Land Acknowledgement

William & Mary acknowledges the Indigenous peoples who are the original inhabitants of the lands our campus is on today – the Cheroenhaka (Nottoway), Chickahominy, Eastern Chickahominy, Mattaponi, Monacan, Nansemond, Nottoway, Pamunkey, Patawomeck, Upper Mattaponi, and Rappahannock tribes – and pay our respect to their tribal members past and present.

Statement on Slavery and its Legacies

The Board of Visitors acknowledges that William & Mary enslaved people, exploited them and their labor, and perpetuated the legacies of racial discrimination. The Board profoundly regrets these activities, apologizes for them, expresses its deep appreciation for the contributions made by the African and African American members of its community to the vitality of William & Mary then, now, and for all time coming, and commits to continue our efforts to remedy the lingering effects of past injustices.
Executive Summary

“Dedicated to the tangible changes that will be a part of W&M’s new history for all time coming.”

June 30, 2022

Dear W&M Community,

The Office of Diversity & Inclusion has worked tirelessly with colleagues across the University to center our values of inclusion and belonging as we have moved the work forward to achieve its mission. This year's annual report focuses on two years of work, much that was completed in this academic year. It does not reflect the work in totality but highlights that which makes the work legible and thereby creating a culture of accountability.

William & Mary developed its Inclusive Excellence Plan in spring 2021. This both centralized whole-institution efforts and provided structure and alignment for the work being done across the university. This framework provides a blueprint that guides campus leaders and enables them to demonstrate how their programs and research contribute toward reaching our university goals rather than being isolated activities.

Additionally, the Inclusive Excellence framework provides a way to evaluate and track our progress through a set of leading and lagging indicators that will answer the question of are we making progress? The framework lends itself to monitoring both current and future campus efforts. For the last two years, I have created and built out structures for our DEI work that provides metrics for accountability.

Diversity, equity and inclusion work is an imperative! Included in this report you will find the goals and results of my work as the Chief Diversity Officer, along with the outcomes of work completed by Schools and Administrative units. The goals and strategies were taken from the Inclusive Excellence Plan, Vision 2026, and the strategic assessment findings from the Ivy Planning Group. The thematic areas were creating a culture of accountability, capacity building, institutional DEI strategic assessment, faculty recruitment, building the cultural competencies of the community, reconciliation efforts with the local community, and expanding the inclusiveness of our campus landscape.

Thank you to the community for your support in making this a banner year for the work of inclusion. Ruth Bader Ginsberg states, “real change, enduring change, happens one step at a time.” Thanks for being on this journey with us!

Fanchon Glover, Ed.D.
Chief Diversity Officer
Build institutional capacity to take university DEI initiatives to a higher level and create distance beyond status quo (V/IE)

- Complete 2022 HEED Award (June 30)
- Conclude A&S Associate Dean of Diversity search (Wanjuru Mbure)
- Complete 2022 Campus Pride Index/Sports Index
- Complete 2022 INSPIRES Survey on Faith and Spirituality
- Hire and onboard a good partner and thought leader to serve as Deputy Chief Diversity Officer (Thomas Alexander - 2/10) & Hire D&I Fellow (post-bacc) to work directly with the Center for Student Diversity on the Asian American student experience (Jamelah Jacobs, 1/18)

Conduct a qualitative and quantitative review of university DEI initiatives IE (IE4.1.3)

- Enter into 2nd contract with Ivy to provide a list of 5 leading indicators for Dashboard presented to the Board in April /July
- Ensure all contract deliverables are received from Ivy
- Work with Brian’s team to roll-out final report to the community the week of 1/24
- Develop action items that connect Vision 2026 and Inclusive Excellence.

Cultivate cultural competence and civil discourse throughout the university community with associated programming and services to bolster critical skill sets (V3b)

- Increase the cultural competencies of faculty and staff
- Establish virtual and in-person professional development opportunities to improve the awareness and competencies of faculty and staff (IE 3.2.1)
- Build opportunities for students to learn about diverse identities and cultures (IE 3.1.6)
- Rolled out mandatory training module- Diversity, Inclusion, and Belonging to leaders, employees, and students. 100% Completion by Board and Senior Leaders by 2/11

Create a culture of accountability and continuous improvement to advance the university’s core values throughout the community. (V3a/IE 4.1.6/IE4.1.7)

- DEI goal attainment is a part of all senior leadership assessments (IE4.2.1)
- Each ELT member to outline 6-month goals relative to V and IE to President
- Create a dashboard based on Inclusive Excellence framework with leading and lagging indicators
- Each administrative and academic unit should complete a diversity action plan (with exception of Strategic Initiatives) by June 30

Recruit and retain a diverse faculty with 100% inclusive excellence experience. (IE 1.4.1)

- Review all aspects of the Faculty Hiring Pilot to determine adjustments for next hiring season
- Review evaluations from trainings to enhance more effective training
- 270 faculty members in the search process completed Implicit Bias in Hiring Training by 2/3
- 32 Search Advocates trained as of 2/3

Advance the history of human beings enslaved and exploited on W&M’s campus and in our region (IE5.3)

- Complete construction for Hearth: Memorial to Enslaved
- Plan and implement Dedication of Hearth on May 7, 2022

Partner with local community organizations (IE 5.1.2)

- Chair 2nd community-wide Juneteenth Celebration with CW, 1st Baptist, NAACP, and the City
- Host the 2022 Juneteenth Celebration at the Hearth on June 17, 2022

Support physical spaces that address the needs of multicultural and underrepresented student populations (IE 2.1.7)

- Serve on committee to design NPHC Garden/ Select renderings and get DRB approval (Via Ginger Ambler)
- Develop fundraising plan (via Advancement)
- Complete Accessibility signage for old campus (Carla Costello and Sam Hayes)
- Complete transfer of McGlothin Hall 3rd floor restroom to All-Gender (Sam Hayes)

Completed
Inclusive Excellence Plan 2020-2023

Inclusive Excellence is a framework designed to integrate diversity, equity and inclusion efforts. As a model, it incorporates diversity efforts into the core of organizational functioning. Applying Inclusive Excellence concepts leads to infusing diversity into an organization's recruiting and hiring processes, into its training and into its administrative structures and practices. Inclusive Excellence means an organization has adopted means for the cohesive, coherent and collaborative integration of diversity, inclusion and equity into the organizational pursuit of excellence.

