprofit would be self-sustaining beyond their tenure.

Leaks was hired as executive director last February. Previously, she ran a digital media company for female entrepreneurs.

"I knew I wanted to continue to help entrepreneurs," Leaks said. "Having the experience as an entrepreneur ... you have a perspective that you don't fully understand unless you've truly done it yourself."

Applications for Collab's spring accelerator are due March 19.

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## SPORTS

*"I'm retiring. For good... You only get one super-emotional retirement essay, and I used mine up last year."* TOM BRADY, 7-TIME SUPER BOWL CHAMPION

## Men's Basketball beats Tigers 87-65

M BASKETBALL FROM PAGE 14

responded and pulled ahead with some threes of their own, going up 49-44 at the 16:10 mark.

After the media timeout, Poulakidas drained two three-pointers on back-to-back possessions to put the Bulldogs up 50-49. The Tigers never regained the lead, as the Bulldogs kept the momentum going with a 22-7 run. After the 10-minute stretch, the Elis found themselves up 72-56 with just 6:36 left.

"When John and I are both hitting shots, this is a tough team to guard, so we want to keep doing that," Mahoney said after the game.

Jones emptied the bench with a couple minutes remaining, as Teo Rice '25 made his first

field goal attempt of conference play. Yale went on to win by a 22-point margin.

Guard Bez Mbeng '25 continued his strong run of play with an 11-point, eight-assist performance. Forward Matt Knowling '24 added 12 points along with nine rebounds.

"It got away from us so fast," Princeton head coach Mitch Henderson said. "[The deficit] was six and then all of a sudden it was 15 and then it was 20. They were great. Everything went in. Even the reserves who hadn't been playing were making shots."

The lopsided loss may taste especially bitter for Princeton sports fans who were hoping to avenge themselves after last year's Ivy League final,

in which the Bulldogs took down the first-place Tigers to punch their ticket to the NCAA tournament. Earlier this year, Yale's football team also upset first-place Princeton in the penultimate game of the season to keep their title hopes alive before claiming the title the following week against Harvard.

With the win, the Elis sit comfortably in third place in the Ivy League standings, one game behind Cornell and Princeton.

Yale will head to Cambridge this Friday for a rivalry matchup against Harvard. Tip-off is at 5 p.m. and the game will be aired on ESPN+.

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JUAN BORRERO/CONTRIBUTING PHOTOGRAPHER  
Yale will head to Cambridge this Friday for matchup against Harvard. Tip-off is at 5 p.m. and the game will be aired on ESPN+

## Perfect again for Swim &amp; Dive

SWIM FROM PAGE 14

ter training is here, and the vibes are great because people are sleeping more and training is easier! It's also super exciting because we get to show off what we have been working for since the start of the season."

Millard started HYP off in strong form, winning the 200 freestyle with a time of 1:34.38, as well as winning the 400 individual medley in 3:48.94. In the subsequent days of the meet, Millard added to his HYP triumphs by dominating the 500 freestyle with a time of 4:19.28.

Last year's HYP at Yale's Kiphuth Pool saw Millard finish second in the 200 freestyle, almost an entire second slower than his time this year. The Australian native won the 500 freestyle last year as well.

"Although we are aiming to peak at the upcoming championship meets of Ivy Champs and ECAC's, this meet was a great stepping stone and sign of what is to come," he said. According to Millard, the men's team treated this as "a normal 'dual meet,'" getting in some more practice within a high pressure environment against two other high-level teams.

In the end, however, the men's squad fell to Princeton and Harvard (231-122), with Harvard beating the Tigers 181-172.

Many other Bulldogs also placed well this past weekend. Joseph Page '23 and Alex Deng '25 placed second in the 100 freestyle and 200 breaststroke. Both Page and

Deng placed in the top three at last year's HYP as well.

On the diving side, Aidan Thomas '25 stood on the podium in third place in the men's 3-meter dive among a "very competitive group of divers," he told the News. He said that the team could have performed better at this meet but that one of the biggest positives was that they did better at this year's HYP than last year's, which "definitely raised the morale of the team."

"We all understand that this is the final push, so in the next few weeks, I think everyone is just focused on making the most out of every practice and working to improve the minute details in our craft that will make the biggest differences come Ivies," he said.

Other divers, such as Jean Paul Ditto '24, also had some success, finishing in sixth place twice. The women also did very well this past weekend, with first-years Paige Lai '26 and Lily Horenkamp '26 winning the 3-meter event and earning second-place at the close-call 1-meter event, respectively.

Ray Wipfli '25 says the pressure of the event got to some of the team members, including himself.

"I personally felt like I underperformed, potentially as a result of this meet's higher stakes," he said.

However, he believes that the entire team has the potential to perform much better at the Ivies coming up in 3 weeks.

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YALE ATHLETICS

Wipfli '25 believes that the entire team has potential to perform much better at the Ivies coming up in 3 weeks.

## Elis place third at Cambridge Meet



MUSCO SPORTS PHOTOS

Yale's team will split up this weekend, with some heading to Harvard's Crimson Elite while others will head to Boston University's David Hemery Valentine Invitational.

TRACK FROM PAGE 14

In the women's competition, the Bulldogs' 4x800 meter relay team — Bergman, Linde Fonville '26, Samantha Friberg '23 and Kyra Pretre '24 — took first place. The group beat out Princeton by 2 seconds with a finish of 8:59.90. Other notable finishes include Abrianna Barret's '24 third place finish in the high jump and Carmel Fitzgibbon's '26 fourth place finish in the 3000m run.

"My running experience thus far has been full of ups and downs, so I have tried to enter this new chapter of my career with a longer term view, and take pride in the work I do on a daily basis, and let the fitness and growth come in time."

On the men's side of events, Brian DiBassinga '26 finished third place in the triple jump, Aaron Miller '25 took second place in the 400m dash and Braden King '26 got fourth place in the mile.

Matt Appel '24 continued to shine in the field events. Finishing second in both the shot put and the weight

throw, Appel continued a string of impressive performances so far this indoor season.

The meet came in the same week as Yale's throwing coach Duke Taylor's birthday. When asked about how Taylor's coaching has influenced him this year, Appel had nothing but praise.

"He makes a point of making sure that every practice, warm up, and competition throw we take gets some sort of feedback in terms that are easier for us to internalize and put into our next attempts," Appel wrote to the News. "He's also someone who always brings the energy and lifts team morale. Overall he's been a great role model and I couldn't be happier to have him as my coach."

Yale's teams will split up this weekend, with some heading to Harvard's Crimson Elite meet on Friday, Feb. 3 while others will head to Boston University's David Hemery Valentine Invitational on Saturday, Feb. 4.

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## Elis defeats St. Lawrence

W HOCKEY FROM PAGE 14

Yale currently boasts the seventh best offense in the nation and the best offense in the Ivy League, averaging 3.57 goals per game.

Despite the Bulldogs coming out slow in the first period, Naomi Boucher '26 tipped in Emma DeCorby's '25 shot to score off of one of Yale's only two shots on goal in the first period.

"We started off pretty slow in the first period, but in the second we wanted to come out strong and get a lot of shots on net," Carina DiAntonio '26 said. "We really focused on that, getting pucks deep and just supporting each other."

