



WILLIAM & MARY

CHARTERED 1693

DEPARTMENT OF GOVERNMENT

Diversity and Inclusion Plan Adopted May 2017

The Government Department is committed to diversity as a core value for several reasons. Diversity and inclusion are indispensable to academic excellence. A faculty diverse in background, ideas, and lived experiences that reflect the heterogeneity of our students, the U.S. and the world is essential to the intellectual growth and creativity of students, faculty, and staff alike. As a result, the Department is committed to fostering a teaching, learning, research, and work environment where all members will thrive.

We define diversity in a multi-dimensional way that includes ascriptive characteristics, lived experiences, and philosophical perspectives. The ascriptive dimension includes race, ethnicity, gender, sexual orientation, gender identity, physical ability, pregnancy, and neurological make up. Lived experiences, among others include geographic origins and socio-economic, veteran, marital, and caregiver status. Philosophical perspectives refer to ideas, political views, religious beliefs, and values.

The Department's diversity plan is structured around four related goals, which in turn encompass a large number of concrete strategies aimed at promoting these broad aims in a timely and realistic fashion.

I. Promote a departmental and campus culture that embraces diversity policies and practices

The Government Department is committed to supporting a diverse and inclusive Department and College community. Our strategies for attaining this goal include the following. We will include a diversity commitment statement on the Government Department website (*by summer 2017*). The Department will maintain a standing committee on diversity, periodically conduct anonymous surveys of faculty, staff, and students related to departmental diversity and equity, and plan a workshop in Arts & Sciences at the College to exchange best practices with other departments on enhancing faculty diversity (*effective 2017*). We will aggressively take advantage of College grants and resources to help diversify our personnel and curriculum (*effective immediately*). Using departmental resources, we will set aside funds for faculty to research diversity issues, attend conferences focused on diversity, and teach about these topics (*effective 2017*). Most important, we will foster an environment of shared respect and civility for differences of opinion, professional and intellectual priorities, and lived experiences as they relate to deliberations over diversity issues and all other matters considered by the Department (*effective immediately*).

II. Enhance the diversity of Government Department faculty

The Government Department recognizes that while we have made progress in improving the general diversity of the department, the lack of racial diversity among our faculty in particular continues to be an area of concern. The Department will take steps in the short-term to recruit and hire a more diverse faculty from underrepresented backgrounds. It is critical, we believe, to focus hiring as much as possible on topics that tend to attract a more diverse faculty. We will reinforce the Department's commitment to an appropriately broad definition of what constitutes "the best candidate" – one that includes dimensions that reflect the degree to which candidates can contribute to departmental diversity, and that is commensurate with federal and state law and College policies.

More concretely as part of these efforts, and contingent upon the necessary permissions from the W&M administration, we will orient at least one position during the next hiring season to the subfield of race, ethnicity, identity, and politics (*effective 2017*). We will explore whether other hiring opportunities that arise over the next few years can be similarly oriented toward topic areas where underrepresented groups are particularly likely to be in the applicant pool. As part of these recruitment efforts, we will consult with the W&M administration about possible reliance on funds set aside by the Office of the Provost for diversifying the W&M faculty. We will work aggressively with our contacts throughout the political science profession to ensure that the applicant pool for these positions, as well as all other faculty openings, are as representative as possible with regards to ethnicity, race, gender, sexual orientation and other factors important to the maintenance of a diverse intellectual community.

In promoting faculty and intellectual diversity, the Department fully recognizes that a single hire will not be sufficient. The research and teaching efforts of individual faculty benefit from synergies and collaboration with other faculty from similar personal and intellectual backgrounds. The Department also recognizes that newly hired faculty from underrepresented groups may feel somewhat isolated, and may confront excessive demands on their time for student mentoring, committee work, and other campus responsibilities. As part of our efforts to minimize this possibility, our efforts to diversify our faculty will include consideration of the feasibility of a cluster hire involving two or more positions in race, ethnicity, and politics, perhaps in collaboration with other departments and/or programs (*effective 2017 or when the necessary permissions are secured*).

To increase the diversity of its faculty, the Government Department also will implement a number of additional strategies. For the foreseeable future, we will continue to organize a 1-credit speaker series and class on race, ethnicity, and politics that prioritizes bringing scholars from diverse background to campus to interact with our students (*implemented Spring 2017*). We will require that all job applicants include in their application a statement outlining what they have done or plan to do during their professional lives to support diversity. We will make "bringing in new perspectives to the classroom" a criterion for evaluating all potential new hires. Moreover, the formal presentations that faculty candidates make to the department will include discussion about how such candidates would teach a diverse study body (*implemented Fall 2016*). We will have a goal that all hiring committees have diverse representation, but will ensure that achieving this goal does not overburden faculty with already excessive service

demands, and we will continue to make all applicant files open to all Department tenure-track and tenured faculty (*effective 2017*). The Department will prioritize colloquium presenters who are women and people of color and whose research topics and methods reflect our diversity goals (*effective immediately*).

III. Retention of a diverse faculty

The Department recognizes that it is not enough to hire a diverse faculty. We also need to retain the individuals who enhance existing diversity, and also the personnel we hope to attract to the College in the future. As a result, the Department will establish a mentoring program for all junior faculty to supplement the Charles Center's program, with particular emphasis on the concerns and interests of faculty from underrepresented groups (*effective 2017*). We will support W&M policies to improve child care and family leave policies, including for faculty who are caregivers, give birth, or have other substantial family responsibilities arise, particularly during but not limited to the time period of their probationary status (*effective 2017*). The Department will connect diverse faculty to resources beyond campus for professional development and support, including faculty involvement in the National Center for Faculty Development and Diversity. We will continue to recognize and reward faculty who contribute toward diversity goals by teaching new courses focused on such matters (*already implemented*). The Government Department recognizes that numerical student evaluations of teaching effectiveness are often biased because of factors including, but not limited to, gender, ethnic, and other stereotyping and we will more explicitly recognize the potential for bias and take steps to correct for such biases in the teaching evaluation process, in part by considering multiple measures to gauge effective teaching, consistent with the Department's personnel policies (*effective 2017*). The Department will also improve diversity-related communications by including statistics on diversity of faculty, staff, and students on the departmental website. And when possible, we will focus more on diversity in stories written up on the Government Department website (*effective 2017*).

IV. Increase the diversity of student learning experiences in classes and outside the classroom

As the Department implements its annual merit evaluations, and evaluates tenure and promotion cases, the Department will request that faculty describe their efforts to diversify curriculum, syllabi, and student classroom experiences more generally so those issues can be considered as part of these processes, activities that are consistent with the Department's personnel policies (*effective 2017*). We will continue to encourage faculty to adopt diverse teaching styles that effectively reach students of different backgrounds and learning styles. As part of such efforts, the Department will provide all faculty with the option of in-class observation and peer reviewing in order to improve teaching quality, especially as it relates to diversity (*effective 2017*). We will encourage faculty to increase the inclusion of non-Western authors in syllabi where appropriate, and take steps to increase the inclusion of women and minority scholars in syllabi (*already implemented*). In recognition of the importance of student experiences outside the classroom, we will continue to invest in study away and study abroad opportunities for our students, internships, and so on (*already implemented*). And we will work to better balance resources, attention, interactions, and mentoring among students of different backgrounds and professional/academic aspirations (*effective 2017*).