



WILLIAM & MARY

CHARTERED 1693

Board of Visitors Retreat Update

Task Force on Race and Race Relations

July 21, 2016

Task Force

President Appoints Task Force on Race and Relations, March 2015



President's Charge

I ask that the task force engage broadly the following matters:

- What is the overall racial climate on campus and how is it experienced by individual members of our community?
- How can we more successfully recruit and retain a racially diverse faculty and senior administration?
- What measures can productively be taken (a) to educate the campus community about racial insensitivity and discrimination and (b) to help prevent both?
- As a matter of process, how can actual or suspected instances of racial prejudice most effectively be reported for investigation and remedial action?

Timeline

- Monthly meetings
- Information Gathering—W& M current programs and practices
- Ongoing Feedback and Task Force activity—*Task Force Website*
- Collaborated with Human Resources- *Employee Climate Survey*
- 6 Campus Forums
- Formulated Recommendations
- Completed report shared with President and Provost
- Task Force meeting with President and Provost

Voices of the W&M Community

- Graduate and Professional Students
- Faculty
- Undergraduate Students (2)
- Staff
- VIMS

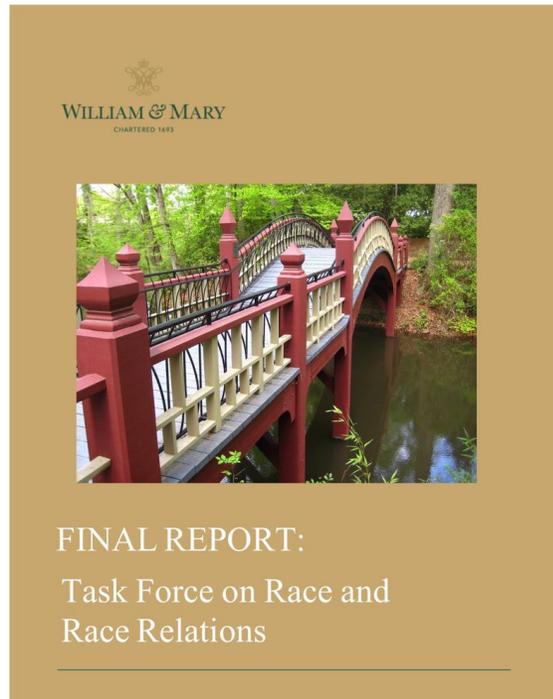


Photo Credit: Flat Hat, 11/24/15

Recommendations

“The Task Force sees it as our responsibility to issue recommendations that will urge William & Mary to seize the moment, to be active rather than reactive, and to become a national leader on issues of race and equity, here on our campus and beyond. Some of our recommendations will be easily achievable; many, however, will not.”

- Executive Summary, President's Task Force on Race and Race Relations Report



The report contains:

- 10 Prioritized Recommendations
- 51 Overall Recommendations
- Individual Subcommittee Reports
- Appendices

UPDATE

- President has appointed an Implementation team
- Commitment to \$500,000 for faculty recruitment and \$100,000 to hire additional staff in Diversity & Inclusion
- Naming of 2 Residence Halls
- Outside consultant to work with Facilities Management

Implementation Team

*Laura Heymann, Assistant Dean, School of Law
Anne Charity Hudley, Professor of English, WMSURE
*Vernon Hurte, Director, Center of Student Diversity
John Poma, Chief Human Resources Officers
Iyabo Osiapem, Professor, Liberal Arts Fellow
Kiersten Boyce, Chief Compliance Officer
Suzanne Raitt, Chair, English
Gilbert Stewart, Facilities Management
*John RioFrio, Professor, Hispanic Studies
2 Students will be appointed in the fall.

* *Original members of the Task Force*



Faculty Recruitment



Naming of Residence Halls

- Signs are in place
- Dedications are being planned for Homecoming Weekend
- Saturday, October 15 at 11:30 am
- Family and former students of Dr. Carroll Hardy will be in attendance
- Members of the Lemon Project Steering Committee and the Eng's Family will be in attendance



Follow-Up Work with Facilities Management

- We have contracted with Amediate, LLC—Norfolk, VA.
- The consultant will conduct focus groups with members of our Facilities Management staff during September and October.
- The consultant will produce a comprehensive report based on her findings and it is due 30 days following the conclusion of the work.
- The consultant will meet with Van Dobson and Chon Glover to share recommendations for moving forward.