Accepting the Inclusive Excellence model reflects the understanding that diversity, equity and inclusion (DEI) lead to organizational excellence and are to be invited and integrated into the very core of the business enterprise and are not isolated initiatives. This framework moves DEI efforts from the margins as a moral imperative to an interwoven space where what is measured, gets done. It also creates a shared narrative across the university from academics through procurement. Read the plan and updated actions at https://www.wm.edu/offices/diversity/documents/2020-2023-ie-framework-final.pdf

Dimensions of the Inclusive Excellence Framework

The guiding principle of Making Excellence Inclusive was created by the Association of American Colleges & Universities in 2005.
University Diversity Statement

William & Mary is a community that shares values of belonging, curiosity, excellence, flourishing, integrity, respect and service. We support the right to free expression of a range of ideas and work to create an educational environment that draws on diverse backgrounds and perspectives to foster mutual respect, collaboration, critical thinking and meaningful relationships. We affirm the vital role of the university in recognizing and fostering equity, inclusion and belonging related to social identities and positions that have been excluded or marginalized in our community, including differences such as ability, class, country of origin, gender identity and expression, language, race and ethnicity, religion, sexuality, and other cultural or political affiliations.

For William & Mary to fulfill its educational mission and become a place that is itself diverse, equitable and inclusive, we must acknowledge the uncomfortable truths of our history and consider the ways in which historical patterns of exploitation and exclusion may continue to shape our university.

We take seriously our obligation to speak up when we see bias, whether it be in our classrooms, workspaces or the university community at large. We embrace our shared responsibility to create change where we fall short of our goals. William & Mary strives to be a place where people of all backgrounds are able to learn and grow, and where each individual takes responsibility for upholding the dignity of all members of the community.

-February 2022
New University Initiatives 2021-2022

Asian Centennial

Faculty Hiring Initiative
In collaboration with the University’s Human Resources office, 7 Implicit Bias Workshops were offered for search chairs and committees along with department members involved in the evaluative process. 290 faculty members completed the training. Additionally, 32 faculty participated in the Search Advocate training program. A Talent Acquisition Specialist was hired to assist with the faculty recruitment and retention process. In June, two evaluation sessions were conducted with 25 search committee chairs to assess the new guidelines and share feedback on what should be continued and that which should be adjusted for next hiring season. We will do this for 2 more years as a pilot and then move to full implementation.

DEI Strategic Assessment
The William & Mary DEI assessment, prepared by the Ivy Planning Group, was shared in January. William & Mary continues to take steady, creative steps toward our goal of a fully Inclusive university and campus culture. In August we launched a new phase in this work: an organizational assessment to identify hidden and apparent barriers and allow us to set the bar high for success going forward. William & Mary engaged the Ivy Planning Group to lead the assessment. The objectives we identify via this process will infuse the strategic vision and priorities Cabinet sets later this summer. The Executive Summary was rolled out to the community on January 27th.

Campus Pride Index and Sports Index Scores Increases
The Campus Pride Index is a nationally recognized set of measures that help campuses assess where they stand with regard to LGBTQIA+ campus life and policies. We completed our first Campus Pride Index in 2015 and received our score along with recommendations of the work that still needed to be completed to be a welcoming and inclusive campus for employees and students. We established university-wide committees to work on the recommendations. We resubmitted our assessment this year and our score increased from 3.5 -4.0 stars. In completing the Campus Pride Sports Index this year, we increased our score from 3.0 -3.5 stars. Progress, but more work to do! For more information, please see our profile.

Inclusive Excellence Dashboard
The university utilizes multiple tools to provide leadership in establishing policies, priorities, and programs that support our mission, thereby also supporting efforts of DEI. We adopted the Inclusive Excellence framework as a way to monitor whole-university efforts toward diversity, equity and inclusion. The Diversity Dashboard will assess where we reside along the 5 dimensions of the framework. Access the current dashboard.
Dedication of renamed Buildings/Structures—Hulon Willis. Sr. Hall, Boswell Hall, Arthur Matsu Arcade and State Marker
As part of the principles on the naming and renaming of buildings, spaces and structures at William & Mary, these two influential alumni, Hulon Willis, Sr. and James Boswell, were honored this year. Willis Hall dedication recap video available here.

New Assistant Dean of DEI-Arts & Sciences
Recruitment of Wanjiru Mbure as A&S Assistant Dean for Diversity, Equity, and Inclusion with an August 10, 2022 start. There was a strong search process and a competitive package involving personal compensation, professional development support, and programmatic funding was assembled.

Diversity, Equity, and Belonging Required Training for Employees
We launched the first university wide mandatory training, “Diversity, Inclusion, and Belonging” which explored key concepts such as bias, belonging and allyship. The course provided practical strategies for employees to use to create a workplace culture of inclusion. We are building upon our commitment to Inclusive Excellence. 93% of employees completed the training to include all new employees. Additionally, the Board of Trustees and the President’s Cabinet led the way and had a 100% completion rate by February.

Completion and Dedication of Hearth: Memorial to the Enslaved
Hearth: Memorial to the Enslaved is situated between Ewell Hall and the Brafferton and across the street from the Office of Undergraduate Admission. The Hearth: Memorial to the Enslaved will serve as a gathering place for the community and as a reimagined entrance to the university’s Historic Campus. The Hearth features the names of people who are known to have been enslaved by the university. The HEARTH: Memorial to the Enslaved was completed with a dedication on May 7, 2022. An estimated 800 students, faculty, staff, alumni and community members gathered for the dedication. The HEARTH honors the people whom the university enslaved over the course of 172 years. Recap video available here.

First in-person Juneteenth Celebration held on the site of Hearth as a part of Williamsburg Community Consortium
Juneteenth, the recently recognized federal holiday, has been celebrated in communities throughout the United States of America since the early part of the 20th century. Postponed from 2019 due to the Pandemic, William & Mary celebrated its first virtual Juneteenth Celebration on June 19, 2021, in partnership with the City of Williamsburg, YJCW Chapter of the NAACP, First Baptist Church, and Colonial Williamsburg. Recap video available here.
Office of Diversity & Inclusion Outcomes

1. Hosted annual Welcome Back reception in-person at the Great Hall after the pandemic.

2. Hired a Deputy Chief Diversity Officer, Thomas Alexander and 2nd University D&I Fellow, Jamelah Jacobs.

3. Hosted the D&I Symposium with Dr. Evelyn Hu-DeHart and Cailyn Moore. The day’s theme was “Striving for Social Justice Through Belonging and Liberation.” Funding was made possible by a generous grant from Ernst & Young to the Mason School of Business.

2. This year’s Lunch & Learn series for faculty and staff focused on topics highlighting our values of Curiosity and Excellence.

3. Celebrated and recognized the work of 31 colleagues through the Diversity Champions Program with a ceremony in April attended by the President and Provost.

