



WILLIAM & MARY

CHARTERED 1693

W&M DEI UPDATES

Board of Visitors Retreat

July 28, 2021

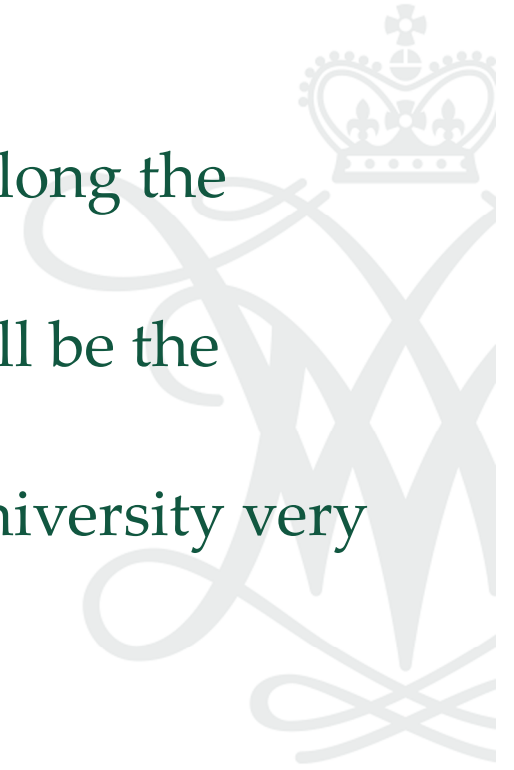
TIMELINE/PROCESS

- Explicit deep-dive into HRIS data
- 13 focus groups
- 41 interviews (*including 21 Cabinet-level interviews for ETL*)
- Document review
- Employee/Student Climate Surveys



KEY FINDINGS

- Leadership is creating a strong DEI culture
- Procedural changes to avoid gaps in steps along the pathway
- Accountability from Cabinet-level down will be the success factor
- Underrepresented groups experience the university very differently



NEXT STEPS

- Interweave key actions into Strategic Plan by September
- Set ambitious goals (i.e., 100% of hires bring expertise in inclusive teaching)
- Integrate alignment with Inclusive Excellence Plan Framework to be accountable to the Commonwealth
- Gaps in accountability -Implement annual assessments for all Cabinet members
- Activate D&I Leadership Council for team-based leadership to ensure accountability
- Further deliverables from Ivy (data refinement and student focus group)
- Finalize executive summary for circulation to the public