The Elis' managed to turn their play around in the second period, earning 20 shots on goal. Elle Hartje '24 dangled past the Saints' goalie to make it 2-0 for Yale less than six minutes into the second screen. Less than a minute later, Charlotte Welch '23 passed to linemate Claire Dalton '23, who buried the puck in the back of the net to make the game 3-0.

DiAntonio increased the Bulldogs' lead to 4-0 headed into the third period. Welch and Dalton both earned assists on the play.

Within the first four minutes of the third period, Anna Bargman '25 shot the puck past the Saints' netminder while falling to her knees. The puck bounced off of the crossbar and into the net.

DiAntonio scored her second goal of the game on a breakaway after Welch sent her an outlet pass in the defensive zone. Welch recorded three assists in Friday's matchup.

With Yale on the penalty-kill, St. Lawrence got one on the board to make the final score 6-1. Headed into this weekend, the Bulldogs' penalty kill percentage of .934 was ranked second in the nation.

"We definitely want to come out and take the momentum from this



COURTESY OF DAVID SCHAMIS

Led by Dukaric, the Yale defense ranks third in the nation in goals allowed per game at 1.24. After this weekend, the Bulldogs are first in the ECAC.

game and move forward for tomorrow," DiAntonio shared with the News after the win against SLU. "We want to win everything with the National Championship, everything in between. So, we're going to come out strong and keep going."

The win on Friday set up a clash of top-10 teams as the No. 9 Clarkson Knights came to The Whale for a Saturday afternoon ECAC showdown. The game was also the annual Mandi Schwartz Whiteout Game in honor of Mandi Schwartz '10, who passed away after battling cancer in 2011. 917 people were in attendance.

The story of the game was Bulldogs goalie Pia Dukaric '25, who posted a career day. Dukaric saved all 40 shots she faced, a career high. The stellar performance also marked her seventh shutout of the season, extending her program record for shutouts in a season.

While Dukaric stymied the Clarkson offense, the Elis' first line — consisting of DiAntonio, Welch, and Dalton — continued their dominance, proving their ability to break through as a unit.

The move to put the three together was one in a series of moves this season for Bolding and his staff that have the Bulldogs clicking. The combination of Welch and Dalton has proven lethal for the Elis for years, while the addition of rookie DiAntonio has made the team one of the most formidable in the nation.

"We've been playing together for like four years now," Welch said about her and Dalton's chemistry. "I think sometimes we're on, sometimes we're off but either way we usually know where each other are on the ice."

With her assist on Emma Seitz's '23 second period goal, Welch pushed her point streak to nine games. Dalton and Welch are also both second and third on the team in points, trailing Hartje who leads the team with 30 points.

Led by Dukaric, the Yale defense ranks third in the nation in goals allowed per game at 1.24. After this weekend, the Bulldogs are first in the ECAC.

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# BULLETIN BOARD

*"My humanity is bound up in yours, for we can only be human together."*  
 DESMOND TUTU SOUTH AFRICAN HUMAN RIGHTS ACTIVIST

### Mini 3

**ACROSS**

- 1 Wile E. Coyote's supplier
- 5 "mmph" for instance
- 7 Largest blood vessel
- 8 Pilloried over the coals?
- 9 Actress Sedgwick

**DOWN**

- 1 Famous .io game
- 2 How frogs snuff it
- 3 Of the future and brackish water
- 4 Prerequisite to an exit
- 6 Voilà!

1	2	3	4	
5				6
7				
8				
	9			



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SPRING 2023 EVENT

**FRANCIS CONVERSATIONS WITH WRITERS**  
 Co-sponsored by the Beinecke Library  
 and the Yale English Department's Initiative  
 on Literature and Racial Justice

## EMILY BERNARD

INTRODUCED BY ANNE FADIMAN, FRANCIS  
 WRITER IN RESIDENCE



Emily Bernard is the author of *Black Is the Body*, a prizewinning collection of deeply personal essays that has been called "riveting," "unflinchingly honest," and "life-changing." Her best-known essay, "Teaching the N-Word," has been read in schools and colleges across the United States.

**WEDNESDAY, FEBRUARY 8, 2023 / 5:00 PM**  
**BEINECKE LIBRARY MEZZANINE**



**CECILIA LEE** is a junior in Saybrook College.  
 Contact her at [cecilia.lee@yale.edu](mailto:cecilia.lee@yale.edu).

### Mini 2

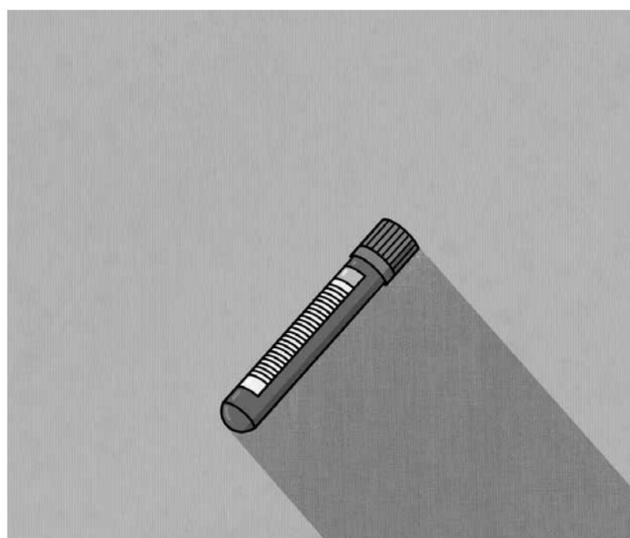
**ACROSS**

- 1 Aesthetic of rock and glitter
- 5 Enters a fervor
- 7 Cancel
- 8 Distinctively Canadian phrase
- 9 "Down in the river to..."

**DOWN**

- 1 Comprehend (within one's...)
- 2 Attlee's party
- 3 Greek market space
- 4 Pippin's jolly cousin
- 6 Metaphor for many a dirty dorm room

1	2	3	4	
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7				
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S	O	R	R	Y
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P	R	A	Y	



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## NEWS

*"Embrace what makes you unique, even if it makes others uncomfortable."*  
JANELLE MONAE AMERICAN SINGER AND ACTRESS

# Gov. Ned Lamont pushes for gun control on state level

BY YASH ROY  
STAFF REPORTER

Five states currently ban the open-carrying of guns. Connecticut hopes to begin the sixth by the end of this year.

Banning open carry is just one of six state gun reform proposals Gov. Ned Lamont has put forward in the last week during a series of events criss-crossing the state. He unveiled the first half of his proposals in Waterbury last Monday and proposed the second half last Thursday in Hartford.

Lamont hopes to raise the age of purchasing firearms to 21, make the possession of high-capacity magazines a felony on the first offense, limit the purchase of handguns to one per person per month, close loopholes in the state's anti-straw purchasing laws and also invest \$2.5 million in violence prevention groups.

"It's our responsibility to implement policies that keep our homes and our neighborhoods safe, and we have to take every opportunity to keep our residents protected," Lamont wrote to the News. "These common sense reforms will protect our neighborhoods and the people who live in them."

In Connecticut, any person above the age of 18 can purchase a weapon that is not a handgun. To purchase a handgun, a person must be 21 years old and apply for a permit.