4. Hosted the IGNITE Future Faculty Development Program with Dr. Prosanta Chakrabarty, a Professor and the Curator of Fishes at the Museum of Natural Science and Department of Biological Sciences at Louisiana State University and S. Kent Butler, Jr., a professor of counselor education in the Department of Counselor Education and School Psychology at the University of Central Florida, as Keynote Speakers. The event included 6 workshops led by W&M faculty and administrators. We welcomed 19 participants from California, Virginia, New Jersey, Maryland, Minnesota, Massachusetts, Florida, Belgium, and Denmark.

5. Offered 10 Professional Development workshops for faculty and staff, two events included students and other W&M community members. The sessions were facilitated by the Virginia Center for Inclusive Communities and W&M colleagues.

6. In collaboration with the University’s Human Resources office we hosted several Faculty Hiring training sessions. About 290 faculty search committee members attending the training.

7. The William & Mary DEI assessment, prepared by the Ivy Planning Group, was shared in January. As President Rowe stated in her email to the University “this assessment has provided a foundation of data that will inform our strategic efforts moving forward.”

8. Launched the first university wide mandatory training, “Diversity, Inclusion, and Belonging” which explored key concepts such as bias, belonging and allyship. The course provided practical strategies for employees to use to create a workplace culture of inclusion. We are building upon our commitment to Inclusive Excellence.

9. The HEARTH: Memorial to the Enslaved was completed with a dedication on May 7, 2022. An estimated 800 students, faculty, staff, alumni and community members gathered for the dedication. The HEARTH honors the people whom the university enslaved over the course of 172 years.

10. Seven IDEA Grants were awarded totaling over $5,000.
Post-Bacc Position-Jamelah Jacob ‘21

Diversity & Inclusion Fellow for Curricular and University Affairs

Jamelah Jacob served as the Diversity & Inclusion Fellow for Curricular and University Affairs for the Office of Diversity & Inclusion and the Center for Student Diversity (CSD) during the 2021-2022 academic year, starting in Spring 2022. This past semester, Jamelah focused on strengthening initiatives for Asian American and Pacific Islander (AAPI) students and alumni at William & Mary and supported campus-wide diversity and inclusion efforts to improve campus-wide DEI.

Asin, Pacific Islander, Middle Eastern/Southwest Asian Alumni (APIM) Leadership Circle: Jamelah collaborated with the Office of University Advancement to work directly with the APIM Leadership Circle in establishing the group’s goals in its early stages of development. Jamelah provided useful perspectives on APIM students’ experiences at William & Mary and how APIM alumni can support students on campus. The group met every month to discuss various topics, such as student mentorship, future alumni engagement, and identity as APIM individuals at William & Mary.

Navigating Your Career as a Diverse Candidate Mentorship Program: Jamelah assisted with planning the CSD’s event “Navigating Your Career as a Diverse Candidate,” which was held on March 3, 2022. The event was a collaboration between the CSD, the Cohen Career Center, and various student organizations. The event held workshops for students of all diverse backgrounds to prepare for their future careers by exploring topics such as safe working spaces, professionalization, racism and sexism in the workplace, etc. As an extension of the event, Jamelah coordinated the mentorship program component to offer alumni mentorship to the event’s participants. Jamelah connected with the APIM Alumni Leadership Circle and gathered 15 alumni who enthusiastically volunteered to mentor a student throughout the semester. The pilot program resulted in 5 mentor-mentee pairs, and every pair met virtually to work towards the student’s professional and academic goals. The program was successful and the CSD is currently planning to start the second iteration for the upcoming school year with incoming freshmen.

Khatalampay APIM Commencement Ceremony 2022: Jamelah spearheaded the programming for the first-ever in person Khatalampay APIM Commencement Ceremony to celebrate the graduating Class of 2022. At the Khatalampay Ceremony, students walk across the stage and are donned with a Khatalampay stole, which was designed by Asian Centennial Distinguished Arts Fellow Prof. Roberto Jamora. In planning the event, Jamelah collaborated with Shené V. Owens from the CSD and Prof. Francis Tanglao Águas and Prof. Deenesh Sohoni from the Asian Centennial. Jamelah curated the program for the ceremony, confirmed the event’s keynote speaker, Pallavi Rudraraju ’17, and communicated with students regarding logistics of the event. This year, the ceremony registered over 65 graduating students and was attended by over 100 students and guests. The ceremony was held in Chesapeake in Sadler Center on May 19, 2022.
2021-2022 Diversity & Inclusion Leadership Council and Advisory Committee

Leadership Council

Brian Baines – School of Business, Kathleen Jenkins – Arts & Sciences, Eric Hilton – VIMS, Laura Shepherd – Law School and Natoya Haskins, School of Education

Advisory Committee

IGNITE-Future Faculty Program

Two Keynote Speakers:
Dr. Prosanta Chakrabarty and Dr. S. Kent Butler

Schedule

Meeting, November 9

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00 am</td>
<td>Greetings from Vice President Stephen Benson</td>
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<td>9:05 - 10:07 am</td>
<td>Dean Maria Douglas Willson (Dean's Speaker) and Dean Priya Mathur and Dean Priya Mathur</td>
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<td>10:07 - 10:20 am</td>
<td>Workshop: Negotiating Faculty Offers with Dean Priya Mathur</td>
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<td>10:20 - 10:45 am</td>
<td>Lunch Break</td>
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<tr>
<td>1:00 - 2:00 pm</td>
<td>Speaker Presentation: &quot;What I Wish I Knew in My First Year in the Academy&quot;, Dr. Kaitlin Smith, Dr. Anna Parker, Dr. Tony Huang, Dr. Nicole C. Wilkins, Dr. Amber J. Hardison &amp; Dr. Philip P. Wagner</td>
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<td>2:00 - 2:15 pm</td>
<td>Campus Tour: Virtual orientation</td>
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<td>2:15 - 3:00 pm</td>
<td>Workshop: Tips and Tricks on Successful Grant Writing: Bringing your Idea to Life, Elizabeth Jutras</td>
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<td>3:00 - 3:15 pm</td>
<td>Walkthrough: The 1st 6 Months: Preparing for the Job Search, Dr. Nathan Mercer &amp; Dr. Anthony Day</td>
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<td>3:15 - 3:30 pm</td>
<td>Dinner Break</td>
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<tr>
<td>5:00 - 6:00 pm</td>
<td>Keynote Speaker 2: Geomorphology</td>
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Meeting, November 10

