



WILLIAM & MARY

CHARTERED 1693

INCLUSIVE EXCELLENCE FRAMEWORK

Diversity, Equity, and Inclusion

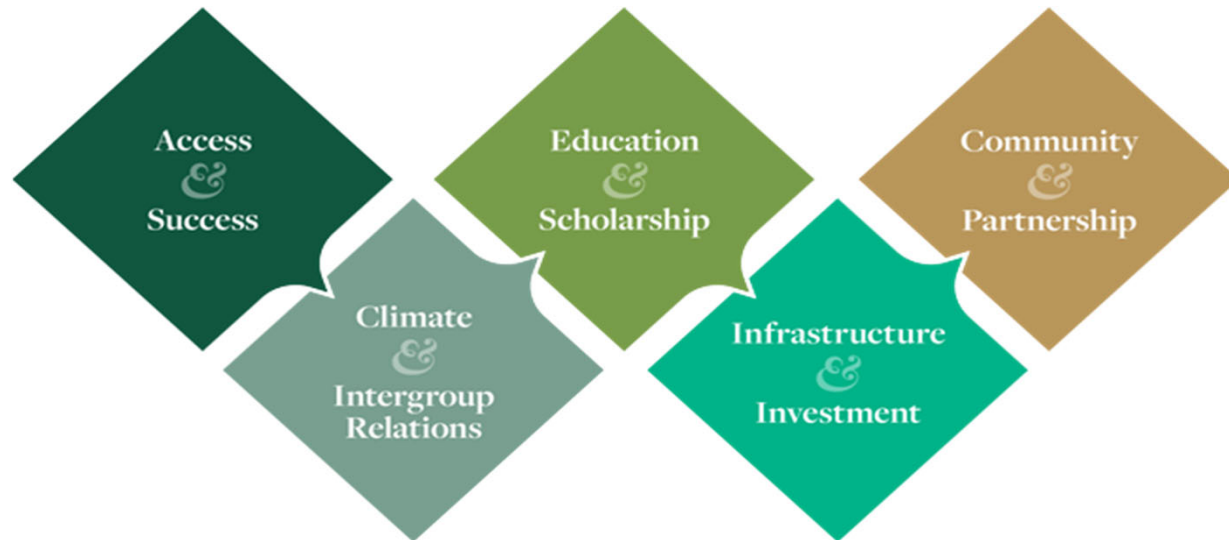
What is the Inclusive Excellence Framework?

Why are we adopting a strategic framework?



A National Model

Designed by the [AAC&U](#), the model of “Inclusive Excellence” has five organizational dimensions, designed to enable holistic self-assessment and transparent reporting. These comprehensive domains help us track progress on our goal to increase belonging and inclusion.



W&M's Inclusive Excellence Framework

President Rowe's 5 University DEI Imperatives for 2020-2021

1. Advance Inclusive Excellence Among Faculty (Education +Scholarship)
2. Increase Diversity of the Student Body (Access +Success)
3. Cultivate an Atmosphere of Belonging (Climate +Intergroup Relations)
4. Ensure Organizational Accountability (Infrastructure + Investment)
5. Lead DEI Innovation Regionally and Nationally (Community+ Partnership)

Shared with Board of Visitors in September 2020

Consultations

D&I Leadership Council

Teresa Longo-Arts & Sciences
Brian Baines-Business
Peggy Constantino- Education
Laura Shepherd- Law
DaNika Robinson- VIMS

University Leadership

Executive Leadership Team
Cabinet
Faculty Assembly
Professional/ Professional Faculty Assembly
Staff Assembly
Student Assembly

D&I Advisory Committee *(formerly Diversity Committee)*

Milka Mered, D&I
Tish Cannady- Admission
Charlie Foster- Veterans
Carla Costello- Accommodations
Kimberly Weatherly- Student Affairs
Robin Hollenbeck- Staff Assembly/HR
Kyle Vasquez- Student Assembly
Caroline Hanley- Faculty Assembly
Eric Hilton- Faculty Assembly
Sarah Thomas-Women's Network/PPFA
Luiza Newlin-Lukowicz-Advancement
Ivana Marshall- Advancement *(Alumni Inclusion Circles)*
T Davis- Student Affairs
Jason Simms- Athletics

Review Process

Summer 2020

- One Virginia Plan announced by Governor
- W&M President develops DEI strategic goals, in consultation with assembly leadership, senior team, and board

Fall 2020

- W&M President presents Five DEI Imperatives to board – strategic goals for W&M leadership 2023
- W&M leadership begins implementation
- CDO revamps university-wide Diversity Committee and incorporates D&I Leadership
- CDO and committees review best practices for reporting frameworks and metrics
- VA adopts “Inclusive Excellence” as state-recommended framework

Winter 2020-21

- Draft reporting plan reviewed by ELT
- Draft reporting plan reviewed by VA CDO
- HB1993 introduced in GA session, requiring annual reporting obligation on DEI
- CDO recommends adoption of the IE Framework to align with the Commonwealth’s One Virginia Plan
- President decision to be ahead of the game – adopt VA framework for measuring progress
- CDO socialization of “Inclusive Excellence” as W&M’s tool for measuring and reporting

Spring 2021

- February Board meeting – endorsement
- Qualitative Organization Review
- Final Draft reviewed by Cabinet
- Final report to the President from Qualitative Organization Review
- Plan submitted to SCHEV