To receive a permit in Connecticut, a person must be 21 years old. They can not have been convicted of a crime or a set of 11 specific misdemeanors, have pleaded insanity for a crime within 20 years, be subject to a restraining order, or have had a firearm seized out of fear that they would harm themselves or others. The state has 8 weeks to approve the permit.

Permits are valid for 5 years and people applying for permits must also complete the NRA's Basic Pistol Course. Any person who has a permit can open or concealed

carry a weapon. Under this new proposal, all guns purchased in the state will have to be purchased by someone who is 21 or older.

"You have to be 21 to purchase cigarettes or a handgun in this state," State Representative Steve Stafstrom said. "Raising the age to buy guns will help reduce the number of suicide and also help address the fact that 18 to 21-year-olds are three times more likely to use a gun to commit a crime."

On top of raising the age to purchase a gun, open carry would be banned in the state with some exceptions. Concealed carry would still be allowed if a person receives a handgun permit. Similar laws exist in California, Florida, Illinois and Washington, DC.

At the press conference, Lamont argued that open-carry has been used in other states like Wisconsin to intimidate protestors. In Connecticut, where many people do not realize the state has open-carry laws, Lamont said there have been instances where police have responded to reports of people open-carrying, causing a potential crisis situation.

"This change will help prevent the intimidation of residents at certain locations such as protests and polling places, and allow law enforcement to more effectively address community gun violence," Lamont said.

On top of banning open carry, Lamont also announced in Waterbury that he was asking the state legislature to institute a new limit on handgun purchases per month. Any individual, under this new rule, would be allowed to purchase only one handgun per month.

According to State Senator Gary Winfield, this policy has been proposed since research within the state as well as investigations by police into violent crime have found a pattern of multiple handguns bought in a month and then being used to commit violent crime.

To further fight violent gun crime, Lamont's propos-

als include closing loopholes in straw purchasing and assault weapons as well as upping the penalties for possessing high-capacity magazines.

Lieutenant Governor Susan Bysiewicz said that the state's assault weapon ban, which was most recently updated in 2013, has been effective but has loopholes that have allowed manufacturers and purchasers to still purchase assault weapons. The proposed updates would include bans on knock-off models that were produced with small changes to the original specifications of the 2013 assault weapon ban.

The current assault weapons ban also allows for some guns that were grandfathered into the original 1994 assault weapons ban. The new proposal would ban the possession and sale of pre-ban weapons.

"If you've got a weapon to evade common sense gun restrictions you probably should not have that weapon," Hartford Mayor Luke Bronin argued at the press conference.

The proposals will also close a straw purchasing loophole that will end provisions grandfathering "ghost guns" or guns that are purchased by one person and then sold to another without informing the state. "Ghost guns" assembled before 2019 were excluded from this ban.

Finally, Lamont's proposal will bump up owning a high-capacity magazine, or a magazine that enables a person to discharge more shots from a weapon than normal, from a misdemeanor to a Class D felony.

Currently, owning a high-capacity magazine is a \$90 fine for the first offense before an individual is charged with the class D felony. The class D felony can result in a prison sentence from one to five



YALE DAILY NEWS

Last week Gov. Ned Lamont announced a handful of legislative proposals aimed at curbing gun violence in the state.

years and a fine up to \$5000. Under this proposal, the first charge would immediately be a felony.

"Across the state we've been seeing crime scenes with 30-40 rounds from high capacity magazines so this will help put a dent in this issue," Chief State Attorney Patrick Griffin said.

As well as updating the state's gun laws, Lamont's proposal includes an additional \$2.5 million in funding to community violence intervention programs. This program was originally launched in the last budget cycle but according to Connecticut Against Gun Violence Executive Director Jeremy Stein, much of the funding from last cycle was used to set up the initiative.

"This is the most important part of the proposals made since this is investing into programs that are on the ground and have been proven to decrease gun violence," Stein told the News. "This investment will be key in reducing violent gun crime in the state."

Republicans in the state have criticized the bill saying that it will not decrease violent crime and is instead inhibiting the rights of legal gun owners to procure weapons.

House Republican Leader Vincent Candelora argued that Democrats are pitching a "familiar path to an 'everybody problem' by offering proposals that will have law-abiding gun owners carry most of the freight."

"Lamont's proposal doesn't actually do anything to prevent violent crime," State Representative Craig Fishbein told the News. "Gun ownership is already pretty restrictive in the state so why will these proposals actually cause any sort of change?" Lamont will formally propose these changes to the state legislature in his budget message next week.

The State Legislature sits in Hartford from February to May in even numbered years and from January to June in odd-numbered years.

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# New Haven's Hotel Marcel aims to reach net-zero carbon

BY KHUAN-YU HALL  
STAFF REPORTER

Overlooking the I-95 highway is the Hotel Marcel, a repurposed office building that will likely be the first net-zero hotel in the United States.

In the hotel's parking lot are three solar canopies that, together with additional panels on the roof, power the hotel. During the summer, the hotel produces more energy than it consumes. But because of the winter's shorter days and increased energy demands, the hotel is not quite at net-zero, despite investment in solar panels, more efficient heating systems, energy storage and other technologies.

Bruce Becker ARC '85, owner and architect of the Hotel Marcel, plans to keep adding solar canopies until the hotel can contribute more than it takes from the grid and serve as the model for the hotel industry that he believes it can be.

"The one thing I know is that you can't keep doing things the way they have always been done because everything is always changing," Becker said. "I like to go back to first principles and think about what makes sense today."

According to Becker, when the Hotel Marcel was first built in 1970, it was a sign of optimism. The city allowed the Armstrong Rubber Company to purchase the land on the condition that they build a prominent ten-story building designed by a world-class architect. New Haven's then-mayor, Richard Lee, wanted to create this symbol of progress right by the highway, and for about two decades it served this purpose.

The building, Becker said, was a beacon of hope. But once it became vacant in the 1990s, Becker said it transformed into a symbol of decline. By rejuvenating the building, Becker not only saw an opportunity to transform it into a symbol of reinvestment in New Haven but also reinvestment in the green economy. It reopened as the Hotel Marcel in 2022.

For Becker, designing buildings to minimize emissions has been an obvious goal. On an aesthetic level, he told the News he wondered why anyone would want to design a building that produces waste or is harmful. Especially in the last decade, Becker has also conceived of sustainable buildings as necessary not only for

combating climate change but also as a rational business decision.

By electrifying the Hotel Marcel, Becker said he has been able to nearly eliminate the emissions that would be produced if the building were dependent on fossil fuels, although he did not yet have a hard number to offer on current carbon levels. Becker estimates that if the hotel were not powered by solar panels, it would likely produce about 1,980 metric tons of carbon per year.

According to Becker, although sustainable infrastructure can present an upfront cost, energy efficient systems such as the US Department of Energy's Property Assessed Clean Energy Programs reliably pay for themselves within a few years.

"You can only charge so much for a hotel room in New Haven, so I figured if I can reduce my operating costs by a dollar, that's just as good as getting a dollar of additional revenue," Becker said. "We are probably saving at least a quarter of a million dollars a year in energy costs."

Becker believes that he is one of the first hotel owners to attempt to reach net-zero emissions in part because of how the lodging industry is designed. At any hotel, there are typically three parties involved: the operator, the brand and the owner. The operators are companies that supply the hotel owner with workers to staff the hotel, while the brand is typically a well-known company who operates on a franchise model.