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<tr>
<th>Time</th>
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<tr>
<td>9:00 - 10:00 am</td>
<td>Keynote Speaker 3: Kent Butler</td>
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<td>10:00 - 11:00 am</td>
<td>Professional Development Seminar: Ethics for the Academic and Non-Academic World, Professor Kristen Iverson</td>
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<td>11:00 - 12:00 pm</td>
<td>Professional Development Seminar: Confidence Building: Values and Mission, Professor Arlene Carson</td>
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<tr>
<td>12:00 - 1:00 pm</td>
<td>Closing &amp; Evaluation</td>
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<tr>
<td>1:00 - 3:00 pm</td>
<td>Job Research Talks</td>
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The recognized 2021-2022 Diversity Champions were: Chon Abraham, Jody Allen, Gavin Aquin-Hernandez, Nick Artime, Babs Bengtson, Nicole Brown, Jennie Davy, Jamel Donnor, Christine A. Ferguson, Patty Herrera, Jajuan Johnson, Danielle Moretti-Langholtz, Dana Lashley, Rebecca Latoureill, Christopher Lee, Maureen Elgersman Lee, Kimberly Momballou, Laura Morales, Kathy Morgan, Caroline Morin, Iyabo Osiapem, Mike Powell, Ute Schechter, Mildred Sink, Deenesh Sohoni, Francis Tanglo-Aquas, Andre Taylor, Blanca Tyler, Phillip Wagner, Gail Williams, and Katie Wise.

Congratulations and thank you! (Website link)
Annual Welcome Back Reception
Naming and Renaming
New University Initiatives
Whole-Institution DEI Work

In the Appendix, you will see examples of whole-institution DEI work by our academic schools, unit DEI committees and affinity groups.

D&I Units and Committees

- Arts & Sciences
- School of Business
- School of Education
- School of Law
- VIMS-School of Marine Science
- Center for Student Diversity
- Professionals & Professional Faculty Assembly (PPFA)
- University Advancement
- University Advancement Alumni Initiative
- W&M Libraries
- Compliance & Equity
- W&M Women’s Network
- University Athletics
- Lemon Project W&M
- Staff Assembly
- Studio for Teaching & Learning (STLI)
- Reves Center Diversity Committee
- Student Veteran Engagement
Arts & Sciences

DEI Initiatives 2021-2022
Unit/Department Arts & Sciences
Submitted by Maria Donoghue Velleca

Initiative #1: Recruitment of Wanjiru Mbure as A&S Assistant Dean for Diversity, Equity, and Inclusion with an August 10, 2022 start. There was a strong search process and a competitive package involving personal compensation, professional development support, and programmatic funding was assembled.

Initiative #2: The A&S Faculty Affairs Committee's Committee on Diversity, Equity, and Inclusion (CDEI) created a template for Diversity Action Plans (DAPs) to be used by each part of A&S. These new DAPs are due June 30, 2022.

Initiative #3: After a pilot year, college (COLL) curriculum course addressing Difference, Equity, and Justice (COLL 350) are now part of every undergraduate's academic experience. These courses are set in many disciplinary contexts and draw parallels with life in the contemporary United States.

School of Business

DEI Initiatives 2021-2022
Unit/Department School of Business
Submitted by Brian Baines

Initiative #1: The Mason School has been very successful in changing the way that recruitment happens in both the staff and faculty areas. The school has been able to bring in people of varying diverse backgrounds including gender, ethnicity, and sexual orientation.

Initiative #2: The Mason School kicked off the year by providing a welcoming environment to students. Welcome Back was put of decals and placed on the floor in the languages of the various students at the school. People had the opportunity to scan a QR code and lean more.

Initiative #3: There were several inclusionary events that happened throughout the year to promote team building and community. One such event was the Welcome back to faculty and staff where cookies were handed out to everyone and an opportunity to mingle and see those who we have not been in the presence of for nearly two years was afforded.
School of Education

DEI Initiatives 2021-2022
Unit/Department School of Education
Submitted by Natoya Haskins

Initiative 1: Weekly DEI Newsletters- sharing over 300 resources and events

Initiative 2: Co-Hosting the 2nd Annual Racial Justice Graduate Student Research Symposium

Initiative 3: Creation of Student Affinity Groups

Initiative 4: Hosted 12 Antiracism/Social Justice Trainings; Completed the 2021-2022 SOE Climate Survey; Implemented the SOE Syllabus Civility Statement and Pronoun Statement; Awarded eight DEI Mini-Grants to Faculty, Students, and Staff

School of Law

DEI Initiatives 2021-2022
Unit/Department School of Law
Submitted by Laura Shepherd

Initiative 1: William & Mary students who took the Virginia bar exam this past July for the first time secured a 93.1% passage rate — better than any other law school in the Commonwealth! This achievement is a testament to our amazingly hardworking faculty and staff.

Initiative 2: Hosted 2nd Graduate Research Symposium -a partnership with the Center for Racial and Social Justice, the School of Education, and the Lemon Project. The symposium was two-day event (March 31 and April 1, 2022) designed to allow graduate students to present their research on racial & social justice issues to the William & Mary community. The program opened on March 31st with a keynote address by Professor Cheryl Laird, author of Steadfast Democrats: How Social Forces Shape Black Political Behavior. Guests were invited to a reception following the keynote. On April 1st, students presented their research in panels virtually. There were five panels from 9am through 5pm. Each panel allowed for 3-4 presentations. A total of 24 students presented. Twelve faculty were lined up according to subject to provide feedback to the students.

Initiative 3: Launched programming centered on highlighting alumni of color during cultural celebration months.
School of Marine Science

DEI Initiatives 2021-2022
Unit/Department Virginia Institute of Marine Science
Submitted by Eric J. Hilton

Initiative 1: Establishment of a Minority Post-Doctoral Research Associate Program. In January 2022, VIMS submitted a request to the Virginia General Assembly for ongoing financial support to develop and maintain a post-doctoral research position at VIMS that will allow recent underrepresented doctoral graduates with training and research interests across scientific disciplines the opportunity to pursue faculty or equivalent level non-academic positions in marine science. A key component to increasing faculty diversity in marine science involves creation of a more robust pipeline of underrepresented minority students and researchers. This postdoc program would develop such a pipeline. At the time of this writing, this initiative is included in the final stages of the budgetary process, with anticipated funding available in Fiscal Year 2023.

Initiative 2: Trained faculty in best practices for incorporate aspects of diversity, equity, and inclusion into their mentoring and classroom instruction. This initiative was supported by two two-day workshops in March (held on William & Mary’s main campus) and April (held at VIMS) of 2022. These workshops introduced participants to a deeper consideration of the human element of pedagogy, and identified specific strategies that allow all students, regardless of background, to experience academic and social success. Portions of these workshops will be incorporated into annual retreat of the VIMS Core-Course Instructors.

