

Committee on Organizational Sustainability and Innovation

September 24, 2020



WILLIAM & MARY

CHARTERED 1693

Diversity & Inclusion



1693

From Acknowledgement to Action: Presidential Goals for AY21

- ✓ Fair and impartial policing
- ✓ Values in action for faculty and staff
- ✓ Inclusive curriculum and classes
- ✓ Equity in communication for staff
- ✓ Raising the bar for leadership

Board Goals for Equity in Action

- ✓ Status report on TFRR and Lemon Project
- ✓ Land Acknowledgement
- ✓ Faculty Hiring
- ✓ Highland Descendants
- Landscape Review



Legacy Garden in Process

Five Strategic Domains of Action

- Hiring (recruitment and retention)
- Climate
- Curriculum
- Innovations
- Enrollment of undergraduate and graduate students

Hiring

Working Goal: To attract talented faculty and staff from all background

Data

4

Newly Hired T/TE Faculty of Color
(between 11/30/2018 and 10/31/2019)

5

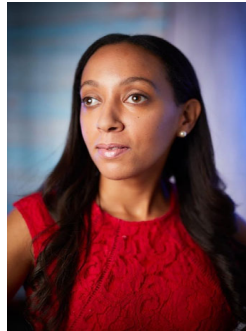
Newly Hired T/TE Faculty of Color
(between 11/01/2019 and 8/31/2020)

Actions

1. 3-Year Faculty Hiring Pilot
 - Goal: 100% of newly hired faculty bring inclusive teaching skills
 - Year 1 of 3
2. Exit Interviews by Deans and CHRO

Campus Climate

Working Goal: To be a university where everyone experiences a Sense of Belonging



AY21 Actions

- Professional Development:
 - Implicit bias workshops
 - 100% Cabinet participation
 - 100% of all faculty hiring committees
- Values in Action
 - Summer supervisor training, ongoing fall sessions
 - Courageous Conversations on Belonging
- ADA 30th Anniversary
- Hearth: Memorial to the Enslaved

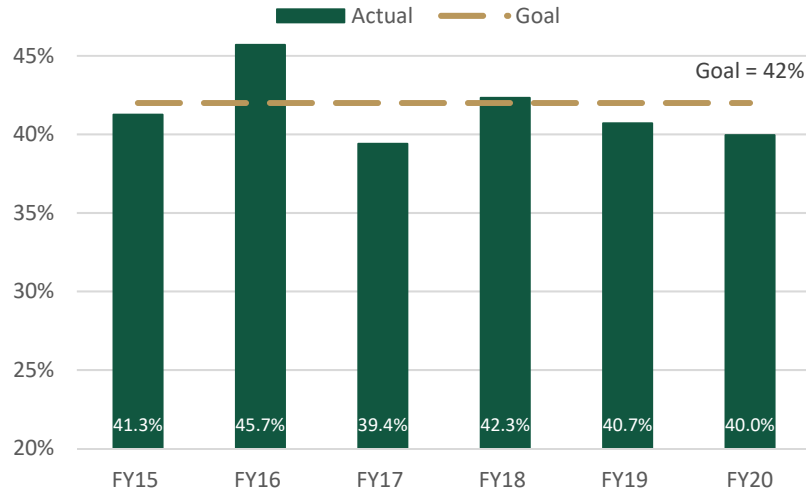


Campus Climate

Working Goal: To be a university where everyone feels valued and respected.

Data

W&M SWaM Actual vs. Goal Year over Year



AY21 Actions

- Inclusive Collaborations (HR)
- Supplier Diversity (SWAM)

Curriculum

Working Goal: To embody W&M values through our core mission of learning

Data

155

Students Enrolled in COLL 350 Courses
in Fall 2020

AY21 Actions

COLL 350 – Difference, Equity, Justice

The COLL 350 requirement enhances students' knowledge and facilitates their critical analysis of the workings of power, privilege, and inequity in U.S. society and globally, past and present

Fall 2020 Courses:

- Intro to Archaeology (ANTH 201)
- The Anthropology of Racialized Bodies (ANTH 318)
- History on Stage (HIST 211)
- Underrepresented Scholars in the Academy (PSYC 100)
- New Religious Movements in America (RELG 347)
- Social Inequality & Health (SOCL 412)

Innovations

Working Goal: To innovate in every domain of Diversity & Inclusion work



Milka Mered '2020 was named the Algernon Sullivan Award winner for her innovative work with the Center for Liberal Arts and the Center for Student Diversity. In a new 1-year pilot initiative, Milka was hired as the D&I Fellow in the Office of D&I. She began work on August 8.

AY21 Action

- Post-Bac position (Sullivan Award winner) *for knowledge retention*