Becoming affiliated with a major brand was crucial, Becker said. Without such a partnership, he would not have been able to secure a loan from Bank of America to fund the project. The Hotel Marcel relies on its brand company, Hilton Hotels, to set standards for the hotel and help attract guests with their booking site. In the end, Hilton collects 15 percent of the Hotel Marcel's revenues.

In this partnership between operator, brand and owner, the detail that makes sustainability challenging is the fact that both the operator and brand are typically paid based on the revenue of the hotel, not total profit. The amount the brand takes in is unaffected by savings on energy cost.

"The operator and the brand, their revenue is based on the gross revenue of the hotel, whether the operating costs are zero or whether you are spending \$15 per square foot to heat



KHUAN-YU HALL/CONTRIBUTING PHOTOGRAPHER

Just under a year after the hotel opened its doors, the Hotel Marcel's owner and architect offers a look at the building's history and carbon emission reduction efforts in the hotel industry.

the building," Becker said. "Doesn't affect their bottom line at all. They have no incentive to save energy."

In recent years, with the increasing drive to consider environmental and social factors, many firms like Hilton are now shifting to make the hotel industry more sustainable. However, according to Becker, whose hotel is featured in Hilton's sustainability report, such efforts have often only resulted in firms changing the packaging of what they already have. For Becker, Hilton's environmental concerns seem to be more of a marketing ploy, rarely resulting in fundamental change.

Hilton did not respond to a request for comment on their sustainability work.

Becker explained that seeing change from such large firms is unlikely. In his view, this is because pledging to make change requires acknowledging how great the need for sustainability is, which, in turn, would require acknowledging how harmful the industry is overall.

"It's sort of like the legacy car companies suddenly starting to sell electric cars," Becker said. "It puzzles me why there isn't more interest in [net-zero hotels], but I think the more they focus on this project, the more they have to acknowledge the huge problems with 99 percent of their portfolio. It's a conundrum for them."

Ginny Kozlowski, the executive director of the Connecticut Lodg-

ing Association, explained that while sustainable technology has become less expensive and there are a number of funding programs from the state Green Bank, as well as tax incentives, cost is often the most significant barrier for hotels in becoming more sustainable.

"These solutions are not inexpensive and our industry is still recovering from COVID," Kozlowski said. "We had a really rough three years ... We had 18 hotels in the pipeline before the pandemic to be built. Now there are three."

Additionally, Kozlowski noted that not all hotels can easily find means of generating sustainable energy. Some are limited in the modifications they can make because they are on the historical registry. Others, Kozlowski said, simply do not have the space.

"Bruce is fortunate he has a parking lot next door that can put solar panels," said Kozlowski. "Not everybody has that ability."

Kozlowski also noted that most hotel brands have begun taking steps to become more sustainable, such as using fewer small disposable shampoo bottles and not washing linens everyday.

Steve Winter, executive director of the New Haven Office of Sustainability, highlighted other low-cost first steps toward limiting emissions that the state has made available, like free energy audits through the Small Business Energy Advantage program.

However, he also noted that there is a large role for the government to play both in terms of offering incentives and financing assistance but also in forcing Connecticut businesses to adopt more environmentally friendly building practices.

"If we're interested in meeting our climate targets, we likely will have to look toward those types of solutions as well," Winter said.

When Becker broke ground on the Hotel Marcel, he said he had a hypothesis that a net-zero hotel was possible, one that has now been confirmed. According to Becker, there is now no economic rationale to use fossil fuels to power hotels. The Hotel Marcel, Becker hopes, is the necessary model of what is possible that will begin moving the lodging industry forward.

"The design and construction industry needs to be pushed because they are not moving fast enough," Becker said. "There's a need for people to think more collectively. I think we are not changing our ways fast enough. ... I think people need to see an example and be emboldened ... The real power of this building is that it can be an example."

The Hotel Marcel is located at 500 Sargent Dr.

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# BULLETIN BOARD

*"Oppressed people cannot remain oppressed forever. The yearning for freedom eventually manifests itself."*

MARTIN LUTHER KING, JR. AMERICAN CIVIL RIGHTS ACTIVIST

## Jonathan Edwards College Head of College Tea



### Clarissa Ward

**in conversation with  
Paul North on the  
Challenges of  
International  
Journalism Today**

*Clarissa Ward is CNN's Chief International Correspondent. She has spent nearly two decades in Syria, Iraq, Afghanistan, Egypt, and Ukraine for CNN, ABC, CBS, and Fox News. A recipient of multiple journalism recognitions including nine Emmy Awards and two George Foster Peabody Awards, Ward is the author of 'On All Fronts: The Education of a Journalist.' Known for her in-depth investigations and high profile assignments, Ward was on the ground in Ukraine as Russia began its invasion in February 2022 and has since spent more than 15 weeks crisscrossing the country to cover the war. Ward graduated with distinction from Yale University.*

**February 9 | JE College  
Taft Library | 4:00 pm**

*Limited event capacity  
Seating first come, first serve  
[Learn more about Clarissa here](#)*



# SPORTS

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YALE DAILY NEWS · FRIDAY, FEBRUARY 3, 2023 · yaledailynews.com

**M. HOCKEY**

**ELIS STRUGGLE AT ICE TOURNEY**  
The Yale men's hockey team faltered at the Connecticut Ice Tournament last weekend. After a 5-1 loss at the hands of their UConn on Friday, the team battled to a 4-3 loss against Sacred Heart on Saturday.



**FENCING**

**BULLDOGS SWEEP SACRED HEART**  
Yale fencing celebrated their seven seniors across the men's and women's teams at their last home meet. The teams gave their seniors a great send-off, with men's and women's teams winning 19-8 and 20-7 respectively.



"It is surreal. It's such an honor to be considered with some of the best point guards in the country. I'm just taking it in," Jenna Clark '24.

**W BASKETBALL**

CLARK BEST POINT GUARD

## Yale rides hot shooting night to victory over Princeton



JUAN BORREGO/CONTRIBUTING PHOTOGRAPHER

Facing first-place Princeton in a key conference matchup, the Bulldogs put together a dominant second half to climb within one game of the top of the standings

BY BEN RAAB  
STAFF REPORTER

Yale (14-6, 4-3 Ivy) defeated first-place Princeton University (14-6, 5-2 Ivy) in an 87-65 victory on Saturday night to notch their third consecutive win.

After a close first half of play, the Bulldogs ran away with the game thanks to a 52-point offensive eruption in the second half. The dominant performance established the Bulldogs as one of the teams to beat in the conference.

"Offensively, we were on fire," head coach James Jones told the News. "It was just one of those games. All the things we try to focus on, we executed well tonight."

Sharpshooting guard duo John Poulakidas '25 and August Mahoney '24 shot a combined 8-10 from beyond the arc. As a team, the Bulldogs were 14-21 from deep.

Poulakidas, who led all scorers with 19 points, entered the game

shooting just 16 percent from three in conference play.

"I know I had a slow start shooting but the biggest thing for me is trusting myself," Poulakidas said. "I put in a lot of work in practice, so I just keep my head up and know that if I miss 10 shots, the next 10 are gonna go in."