Other Items

- We will strengthen practices for considering diversity in hiring, training and the assessment of campus climate. *Implementation Team*
- We will have mandatory diversity training for faculty and staff. Student Affairs will expand diversity training for students and student groups. *Implementation Team*
- Create a formal Diversity and Inclusion Committee that will use best practices to develop a university-wide plan that will inform, drive, and influence plans at the unit level. Require that each unit provide a diversity and equity plan that is aligned with the university plan and clearly outlines measurable goals and a timeline. *Implementation Team*
- Commit to implementing an Incident Information System at the College that unites the College's various reporting channels under one gateway, engages in appropriate review and referral of all reports with due consideration for freedom of expression, and provides annual reports of its activity to the community. *Implementation Team*



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Questions & Discussion

Prioritized Recommendations

- Create a new position of Vice-President of Diversity and Inclusion, as currently exists at many schools. *
- Increase the diversity of the faculty and senior administrators, and demonstrate commitment to this goal with a \$35 million dollar investment of resources.
- Retain an outside vendor to provide, through focus groups and other methods, a thorough understanding of the concerns of Facilities Management staff and develop a plan to improve wages, working conditions, and the management practices that have led to dissatisfaction.
- Name important and prominent campus buildings to more fully reflect the diversity and achievement of the entire William & Mary community.
- Require on-going, mandatory educational training on issues of diversity and inclusion for faculty, staff, and students on topics of race and other intersecting identities.
- Institutionalize a periodic campus climate survey of the entire community, to be conducted by an outside vendor.
- Create a formal Diversity and Inclusion Committee that will use best practices to develop a university-wide plan that will inform, drive, and influence plans at the unit level. Require that each unit provide a diversity and equity plan that is aligned with the university plan and clearly outlines measurable goals and a timeline.
- Commit to implementing an Incident Information System at the College that unites the College's various reporting channels under one gateway, engages in appropriate review and referral of all reports with due consideration for freedom of expression, and provides annual reports of its activity to the community.
- Realign current university resources and identify private support to fund the implementation of the recommendations as listed in the Task Force Report.
- Appoint an Implementation Team to pursue the recommendations in this report.

President's Message to Community

- William & Mary will launch a \$1-million initiative to recruit new faculty members who will increase our diversity. The budget we present to the Board of Visitors this week will include \$500,000 toward this goal and represents the single largest new programmatic investment we will make this coming year. We will recommend an additional \$500,000 for academic year 2017-18 for an annual recurring commitment of \$1 million. This is significant, but only a start. We will do more. The budget will also include \$100,000 in annual support for additional staffing for the Office of Diversity and Equal Opportunity.
- We will propose that the Board of Visitors name two prominent buildings on campus in memory of African Americans important to W&M's past. Thus, we will recommend that one of our Jamestown Residence Halls become Lemon Hall, named after an enslaved man owned by the College in the late 18th century. He is the person for whom our Lemon Project is named; this is a university initiative launched by the Board of Visitors in 2009 to explore William & Mary's part in slavery and segregation, as well as our current efforts to overcome that legacy. We will propose that the second Jamestown Residence Hall become Hardy Hall, named after the late Carroll Hardy, the longtime Student Affairs administrator who was affectionately known on campus as "Dean Hardy." For over 15 years Dean Hardy worked tirelessly to increase the diversity of our student body through six summer enrichment programs for students in grades 8 to 12, by establishing the National Black Student Leadership Development Conference for college students, through the creation and nurture of 15 multicultural student organizations, and by founding the Hulon Willis Association, a W&M organization devoted to African-American alumni. By any measure, Carroll Hardy was a trailblazer at William & Mary. In 2012 she was elected an honorary alumna of the College.

President's Message to the Community

- We will strengthen practices for considering diversity in hiring, training and the assessment of campus climate.
- We will have mandatory diversity training for faculty and staff. Student Affairs will expand diversity training for students and student groups.
- An external consultant will be engaged to help us better understand the concerns of African American employees, particularly non-exempt employees in Facilities Management. The consultant will also help us develop a plan to improve workplace conditions, review wages and examine management practices.
- I will appoint a committee charged with reviewing the Task Force's recommendations and developing a plan for further implementation.