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