The three-point barrage was the latest in a streak of strong offensive performances from the Elis, who are averaging 83 points over their last four outings. For the first time all season, Yale — typically known as a strong defensive team — has a higher adjusted efficiency rating for their offense than for their defense. Within the Ivy League, Yale's offense ranks second, behind only Cornell University, while their defense ranks fourth.

The Tigers came into the game sitting two games ahead of the Bulldogs in the standings. The Princeton squad looked up to the

task in the first half, consistently finding good shots from three and running the offense through reigning Ivy League Player of the Year Tosan Evbuomwan.

Evbuomwan, who put up 26 points, 11 rebounds and five assists against the Bulldogs last year in John. J Lee Amphitheater, was held to a more modest 15-point, six-rebound performance by forward E.J. Jarvis '23.

"EJ's energy was tremendous," Jones said. "He took that matchup personally. Tosan is a fantastic player, but E.J. stepped up to the challenge, and I thought he did a fine job of limiting him and taking some shots away."

After the Tigers scored on the first play after the halftime break to take a 38-35 lead, the Blue and White looked to be headed for a tight second-half battle. A Poulakidas three tied the game momentarily, but Princeton

SEE **M BASKETBALL** PAGE 10

## Women's swim team caps off perfect season at HYP

BY PALOMA VIGIL  
STAFF REPORTER

This past weekend, Yale Swim and Dive competed in the Harvard-Yale-Princeton meet at Harvard University's Blodgett Pool. The women's squad took first, finishing out an undefeated year in the pool.

The women's team has swept their two rivals at HYP in six of the last seven years. This year's victories were also significant as they closed out the team's second consecutive undefeated run through Ivy League competition. The men also carried out several impressive individual performances.

"It's been amazing seeing all of our hard work pay off in what turned into an undefeated season for the second year in a row," Hayden Henderson '25 of the women's dive team said.

While the Bulldogs breezed past the Harvard women by a score of 210-90, Princeton University proved to be much stiffer competition. While the Tigers led the Bulldogs by one point heading into the second day of the meet, the Blue and White prevailed by an 11-point margin.

Meanwhile, while the men did not necessarily have the same team performance, several individuals recorded impressive finishes.

"This time of the year is everyone's favorite, because as we head into championship season we get to taper off our training: meaning the volume and intensity comes down and we increase our rest to prepare for optimal performance," Noah Millard '25 said. "The light at the end of the dark tunnel of win-

SEE **SWIM** PAGE 10



YALE ATHLETICS

The swimmers took home wins this weekend at their meet against Harvard and Princeton as they prepare for the Ivy League Championship in three weeks.

## No. 2 Bulldogs stretch win streak to 13 games



COURTESY OF DAVID SCHAMIS

The Yale women's hockey team defeated St. Lawrence and Clarkson as they continue their stellar season.

BY ROSA BRACERAS AND SPENCER KING  
STAFF REPORTERS

The No. 2 Bulldogs (21-1-1, 14-1-1 ECAC) continued their hot streak this past weekend with two ECAC wins over St. Lawrence University (12-16-2, 6-8-2) and No. 9 Clarkson University (21-7-2, 10-5-1).

The Bulldogs posted dominant showings in both games, starting the weekend with a 6-1 shelling of St. Lawrence before clashing with nationally ranked No. 9 Clarkson and emerging with a three goal shutout victory.

Since head coach Mark Bolding joined the program ahead of the 2019-20 season, the Yale women's hockey team has been setting new Yale records. Last season, the team notched 26 season wins, breaking the 2019-20 record of 17 wins. This year, the team has

reached new heights with a current win percentage of .935.

"The group that I started with all believe that they're good players. It's always easy when you get the support from your players instantaneously. And for me, that's it," Bolding said. "You know, you can go to a new program and try to craft it your way, but if you don't have the buy-in of the players, it doesn't work. So I give them a ton of credit. We just want them to be competitive and work hard."

The weekend started on Friday with the Elis flexing their offensive muscle, matching their highest offensive output of the season with six goals in the game. The game was the third time this season that the Bulldogs have potted six.

SEE **W HOCKEY** PAGE 10

## Bulldog Track and Field teams takes third at HYP

BY PETER WILLIAMS  
STAFF REPORTER

Yale's track and field teams headed to Cambridge, Massachusetts, on Saturday to face two of their biggest rivals — Harvard University and Princeton University.

Princeton placed first in both the men's and women's competition, with the men scoring 159 points and the women coming in with 149. Harvard's men and women both finished in the middle of the pack, scoring 107 in the men's division and 127 in the women's. Both Eli teams brought home third, with both men and women scoring an even 70 on the day.

Despite their last place finish, the coaching staff highlighted the

Bulldog teams' performances in a competitive field.

"Harvard and Princeton are the two best teams in the league — Princeton's men are ranked 8th in the nation," head coach David Shoehalter told the News. "Our performances, our focus, and our competitiveness was much improved over the previous week and as a result, our marks improved."

Although overall team finishes have not been stellar thus far into the season, many of the athletes still emphasized the effort they have put into their training and competitions.

Iris Bergman '25, a mid-distance runner for the Elis and a member of the first place

4x800 relay this past weekend, expressed continued confidence after this past weekend.

"The immense talent of our team and the hard work we've been putting in every day since we stepped foot on campus this fall were not shown in our team results from this past weekend," Bergman told the News. "A huge part is trusting the process and celebrating the little wins while continuously striving for more. I think it's crucial to be positive and supportive while also communicating to others that if you keep doing the right things and train smart, the results will follow."

SEE **TRACK** PAGE 10



MUSCO SPORTS PHOTOS

In this past weekend's meet against Harvard and Princeton, Yale's men's and women's track and field teams both took third place out at the HYP Meet.

STAT OF THE WEEK

**.950**

WOMEN'S HOCKEY GOALTENDER PIA DUKARIC '25 HAS STOPPED 95 PERCENT OF THE SHOTS SHE HAS FACED THIS SEASON, RANKING SECOND ACROSS ALL DIVISION I PLAYERS.

# WEEKEND

boygenius



boygenius  
is  
**back.**  
Here's  
why  
you  
should  
care.

// BY MIRANDA WOLLEN

January 18th was a huge day for the subset of Yalies who: a) are platform-Doc Marten wearers b) are people with radio shows and/or c) were excruciatingly bad at middle school P.E. (Let the record show that I was actually AWESOME at badminton).

Cont. on page B2

WEEKEND *MUSIC*

Cont. from page B1

boygenius, the collaborative brainchild of indie wunderkinds Phoebe Bridgers, Lucy Dacus and Julien Baker, released their first new music in over four years last week. The project, a precursor to a March 31st album entitled the record, features three singles.

boygenius's last – and only other – release was the 2018 EP boygenius, the product of a shared tour between the three artists which garnered massive critical acclaim after its release. In fact, listeners' greatest complaint was that they wanted more. Paste Magazine's Ellen Johnson explained in a contemporary album review, "the debut from rock supergroup boygenius has only one real flaw: it's much too short."

Cut to five years of silence – if you can call successful LPs from each of the three silence. Bridgers's spookily perfect Punisher was released during the long, hot COVID summer of 2020,

Baker's lacerating Little Oblivions left its searing mark on the Spotify account of every ex-emo kid in February of the following year, and Dacus's lovely, honest Home Video seeped painful nostalgia into the early summer of 2021.