Initiative 3: We are developing a strategic vision for Diversity, Equity, and Inclusion at VIMS through our strategic planning process, which is nearing completion. DEI is a stand-alone strategic priority in this plan (together with Research and Discovery, Education, and External Engagement), as well as being specifically related to in each of the three other themes. The strategic plan will guide the direction of the institution into the future, and by including DEI efforts as specific priorities, measurable successes will obtain with regard to institutional policy, procedure, and culture.
Center for Student Diversity

DEI Initiatives 2021-2022
Unit/Department Center for Student Diversity (CSD)
Submitted by Kimberly L. Weatherly

Initiative #1: Culture celebration events - Our Cultural and identity celebrations are important because they recognize the vast heritages on our campus and celebrate the achievements and contributions that help make W&M diverse. By prioritizing campus diversity and equity from the top down, we hope to signal to our community that diversity and inclusion, and awareness are important factors that contribute to our community's growth and understanding. The three celebrations listed have all been instituted in different years within the last 4 years.

a. The Center for Student Diversity proudly co-partnered with the Asian Centennial Committee to host Khatalampay - the Asian, Pacific Islander, Middle Eastern Commencement Ceremony on May 19th. It is the second year, but the first in-person ceremony due to the Pandemic. The ceremony honors all of our W&M APIM identified students (undergraduates and graduate students alike) and celebrates their achievements and contributions to the W&M community.

b. Ceremonia Raíces the Latinx Graduation Ceremony was created by students, for students. Faculty, staff, and students wanted a space to recognize and celebrate the accomplishments, successes, and achievements of all the Latinx graduates. More importantly, we know that the journey taken by our students has not always been an easy one. The ceremony is bi-lingual.

c. Lavender Graduation celebrated its 5th year anniversary. Lavender Graduation is an annual ceremony conducted on numerous campuses to honor LGBTQ+ students and to acknowledge their achievements and contributions to the University.

Initiative #2: The Center for Student Diversity partnered with the Career Development & Professional Engagement Center, Student Veteran Engagement, and the William & Mary Alumni Association to host Navigating Your Career As a Diverse Candidate on March 3, 2022. The workshop went over the unwritten rules to navigating your career as a diverse candidate. Curly or straight hair? Alter appearance? Hide your faith? Avoid gender identity or gender sexual orientation topics? Hide your veteran or disability status?
The event provided an opportunity to network with employers and ask questions that students want to know as they begin their careers and embark on internships and jobs.

Initiative #3: The Center for Student Diversity welcomed Benjamin Crump, a civil rights leader and attorney who has represented such clients as the families of Trayvon Martin and Michael Brown, as the 2022 annual Dr. Martin Luther King, Jr. Commemoration speaker.

The event took place at 7:00 p.m. on Feb. 9th in the Sadler Center. The CSD co-sponsors were the Honor and Conduct Councils, W&M Law School, the Student Assembly and Alma Mater Productions (AMP).
**DEI Initiatives 2021-2022**

**Unit/Department University Advancement (Alumni Initiatives)**

Submitted by Ivana Marshall

1. Held the first W&M Stands series, five colleagues across campus served as facilitators in the 3-part program series hosted by the Virginia Center for Inclusive Communities (VCIC). Not including facilitators, 83 Advancement staff attended the first, 77 attended the second, and 54 Advancement staff attended the third. Topics included: foundations of D&I/unconscious bias, exploring the roots of prejudice, and examining race. The second iteration of W&M Stands will launch fall 2022 or spring 2023.

2. Shaping the work of the committee around the Inclusive Excellence framework, beginning 2022 and beyond.
   a. Pipeline: D&I Committee membership, staff recruitment & hiring
   b. Promote and support diversity in recruitment and hiring via research, networking, targeted tasks from the Talent Team
   c. To include hiring manager trainings/search committee trainings/cultural competency trainings/frontline staff trainings
   d. Climate: Survey
   e. Support Talent Team collaboration with OUA climate survey vendor (Culture Amp)
   f. Academic Excellence: Lunch & Learn, Book Club, and more formal educational opportunities around D&I topics that help committee understand and drive towards institutional goals
   g. Organizational Culture: Policy
   h. Ways to create a culture of belonging
   i. Uphold the D&I Committee mission created by ELT
   j. Rename committee, if necessary
   k. Innovation: New programs like W&M Stands and cross-campus partnerships like anti-racism training through multiple units

**DEI Initiatives 2021-2022**

**Unit/Department W&M Libraries Equity, Diversity, & Inclusion Committee**

Submitted by Liz Bellamy

1. **Library Administration**: Worked on more equitable recruitment and search processes. Moved from inactive to active recruitment: we attend career fairs and email new job postings to library schools and HBCUs. Began posting our jobs on diverse listservs. We have revamped our EDI question on the application as it pertains to each position to be more thoughtful and engaging. For searches, we give interview questions ahead of time to allow for a more equitable interview, and we’ve created a “Community Builder” portion of the interview process where candidates get to choose someone to meet with on campus that they share common interests with. From the last year of searches, almost all candidates chose a community builder with an EDI focus.

   Worked on development and retention. EDI focused workshops have been created for staff to attend, and staff are encouraged and supported to take any professional development classes, workshops, or degree seeking programs. Our month-long onboarding itinerary was moved to a yearlong onboarding process that focuses on community and belonging.
2. **Libraries Development:** On the giving page we have listed a number of EDI specific funds that enable LIB donors to quickly find and contribute to EDI initiatives at Swem. Worked with lead donor Jeff Trammell to establish the Archive of American LGBTQ Political and Legal History Fund to provide support for costs associated with the special collection of American LGBTQ political and legal history in W&M Libraries. This brings our number to listing of EDI funds on our giving page to 10.

3. **Special Collections:** The SCRC has acquired newsletters, photographs, and other materials from New Zion Baptist Church as well some of the personal and professional papers of its minister, Rev. Robert Whitehead and his wife, Dr. Jocelyn Henry-Whitehead. We’ve entered a partnership with the First Baptist Church in Williamsburg to deposit, preserve, digitize, and make accessible the records and artifacts of one of the first African American churches in the United States.

