

Reflections on Diversity at W&M

A National Conversation



Snapshot at William & Mary



Relationships

Faculty



Inter-student



Looking Forward

- No League Faculty Diversity Initiatives
- Continued Conversation
- Provost's Task Force
- CCLL Commission
- Possible opportunities for inclusion
- Gender-Inclusive Housing
- 75% support of 1,300 responses



Today's Goals

1. Identify shared perspectives
2. Map out the landscape of lived experiences at William & Mary
3. Foundation for continued conversation

The Center for Student Diversity

- A vital link across campus
- PLUS Program
- 88% graduation rate
- SEED Dialogues
- First Year Initiatives
- "One Tribe Many Stories"



"Many of the faculty working in the CSD have been mentors to me throughout my four years. I can truly be myself and feel absolute comfort in my identity."

William Gray '15

An Institution of History

- Our **past** informs who we are **today**
- At W&M, we feel the **weight** of history



- We strive not to erase, but to confront, acknowledge, and look forward

Let's Talk

Questions or thoughts?

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W&M Leadership Initiative

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Snapshot at William & Mary



photo - Akshay Kumar



photo - Erin Zagursky







photo - Akshay Kumar

What does **diversity** mean
at **W&M**?

racial neurodiversity
diversity at
socioeconomic communities of faith
gender **William & Mary**
sexual orientation experience
& more!

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Relationships

Faculty



Faculty Representation

31% students of color

13% faculty of color

"A more inclusive, accepting, and validating William & Mary would feature far more professors of color"

"painstakingly apparent"

"I've only had 1 female professor of color in my STEM department"

"I feel I can better approach someone to whom I can relate"

A green icon showing three stylized human figures in a circle, representing a group or community.

Impact

- Inclusivity benefits **everyone**
- Empirically proven:
 - Diversity initiatives foster **cognitive development, satisfaction, leadership abilities***
- Faculty understanding builds bridges

A green icon of a bridge with arches.

*Allen, R.W., "iversity and Multiculturalism in Context," 1993, April, 1, in: What Matters in College? 1993.

Inter-student



A collage of four photographs showing diverse groups of students in various social settings, including a group in traditional attire, a group in a classroom, and a group at night with a lantern.



Today's Landscape

- Many events to challenge assumptions
- Group separations visible
- Language has impact

"ample opportunities for students to get involved in discussions"

"we sometimes miss exposure to critical insight"

A green icon showing three people sitting around a table, representing a discussion or meeting.

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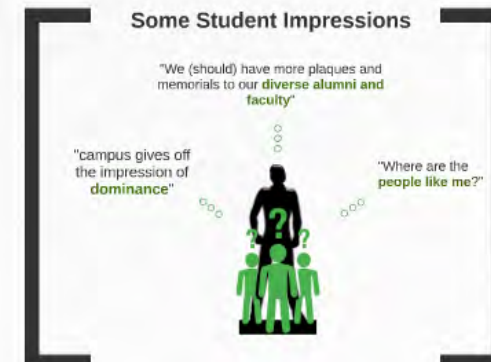


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A common image



Some Student Impressions

"We (should) have more plaques and
memorials to our **diverse alumni and
faculty**"

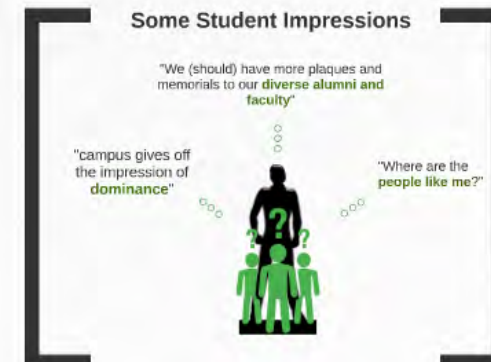
"campus gives off
the impression of
dominance"

"Where are the
people like me?"



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 - **98%** graduation rate
- SEED Dialogues
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 - **"One Tribe Many Stories"**

"Many of the faculty working in the CSD have been mentors to me throughout my four years ... I can truly be myself and feel absolute comfort in my identity"

- Vanessa Gray ('16)

Looking Forward

- Ivy League Faculty Diversity Initiatives
- Continued Conversation
 - President's Task Force
 - COLL Curriculum
- Pursue opportunities for inclusion
 - **Gender-Inclusive Housing**
 - **75% support of 1,300 responses**



W&M Lambda Alliance

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