And then, like a beacon of light shining down unto Yale's most openly moody (think: everyone you know who's a little too excited to see Big Thief next week) ((think: again me)), boygenius's named popped up on Coachella's setlist on January 12th. Then came an EP, and the simultaneous promise of a full-length album – a feat the trio have not yet attempted together.

One of the most unbelievable trivia pieces about boygenius's first album is the brevity behind its conception: due to scheduling constraints, the three women wrote six songs in four days.

I have listened to them at least once a week for the last four years. The burning emotional rawness that infuses each of the

women's works with an explosive catharsis builds upon itself when they combine their voices – and the chips on their shoulders.

This time around, each of the three wrote their own song and sent it to the others to be collaborated on, making each song appear a microcosm of the artist's larger oeuvre.

Baker's punchy electric guitar and wavering melody intertwine with Bridgers's dramatic, crescendoing screech and Dacus's steady croon in the EP's first track, "\$20." This song was Baker's brainchild, and a description of her childhood outside Memphis. The lyricism serves as a welcome break from the boohoo-box Baker is often placed in by critics and fans alike; rather than lamenting the present, Baker looks back on the past. Implicit therein is an appreciation of how she has grown and changed, a nod toward forward momentum that Baker sometimes avoids.

"Emily I'm Sorry," Bridgers's contribution, comes next.

The soft folk guitar and ethereal background music make the song sound as though it could have come directly off Punisher, and as a major Bridgers fan I was a bit underwhelmed at the song as a piece of the EP. The lyricism is gorgeous, as is Bridgers's singing, but Dacus and Baker are underused as backing vocalists. Moreover, the explicit apology Bridgers likely makes to Emily Bannon, whom she was rumored to be in a polyamorous relationship with alongside Chris Nelson in 2018, feels outdated – the relationship ended in 2019. Given the enormous commercial success of Punisher, perhaps Bridgers has found a playbook to stick to – for the sake of the album, I hope not.

Dacus's "True Blue," an ode to the kind of unconditional, lived-in love that comes without competition or fear, is straightforward and cutting in its lyricism. Baker and Bridgers cycle in at various points, creating a melodic variety that carries the simple tune to a soaring finish.

Upon multiple listens, this song has emerged as my favorite, and it is a reminder that a song requires no bells and whistles to communicate a fundamental truth. "And it feels good to be known so well," Dacus reminds; "I can't hide from you like I hide from myself." Dacus's voice itself is clear and without pretension, the perfect medium for her message. The song is a triumph.

The missing piece of the EP, and the promise it makes for the album it hints at, is the unpredictability of the three women working as a unit. Each is a great artist in her own right, and has shown so in the intermediary period since the release of boygenius's last EP. What remains to be seen is whether they can combine these newly-refined talents into an LP that celebrates them as a unit, rather than as disparate entities piled on top of one another. I am excited to find out.

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# SOTW: JUST LIKE OTHER GIRLS

**Pining after your FroCo? Dying to get on the orgy panlist? Sick of seeing khakis on men? You're in luck! Welcome to Sex on the WKND, YDN's anonymous column dedicated to answering your burning questions about sex, love and anything in between. Obsessing over sex is a Yale tradition as old as the Oldest College Daily itself. This year, we have a love-savvy columnist who has done it all – including everyone on the aforementioned orgy panlist – and is ready to share. Whether you have a seminar with a hookup-gone-wrong or accidentally sent a raunchy text to your chemistry study group, Sex on the WKND is ready to help. Don't be shy. Submit your anonymous questions, stories, and tips here.**

Dear Sex on the WKND,

While eating dinner in the D\*\*\*port dining hall last week I witnessed something terrible. My former [umm, redacted, but let's say... FroCo?] was on a sexy dining hall dinner date with a man I had been hooking up with. I hadn't told anyone about this man - truly because there was not much to tell (in three words, I'd generously describe our sexual encounters as: 'awkward' 'unsexy' and 'wow, are you sure you're not a virgin?')

Instead of continuing to keep this humiliating hookup secret, in my panic as I fled the D\*\*\*port dining hall, I told a few people. A lot of people. In doing so, I learned too much. Apparently, this man has a very specific type and had hooked up with several other former YDN editors who look just like me... FUCK I mean uhh FroCos. How can I burn this from my brain?? Is it normal for men to have such specific types – and, most importantly, should I go blonde and quit the YDN?  
– CarbonCopy

Well firstly: don't go blonde and don't quit the YDN. Don't let a man, albeit one who enjoys dark-haired and pale-skinned YDN editors, make you change your life.

Our motivation for answering this question is totally objective and principled. We totally do not know and love you. We totally were not the ones who identified this pattern.

Regardless, this isn't the first time we've encountered a type-fetishist – typist? – like this. A friend used to date someone who had been with multiple YDN writers/sorority members/college aides of the same ethnicity.

I know there are many people in the YDN, many Thisters and Phisters and Angels and whatever the hell Kappa members are called, many college aides and many People of Color on this campus. But still, when you have THAT MANY requirements, I don't understand how there are multiple partners who both fit the bill and enjoy you as a person.

Before you get worried that you are one such typist, dear reader, don't fret. At least not immediately. We're sure you're just looking for a partner who is passionate and funny and easy on the eyes. Of course that's what this is. But there are limits to typism. See below:

Example 1: If you generally go for tall women or avoid blond men, you're in the clear. Everyone has their turn-ons and turn-offs.

Example 2: If the last four guys you bedded have been lactose-intolerant white gays who throw ass in Edon turned white gay FroCos who throw duty in the Farnum basement, you likely have a problem.

Example 3: If you're only attracted to bisexual redheads who carry New Yorker tote bags to Yale Record pitch meetings after putting in hours at SCL, you're a psychopath.

Example 4: If you only date Latina women in YMUN who occasionally go for a jog with the running club, we're coming for you.

Everyone has a type, but usually the requirements are something along the lines of intelligence, ambition and a nice gait. But when the prerequisite list gets lengthy, we must ask: Why are you perennially pursuing the same archetype? Did someone leave an oddly specific shaped hole in your life?

Forreal, who hurt you?

I pride myself on being essentially anti-type; however, I have been the victim of a typist. There was a time when I, too, thought I was special. I was ambitious. I was intelligent. I had a fantastic gait. But, as it turned out, my Jehovah's Witness ex-boyfriend only dated religious girls with brown hair, freckles and an affinity toward music. I fit the mold. To him, I was nothing more than a brunette, church choir saint who went outside on occasion and really loves LCD Soundsystem.

I think this is the most disconcerting thing about encountering a typist is: they mitigate the individuality of those they pursue. Typists don't want to fuck you. They want to fuck someone who looks like you, acts like you, sounds like you.

They flatten people into physical traits or club memberships. There is no room for a person's love for puns or their clumsiness or the paper they're writing about the gender politics of Star Wars.

But maybe you don't want to feel like an individual. Perhaps you want to disappear into the crowd. Personally, when I feel this way, I attend a heavyweight crew party where I fall below the eye level of 90.72 percent of attendees. But if – pardon this terrible joke – you want to keysmash with a typist, smash away. Maybe they're your type too. At least make sure the sex is better next time.