An emphasis has been placed on decolonizing the oral histories archived in special collections by not only including the stories of minority students, but the greater William & Mary community. These stories are adding to the narrative of the campus and the surrounding community, thus giving a more precise narrative that can be shared by all. Our oral history program has conducted oral histories for the following projects: 2024 project (students from all backgrounds talking about their experiences at W&M during the pandemic), Highland Descendants (oral histories with the descendants of those enslaved at one of the plantations owned by James Monroe), Village Initiative (providing access to our oral histories relating to segregation and race relations in the local area), and W&M’s Black Fraternities and Sororities.

We’ve held exhibits and open houses highlighting the accomplishments and lived experiences of historically marginalized groups, including Black Sororities and Fraternities at W&M, James Monroe’s Highland and the Highland’s Descendant’s community, and Black Alumni. We continue to build relationships with student organizations and interdisciplinary initiatives across campus to better preserve the history of William and Mary.

4. **Content Services:** We evaluated our digital platforms and websites for accessibility and made updates to forms, hyperlinks, and missing alt text. We continue to work on best practices for submitting digital objects like pdfs and video.

With upcoming launch of our new digital collections’ platform, we are drafting a harmful content and language statement for the archival collections. These statements are a best practice established in recent years. It acknowledges the complexity of descriptive (cataloging) terms, and we are aware that collections may contain materials that are offensive, and we provide these as a historical record of the time periods.

Metadata & Cataloging is undertaking reparative metadata project, that reviews problematic Library of Congress Subject Headings used on library and archival description. The aim is to devises methods for replacing terms and descriptive practices where possible with inclusive, updated and less historically biased vocabulary. Examples include - illegal alien, Illegal immigration, slaves, Indians of North America.
Purchased perpetual access to multiple digitized collection that expand of offerings to include more voices of historically marginalized peoples, focusing on materials about a group written or curated by people from within that group.

5. **Interlibrary Loan (ILL):** When using our catalog to place requests for items not currently available in our collection, our users are able to request digital versions as well. For some, it is simply a personal preference, but for others, one version or the other is a necessity due to problems viewing a title on a screen or, alternately, needing a digital version for text magnification or using a screen reader. Articles and book chapters will always arrive as digital versions, and we can often fill requests for entire works with an eBook purchase. When we receive article or book chapter requests from other libraries, we are able to supply them as OCR pdf versions. We are also licensed to send pdfs of entire books for some publisher collections.

6. **Public Services:** Installed an accessible entrance on the ground floor of Swem to reduce the amount of travel to the library from the parking lot and created signage of the university’s land acknowledgement in the library lobby.

   Piloting Controlled Digital Lending (CDL) which has implications for equity and accessibility of our reserves and other collections.

   Participated in outreach pertaining to EDI efforts, including actively working to include diverse voices in our 2021-2022 book talk series, partnering with the Studio for Teaching & Learning to promote textbook affordability, creating virtual book displays highlighting marginalized communities in their own voices, speaking on a panel about banned books, and holding pop-up libraries tied to university initiatives related to belonging on campus and in community.

   Engaged in instructional practices in information literacy sessions that foster belonging, equity, and inclusion, such as giving opportunities for students to share their pronouns if they preferred, selecting diverse examples, utilizing a variety of teaching methods (universal design for learning), and being self-aware of the research process and its complications with respect to EDI.

   Continued to raise our own awareness about EDI and ways to foster it through our teaching, scholarship, programming, and services.

7. **Libraries EDI Committee:** Held a popular Summer Conversation Series probing questions relating to class divides, vocational awe, neutrality, diversity initiatives, and race in libraries.

   Finalized our EDI Action Plan, working with every library department and Dean’s Cabinet to foster buy-in and ensure all staff was represented.

   Met and consulted with Elaina Norlin, Professional Development DEI Coordinator for the Association of Southeastern Research Libraries, to gather ideas for further fostering EDI in the Libraries.
DEI Initiatives 2021-2022
Unit/Department **Compliance & Equity**
Submitted by Carla Costello

1. Partnered with Facilities Management, Parking Services and Swem Library Administration to relocate the rear accessible entrance of Swem Library. This was an important step toward improving campus accessibility for faculty, staff, students and visitors.
2. Worked with Facilities Management and Diversity & Inclusion to add accessibility directional signage to the historic campus adding significantly to our inclusive campus.
3. With Debbie Howe in Human Resources, conducted ADA and employee accommodation training for the Business School and other HR partners.
4. With Student Accessibility Services, conducted training for faculty on accommodations for students.

DEI Initiatives 2021-2022
Unit/Department **William & Mary Women’s Network**
Submitted by Sarah Thomas

1. Hosted Netflix’s The Chair, episode 1 viewing party on September 30, 2021
2. Hosted Netflix’s The Chair, episode 2 viewing party on October 21, 2021
3. Organized and hosted WN Discussions: Let’s Talk about Imposter Syndrome on October 29, 2021
4. Organized WN Discussions: Let’s Talk about Blue Marriage, November 12, 2021, but canceled because of lack of registrants
5. Just Fun Book Club discussion of While We Were Dating on November 18, 2021, over Zoom
6. Organized and hosted WN Discussions: Let’s Talk about Pandemic Syndrome Flux on December 3, 2021
7. Just Fun Book Club discussion of In A Holidaze on December 16, 2021
8. Organized and hosted WN Book Discussion: Girl In Translation by Jean Kwok on February 3, 2022
10. Co-sponsored an Employee Equity & Belonging Collective Community Gathering on March 17, 2022
13. Co-sponsored an Employee Equity & Belonging Collective Community Gathering on April 22, 2022

DEI Initiatives 2021-2022
Unit/Department **University Athletics**
Submitted by Jason Simms

1. You Belong Campaign - Student Athlete Advisory Council – SAAC
2. Naming of the Art Matsu Arcade at Zable Stadium
3. Hiring of new Women's Basketball coaching staff
4. Participated in the NCAA inclusion campaign in October of 2021.
1. **Lemon’s Learners: Black History Matters Summer Program:** In July 2021, the Lemon Project team held the first Lemon’s Learners Summer Program. This camp, called Lemon’s Learners: Black History Matters, was led by Dr. Jody Allen and Dr. Jajuan Johnson with the support of Dr. Sarah Thomas. Ethan Miller, a W&M undergrad intern with the Lemon Project, also assisted with the camp. The camp was held at James Blair Middle School and the participants were middle school students. William & Mary faculty and staff, including Dr. Shanta’ Hinton, Dr. Meghan Bryant, Jay Gaidmore, Ali Zawoyski, and staff from the Williamsburg Regional Library all supported the week-long summer program. To read more about the program and view a video with student interviews here: [https://lemonproject.pages.wm.edu/2022/03/02/training-future-history-makers-lemons-learners-2021-summer-camp/](https://lemonproject.pages.wm.edu/2022/03/02/training-future-history-makers-lemons-learners-2021-summer-camp/)