## WKND Recommends

Visiting Mystic.

WEEKEND *DRESS-UP*

# I Can't Believe I'm Wearing an Ikea Frakta Right Now!

// BY ANABEL MOORE

Party themes to college students are like a deck of cards to a four-year-old. An adult appreciates the nuance of the diamond, the heart, the ace and the role every card plays in a well-constructed game of gin or poker. The toddler looks at the deck and finds great delight in 52-pickup.

There are few notable stand-outs, scattered about the floor. The ace of spades is Gatsby, or anything James Bond themed. The Joker is the white lies and red flags combo that is surprisingly fun, especially considering the hassle of parsing through your closet for a sacrificial short-sleeve. In the end, every card looks just about the same. You show up, usually dressed somewhat monochromatically. Throw on an embellishing element: a headband, a funky sock, etc. You take your cute little pictures in front of the cute themed backdrop and BAM. The caption is ready: "When the white lie isn't a lie!"; or "Gatsby believed in the green light, and so do I"; or "I spent way too much money ordering this outfit from Amazon for this theme, so someone please tell me I look good."

A theme is a cry for help: "We needed extra validation to throw this party, but at least you'll have something to talk about with everyone because at least you'll all feel a little bit stupid on your way to High Street as grad students trek to the Well™." Plus, when in your life are you ever going to meet a room full of people in sports jerseys but who are actually participating in the In-

briated Olympics? When are you going to unapologetically dress up like a member from ABBA

about when "black and gold" leads to a passerby offering half of your friends condolences for

mercy? When I Googled "college party themes," the first article promised that "your guests

There are a few themes, however, that make me automatically want to attend a function. Anything but clothes or anything but a cup? I love getting extra fashion value out of my Ikea purchases. Ugly Holiday Sweater parties? Yes. Time to pull out my Harvard sweater — I didn't get waitlisted for nothing. Last but not least, any theme with an "and" or an "or:" mathletes and athletes, snow pants or no pants, heaven and hell. I am there, and you'd best believe I will be dressed like Urkel just won a lottery ticket and decided to go to Aspen.

I could throw in a nice little line about how themes really just give us one more reason to gather with our dearly-held college friends. Or a line about how having themed parties is one way to abate the looming doom of "dear God I only have four years here what do I do." This is stupid. It's a party theme. It's not that deep. However, I will use this reflective, meditative conclusion to argue for the good-ole-fashioned cocktail party: you get dressed up, as you like, you show up, with whoever you want, and you party as you like. You mingle, schmooze and giggle, all without the help of a chintzy deck of themes. I have no trauma informing this opinion, merely the genuine desire to spend my money elsewhere. A party is a party.

Now, if someone wants to bring up the subject of playlists ...



// JESSAI FLORES

and proceed to be catapulted off of a mechanical bull? What

their recent loss and begging the blinding blinged-out outlier for

won't leave from boredom." Gimme, gimme, gimme!

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## Shampoo Eulogy

// BY MICHAELA WANG

After a little more than three semesters at Yale, I've finally finished my first bottle of shampoo. The end came suddenly, unexpectedly and at first devoid of emotion. After I scraped the bottom clean and applied the immigrant mother tactic — pouring in some water to milk every last remnant — the bottle finally felt satisfyingly weightless. I mindlessly threw it in the trash can on my way out of the bathroom.

But the next day, as I saw its fallen body in the company of my floormates' take-out and banana peels, I suddenly became extremely sentimental, if not saddened by my own nonchalance. As someone who has long found alchemy with inanimate objects, I'm shocked at my lack of remorse towards such a sacrosanct symbol being gone.

Moreover, this shampoo bottle has seen me grow and transform throughout my two years at Yale. It watched me sob beneath the white noise of water droplets hitting the floor, listened to me recite formulas the night before exams and cringed as I hummed off-key in the shower. It also served as a testament to my transformation: once used sporadically when I could muster time for basic hygiene, then becoming a stable friend I united with at the same time each day. But now, my most compatible, loyal ally was seeping in an unfinished takeout bowl, and I feel deeply compelled to commemorate the journey we've ridden together.

My shampoo was one of those ginormous family-size bottles that could sustain an entire apartment shared by Rubeus Hagrid, Rapunzel, Jared Leto post-spring 2012 and Taylor Lautner in the first two films of the Twilight franchise. I bought it hastily off the sale rack at Costco days before leaving for college; toiletries were of the least concern to me, so I prioritized volume and affordability. It came from an unheard-of brand that could pass as a hair salon in Spongebob Squarepants' Bikini Bottom: "Phytofusion by Headwear." The package design definitely appropriated a Windows 2008 desktop background, but who cared. I had already developed the mindset of a broke college student. Plus, the shampoo was laced with "PowerBend Technology" that supposedly

helps strengthen bonds in your hair — as if I could foresee stress-induced alopecia before I even stepped onto campus.

While packing, I shoved it into a cheap three-tier plastic drawer along with some other toiletries, which my mom and I

background noise to the more blaring first-year anxieties.

It accompanied me during my first shower, a rite of passage for every college freshman. As my parents drove back down I-95, teary-eyed — and undeniably so — I put on my new Martha Stewart bathrobe and toted my cutsey shower caddy to the bathroom like one of those "solo life" vloggers.

However, unlike the vloggers' garage-sized showers, my faucet-as-a-

shower-head on Old Campus released water slower than I could recall calculus, and the temperature failed to respond to any rotations of the spigot. I stood under the cold, low-pressure stream of water, contending that this would be my future.

When you first open a shampoo bottle, you have to twist the cap several times before it can pop out. This cap was particularly resistant to movement, as my wet fingers struggled to grip on. But after persistent efforts, its head suddenly emerged like a bird using its beak to break out of its shell, exploring the world for the first time. I didn't know exactly where to keep it except on the floor close to the shower door, protected from the areas that pathogens and mold call home. With one pump, out came a generous stream of the luscious, creamy-white solution, emitting chemical floral aromas that would become my signature scent for the coming years.

It adjusted to Yale alongside me. It patiently waited as I backpacked through the forest for four days. It stuck around as I repeatedly delayed my personal hygiene to get in an extra chapter or paragraph of an essay. It tolerated the L-Dub floors caked with layers of ancestral grime, developing rings of dirt on the bottom rim. The shampoo sat idly in my garage for the summer, and then moved back to Berkeley, where it was promoted, for the last months, to a small shower ledge.

I consider the end of its life a victory of some sorts. I have managed to stay alive at Yale for about two years — long enough to finish a 20 oz. family-size shampoo bottle — with enough energy to pass my classes, take my showers, see my friends and get by. That itself is a tireless feat.

As I opened the cap to a new shampoo bottle last week, I didn't wonder what my old bottle would think. Not a thought of sentimentality arose, or recognition that this represented a mark of a new era. It was just a bottle of shampoo. I've changed.

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Tetris-ed into the trunk of the SUV. The bottle rolled side to side annoyingly as we lurched through the I-95 traffic, but I remained mostly unbothered. It became

// JESSAI FLORES

### WKND Recommends

Eating ice cream in below-zero weather.