2. **12th Annual Lemon Project Spring Symposium, March 25-26, 2022,** The Lemon Project team held our 12th Annual Lemon Project Spring Symposium at the School of Education and online. It was our first hybrid symposium. We had the most people/groups apply to this symposium than any other in the past, around 2-3 times more applications to our Call for Proposals. About 150 people registered to take part in person and we were able to reach much more people virtually. Many Symposium sessions are available to watch on our YouTube channel: [https://youtube.com/playlist?list=PLvHxyuDzwESb-THO-4A6yW_ixg7VsD1fy](https://youtube.com/playlist?list=PLvHxyuDzwESb-THO-4A6yW_ixg7VsD1fy). Kiese Laymon, the award-winning author of *Heavy, How to Slowly Kills Yourselves and Others in America,* and *Long Division,* was one of the keynote speakers. Dr. Tommy Curry, the founder of the Black Male Studies movement, came from Edinburgh, Scotland, to be a keynote speaker and a panel moderator. Curry said, “You all did something that hasn’t been done. There hasn’t been a major conference solely centering and focused on the lives on Black men, where we guided the conversation, particularly from through a Black Male Studies lens.”

3. **Lemon Project Genealogy Initiative’s Summer Sankofa Series 2021** The Lemon Project Genealogy Initiative, spearheaded by Dr. Jajuan Johnson, held our first series summer workshops, called the Summer Sankofa Series, in June, July, and August 2021. Each virtual workshop was followed by an informal community-building Zoom sessions where participants could share their research and family history and learn from others. You can view the workshops here: [https://youtube.com/playlist?list=PLvHxyuDzwESZgJO3J4YH4MevAaQw3PWMy](https://youtube.com/playlist?list=PLvHxyuDzwESZgJO3J4YH4MevAaQw3PWMy)

4. **The Lemon Project: A Journey of Reconciliation Blog** The Lemon Project team, led by Associate Director Dr. Sarah Thomas, created a blog in February 2022 to share the team’s research, bridge building work with local African American communities, and efforts to help students of color, particularly African American students, feel welcome and acknowledged on campus. As of May 25, 2022, we have published 14 blog posts. The blog has already allowed us to make connections with folks who might not have known about what the everyday work of
the Lemon Project team involves. You can view the blog here: https://lemonproject.pages.wm.edu/

5. **Tours of the Wren Building, focused on the experiences of enslaved African Americans**

   Associate Director Dr. Sarah Thomas received multiple requests this year to provide tours of the Wren Building, historic campus, and Hearth: Memorial to the Enslaved site. She gave tours that focused on the experiences of enslaved African American experiences at William & Mary to groups such as YALI (in June 2022), Student Assembly’s CCL&I, the Law School, and other folks from around campus.

6. **Lemon’s Legacies Porch Talks**

   The Lemon Project team led our 2021-2022 Porch Talks virtually. We were able to reach more people virtually than we are usually able to reach for in-person events. You can view the recordings of the Porch Talks here.

   - From the White Lion to the Emancipation Proclamation: Slavery and Law Before the Civil War with Judy Russell
   - "So Pious an Institution" with Nicole Brown
   - Reflecting and Planting Seeds with Arielle Newby
   - De-Immortalizing W&M with the SA's CCLI
   - Listening Session on Hearth with the SA Reparations Committee

7. **Statement on Slavery and its Legacies**

   Dr. Jody Allen and Dr. Chon Glover, along with the Lemon Project Steering Committee and the Lemon Project team, worked on a statement for faculty, staff, and students to share about slavery and its legacies at William & Mary. You can view the statement here: https://www.wm.edu/sites/lemonproject/statement-on-slavery/index.php

8. **Hearth: Memorial to the Enslaved**

   Members of the Lemon Project team and the Lemon Project Committee on Memorialization (LPCOM) worked in many capacities to support Hearth and its construction. From continuing to perform archival research to find the names of the enslaved to speaking to the media about the memorial and meeting with Special Collections to discuss what happens to objects left at Hearth, the Lemon Project team was busy in the final push for Hearth. Dr. Jody Allen served on the building committee, and she also chaired LPCOM.

9. **Donning of the Kente**

   The Donning of the Kente ceremony took place on May 20, 2022. Over 130 graduate and professional students and undergraduate students took part in this cultural graduation ceremony. The Donning of the Kente began in 2012. The ceremony is co-sponsored by the Hulon Willis Association and the Lemon Project. The Class of 2022 was the first class to begin their procession to the Donning of the Kente at Hearth: Memorial to the Enslaved.

10. **Community Laboratory Course**

    Mellon Foundation postdoctoral fellows Jajuan Johnson and Maria DeBenigno held an African American heritage learning tour in Williamsburg with their class “A Public History Workshop: Descendant Engagement. Our new friends and collaborators from the National Museum of African American History & Culture’s Community
Curation division joined and visited with descendant community members about their services and outreach programs. Students and community members also Highland for an experiential learning experience. Smithsonian partners sparked a dynamic conversation and exercise on preserving local histories through digitizing records and materials that tell the stories of Black communities.

**DEI Initiatives 2021-2022**

*Unit/Department W&M Staff Assembly*

*Submitted by Marc Kelly*

1. Continued virtual water coolers as a safe space to discuss concerns/issues. Greatest areas of concern were communication around closings and COVID testing/vaccinations.
2. Food drives at Thanksgiving and Christmas
3. Salvation Army stocking stuffer campaign for seniors at Christmas – produced 50 stocking plus donated a substantial number of toiletries to Salvation Army to make additional stockings/provide to seniors.
4. Taking the Lead – session hosted jointly with PPFA to share the benefits/ways of being a leader on campus; how to develop leadership skills and experience by serving on an assembly
5. Hosted in-person and virtual interest meetings on Williamsburg and VIMS campuses

**DEI Initiatives 2021-2022**

*Unit/Department Studio for Teaching & Learning Innovation (STLI)*

*Submitted by Amanda Morris*

1. The Studio for Teaching & Learning Innovation created web content highlighting various strategies for creating a more inclusive learning environment. This web content included podcasts with faculty and students, blog posts, and a new teaching resources library on the STLI website.
2. The Studio for Teaching & Learning Innovation worked with a faculty fellow throughout the entire school year that focused specifically on accessibility in higher education. During this fellowship, there were workshops, blog posts, podcast episodes, and infographics created to share principles of Universal Design for Learning and various ways to create a more accessible learning environment for students.
3. The Studio for Teaching & Learning Innovation developed a 3-hour micro-course for faculty on Inclusive Teaching in Higher Education. The course includes three content modules on accessibility, discourse, and inclusive assessments. Each module contains evidence-based resources and an interview with a William & Mary faculty member sharing strategies they use to promote inclusion in the classroom. Upon completing the course, the faculty receive a digital badge. They can attend four live "deep dive" sessions throughout the academic year to collaborate with peers and get individualized feedback on their work from STLI.
DEI Initiatives 2021-2022  
Unit/Department **Reves Center for International Studies**  
Submitted by **Teresa Longo**