# Longing and Fear: How Ovarian Cancer Changed My Perspective on Womanhood

// BY MOLLY SMITH

Every year, I sit around a campfire in the Washington woods and answer the question, “What’s your greatest longing and greatest fear?”

I’ve spent the past few years participating in and teaching at a summer storytelling camp for teens. This question is one of our rituals. I remember my friend Catherine, a nationally recognized filmmaker, answering that her greatest longing was to have a family. I didn’t understand. My answer was always to “live up to my potential” or “feel satisfied with my career.” I was driven to be the best storyteller I could be, and nothing was going to stop that.

On January 16th, I received a phone call that changed my life. In a matter of seconds, I felt like I was outside my body. It was nearly comical. I was in the car with a friend working on a film project, headed to the location, laughing as snot poured out of my nose. He asked me if I’d like to go back home. I said, “Let’s just pretend, for an hour, that I don’t have cancer and that never happened.”

If the uncanny valley was a real place, my fifteen-minute walk from LC to Smilow Cancer Hospital was entering into the heart of it. In the grand, airport-esque lobby, there’s a Starbucks, gorgeous fountains, and extravagant pieces of artwork. It’s not the sterile, white look of a normal hospital, but something I considered almost beautiful. Even so, I knew the purpose of its beauty was to conceal something much darker.

I joined the line of patients in my yellow, checkered backpack when I heard someone call my name. She said, “Hey, we talked on Instagram. I figured you’d be Molly. I don’t see many people here in a backpack.” She had been treated at Smilow for a different type of cancer a few months prior. She shared with me the best places to eat, the nicest floors to visit for a walk, and recommended a visit to the chapel, but not necessarily for spiritual reasons. Even though

we’d just met, we had an unspoken solidarity in our situations and the odd sense that it would all be okay.

I received my bracelet and headed to my appointment in gynecological oncology. I could feel the eyes on me as I checked in. Nurses pull me aside to see how I’m doing

ments, tests and meetings. At my last dance practice before surgery, I sobbed. The hurt and anger finally began pouring out of me, understanding that this was not an uncanny valley at all, but a mountain climb. It is real.

Cancer began to take each one of my loves. First, dance, then film. I shot the film

of attorney document and called doctors for me, but I know they felt powerless.

I’ve always loved making films about women. For the past few months, I’ve been working on a documentary about the history of co-education at Yale. I’ve read numerous accounts of women’s first years, practically obsessed with understanding the power structures of Yale College and its treatment of women. Suddenly, the irony of my situation struck me as being cosmically connected to the women I study. I too, am sitting in a dorm room at Yale College, struggling with my womanhood, fearing that I may fall behind.

The type of cancer I was diagnosed with is most common in young women. The possibility of losing my ability to have a child before I’ve even begun to consider it became my biggest fear. The hardest part about cancer is how much we don’t know. I had reasoned with what I was losing: one ovary, one fallopian tube, a semester of dance, being on set, and a simple medical history. It was the things I didn’t know that scared me the most. I had a thing inside of me slowly eating me away. What would I lose next? My hair? My fertility?

It’s still hard to grasp that one of the most formative moments in my life is happening to me, but next summer, I will sit around that same campfire with a different “greatest longing.” The past two weeks, I’ve received hundreds of messages and spent nearly all my time around the people I love. Even when it feels like I’m stuck between worlds, floating in the purgatory of the uncanny valley, my family and friends bring me back. Not film. Not writing. Not dance. Cancer is realizing that my greatest longing was never about personal goals; it was to be loved. And I am so, incredibly, beautifully, loved.

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// CATE ROSER

“given my age.” I get sympathetic looks from the patients, all much older than me, as I attend my appointments alone. I was asked to fill out a form indicating my level of “distress” on a scale of one to ten. I decided on six. That’s appropriate but not worrisome, right?

Eventually, that shield began to crack, piece by piece. I took on cancer like it was a full-time job: calling doctors, appoint-

as intended, but after holding ten to fifteen-pound camera set ups for several hours, I left feeling sore and exhausted. Then, cancer took the happiness from my family. Hearing my mother’s cries on the other end of the phone hundreds of miles away was the hardest part. No parent ever wants to hear that their child has cancer, especially when they’re states away. My parents did what they knew how to do. They drafted a power

## Ross and loss: A bleak two weeks in sports

// BY ANDREW CRAMER

I’m not saying I hate him, but I’m also not saying that.

You see, my dear friend Ross is from Philadelphia. Like many Philadelphians, he is unbearable to be around when his sports teams are doing well.

And his sports teams are doing well.

Two weekends ago, my beloved Giants faced off against his Eagles in the NFL playoffs. He and I watched the game together at our friend’s apartment. I was amped up. Sure, the Eagles were favored, but the pundits weren’t accounting for that New York grit that can only be forged in a concrete jungle. The stats don’t reflect the size of your heart when big lights inspire you.

The stats could, however, measure a lot of other things, and perhaps I should have respected them a little bit more. For those who do not follow football — i.e. 90% of Yale students — the game was a shellacking. Ross gloated, I moped and the Giants got killed. I left the watch party at halftime, and I honestly feel lucky to have missed the continued beat-down. He stayed and basked in his glory. I wanted to hate him, but if my city’s biggest tourist attractions were some silly little bell and cheesesteaks, I’d be celebrating every win, too.

Last weekend, my redemption moment arrived. Our two favorite basketball teams, my Denver Nuggets and his Philadelphia 76ers, were facing off in a rivalry game. For each of the last two years, their star Joel Embiid finished second in MVP voting. That’s pretty cute, I guess. My beloved Nikola Jokic finished first each time.

With Embiid leading the league in scoring, Ross and the rest of the whiny “City of Brotherly Love” have only intensified their “Embiid is the rightful, twice-snubbed MVP” nar-

ative. But I knew that they were sleeping on my Serbian horse-loving, joke-telling, dashing-suit-wearing folk hero.

And on national television on Saturday afternoon, Jokic showed an entire city why they were fools.

For one half.

Jokic cooked ‘em and the Nuggets took a 15-point lead into halftime. So I arrogantly — nay, brashly — nay, asshole-ily — texted Ross to ask if we should watch the second half together.

He said no, because he allegedly had “homework.” I think he might have been torturing kittens, or whatever else Philadelphians do with their free time. Or maybe he was cheering on the Princeton women’s basketball team as they eked out Yale by a score of 79–30. Who knows?

Regardless, thank gosh I wasn’t with him for the second half. It was a nightmare. Embiid showed up. The game slipped away from my beloved Nuggets, but I couldn’t look away, like the city of Philadelphia when a man ate a whole rotisserie chicken every day for 40 days even though he doesn’t even like rotisserie chicken but because he had nothing better to do because he was in Philadelphia.

So I write today to tip my proverbial — or maybe it’s not proverbial, you have no idea — cap to Ross, to Joel Embiid and to that entire obnoxious city — ugh, I forget what it’s called, but the one on the outskirts of Camden, New Jersey.

Good for them. They needed a win. But that doesn’t mean I’m not praying on the Eagles’ downfall in the Super Bowl next weekend.

And my dearest Ross... Give me a few months. We’ll talk next semester. Maybe.

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// ARIANE DE GENNARO

### WKND Hot Take:

“Canada’s Worst Driver” is the best reality TV show.