1. **Global Engagement:** In AY 2021-22 The Reves Center aligned our Global Engagement programming with the Asian Centennial. We allocated administrative staff time in events and communications, finance, global partnerships, and research to the centennial. We used two of our three endowed visiting lectureships to fund Centennial presentations. One of the presentations, an address by novelist Viet Thanh Nguyen, reached 300+ people and made it possible for Asian American Pacific Islander students to spend time with a leading public figure in APIA studies.

2. The Office of International Students, Scholars & Programs (ISSP) at the Reves Center supported the university’s recruitment and retention goals by expanding resources for hiring and retaining diverse international talents. This included:
   i. Campus wide workshops on “Immigration Options for Hiring at W&M”.
   ii. Offering to meet or connect with international candidates to discuss work visa options and institutional support for international hires.
   iii. Helping departments and units to develop long-term employment plans for their international employees.

3. The Reves Center’s Global Education Office (GEO) revamped each employee’s position description to include diversity, equity, and inclusion as a formal part of their job duties. The revision truly reflects the work we are doing to break down barriers and foster equity and inclusion on campus and abroad. Some of our inclusion efforts consist of recruiting and hiring student workers with diverse backgrounds and identities. Additionally, we provided funding through the GEO Griffin Guarantee Scholarship to support the study abroad goals of federal Pell Grant recipients - students with high financial need.

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DEI Initiatives 2021-2022  
Unit/Department **Student Veteran Engagement**  
Submitted by **Charlie Foster**

1. **Navigating Your Career as a Diverse Candidate Workshop**  
The Center for Student Diversity, the Cohen Career Center, and the Office of Student Veteran Engagement were so successful with last year’s “Navigating Your Career as a Diverse Candidate” veteran session that the team decided to put together a workshop this year featuring a guest speaker panel and dinner for attendees. The event included participation from military and veteran students as well as student organizations across campus, bridging the civilian-military divide. Panelists fielded questions from the audience about racial diversity in hiring, issues facing the trans community, and even tips for the job interview process.

2. **Military Wellness Symposium**  
The Office of Student Veteran Engagement partnered with W&M’s ROTC cadets to put on a second annual conference for cadets and military and veteran students from the region. This year’s focus was Mental Health & Suicide Prevention. Guest speakers included Dr. Elizabeth Burgin, coordinator for W&M’s Military and Veteran Family Counseling Program, and Dr. Kelly Crace, Associate Vice President for Health & Wellness and Director, Center for
Mindfulness & Authentic Excellence (CMAX). Attendees received mindfulness and stress management information and practices tailored to the military and veteran audience.

3. **Summer Symposium: Serving Those Who Served Presentation**  
Office of Student Veteran Engagement Director Charlie Foster provided a presentation at the 2022 Serving Those Who Served summer symposium entitled “The Transition from Military to Higher Education.” Foster made the case that mental health providers who seek to serve military personnel and veterans can learn about the transition out of the military from students’ experiences at William & Mary. Co-presenters included a current graduate student and 31-year Army veteran and a current undergraduate student and Coast Guard reservist. Topics covered health and wellness, diversity within the veteran population, and higher education theory put into practice.

4. **Library Board/Parent Family Council/Writing Resource Center Presentations**  
The Office of Student Veteran Engagement gave modified Green Zone presentations to three distinct populations to provide military cultural competency to the campus community. These presentations introduced W&M’s efforts to support military and veteran students, provided an overview of work to date and future plans, and then called upon a student panel to describe their experiences at W&M and answer questions from the audience. Student panelists demonstrated the many types of diversity represented in the veteran population: age, race, gender, sexual identity, and disability status.

5. **Flourishing Through Life Transition Certificate Program**  
The Flourishing Through Life Transition Certificate Program was a partnership between the Raymond A. Mason School of Business and the Center for Mindfulness and Authentic Excellence. This pilot program assisted military personnel and veterans plan and manage their transitions to civilian status through health & wellness activities and career and personal goal setting. Each aspect of the training was tailored to military and veteran life experiences.

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**DEI Initiatives 2021-2022**  
*Unit/Department Health & Wellness*  
*Submitted by Kelly Crace*

1. CMAX provided flourishing, resilience, and wellness programming for the Mandela Washington Fellows, IGNITE, WMSURE, Posse Scholars, You Belong, Reves Center, and several student affinity groups.
2. CMAX and Campus Recreation developed the Military Wellness Series for military students, student veterans, and their families. Co-developed the Flourishing Certificate for Life Transition, an immersive two-week training for military veterans as part of the Veteran to Executive Transition (VET) program. Provided curriculum development and consultation to the Army for their new H2F (Holistic Health & Fitness) program to emphasize wellness and flourishing in their Basic Training.
3. Provided group counseling, support groups, and safe conversational spaces for students of diverse cultural and social identities. Examples include a trans/gender non-conforming support group, support group for students with chronic illness, weekly meeting space for the Muslim Student Association, opening the Wellness Center in the evening to accommodate the observance of Ramadan in a safe, supportive place.
4. Counseling Center recruited nationally using more diverse networking and advertising, and successfully hired an experienced psychologist who identifies as an African American woman.

5. Campus Recreation revised intramural sports policy to enhance participation for trans students. Appropriated funds for financial aid to foster sport club participation for low SES students. Added fitness and wellness classes specific to gender identifying individuals (e.g., women in the weight room, yoga for men).

6. Student Health Center offered PrEP HIV treatment and monitoring patients who are on it.

7. Health Promotion developed the "No Shave November" program for W&M to raise awareness to men's health issues and mental wellbeing. Provided personalized health coaching to students of diverse backgrounds and experiences.

8. Kelly Crace invited to be the keynote speaker at the national conference of the American College Health Association on "Equity & Wellbeing."

9. Advanced our professional development on topics such as "Addressing Unconscious Bias in Clinical Practice and Supervision," and "Diversity in Hiring."

10. H&W was also a co-sponsor for the Asian Centennial with events that had a wellness or mental health theme this year