



---

# Inclusive Excellence Framework Completion Report 2020-2023

---



WILLIAM & MARY

CHARTERED 1693



WILLIAM & MARY

CHARTERED 1693

# INCLUSIVE EXCELLENCE 2020-2023

## RECRUITMENT & RETENTION

- In 2021, began a partnership with the Posse Foundation and welcomed 11 new scholars in our first class. Currently there are three cohorts with a total of 33 students.
- Collaborated with community organizations to bring 200 middle school students to tour campus.
- More inclusive application process by offering varying fee waivers & remaining test-optional indefinitely.
- In 2021 - 2022, 51% of in-state freshmen received need-based aid. The Mellon Foundation & William & Mary has supported a more diverse and inclusive community of scholars, including 29 Student Fellows, 6 Faculty Fellows, a WMSURE program coordinator, & the Third Annual WMSURE Undergraduate Conference was held in April 2023.
- The Center for Student Diversity hosted a monthly dinner to connect undergraduate W&M students with opportunities for internships, and resources to prepare for the LSAT and MCAT.
- University Human Resources created customized leadership programs to include: The W&M Supervisors Institute; Supervising Student Workers; Complex Leadership; Lessons in Leadership; and FM ReCAP.
- A "Working Together" session provided a focus on diversity in all its forms – gender, identity, religion, race, culture, politics, among others
- Redesigned New Employee Orientation program, to better highlight W&M history, and DIB training for new employees.
- You Belong admissions yield programs were implemented.
- W&M joined the Southern Regional Education Board to gain insight and exposure to doctoral students for the IGNITE Future Faculty Program
- Faculty Hiring Pilot is in its 3rd and final year and an overall assessment will be done in May with search committee chairs to refine and move forward with best practices for hiring faculty with expertise in inclusive teaching.
- Additional directional signage were installed on Old Campus indicating accessible entrances and paths.
- W&M is continually working to improve the accommodation process for students and employees.
- The Office of Compliance & Equity partnered with external organizations to offer opportunities for internships and employment to individuals with disabilities.





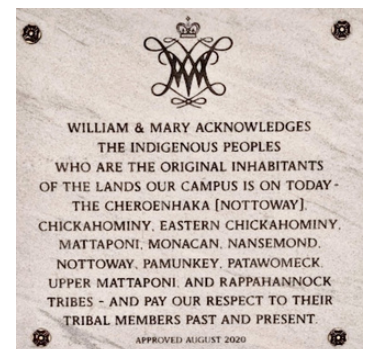
# WILLIAM & MARY

CHARTERED 1693

## INCLUSIVE EXCELLENCE 2020-2023

### CAMPUS CLIMATE

- Administered the Viewfinder Student Climate Survey in Spring 2021 semester. These survey results were utilized by departments across campus to inform our services and work with students. In addition, it will serve as a basis for further inquiry and clarification of the results. The next climate study administration will take place in Spring 2024.
- The Center for Student Diversity hosts multiple events and programming throughout the year.
  - PLUS; CSD Showcase; Welcome Back Block Party; Dr. Martin Luther King, Jr. Commemoration; Pre-Kwanzaa; The Barbershop; Brown Table Talk; Mental Health Monday; Friendsgiving; Black Faculty/Staff dinner; Taste of (Latinx, Soul, APIM); Social Justice by Faith.
- During 2020-2023, we have offered three Annual Diversity & Inclusion Symposiums for employees as a day of professional development; attended by 425 people.
- In January 2021, W&M offered employees DIB training for leaders as a way to increase areas of competencies; 93% of employees completed the training to include all new employees. Additionally, the Board of Visitors and the President's Cabinet led the way with a 100% completion rate by February.
- The Office of Diversity & Inclusion published 13 *VOICES* newsletters to highlight and support university wide inclusion work.
- In the spirit of gratitude, the ODI recognized 118 individuals as "Inclusive Excellence Champions" during 2020-2023.
- After a full and inclusive naming and renaming process, W&M renamed buildings to reflect a more inclusive environment, including Willis Hall, Boswell Hall, Chancellor Hall and Art Matsu Stadium Arcade. In addition, several buildings had plaques added for contextualization.
- In February 2023, the university added a plaque bearing the words of the Land Acknowledgement to the historic Wren building.
- The Student Assembly started the first new tradition at Hearth by including the signing of the Community Values pledge there as a part of Orientation for new students.
- The Student Assembly offered DIB training to all student organizations.
- Introduction of graduate cultural ceremonies during Commencement weekend: Khatalampay, Lavendar Graduation, Donning of the Kente, and Ceremonia Raices, which involved 949 graduates and their families.





# WILLIAM & MARY

CHARTERED 1693

## INCLUSIVE EXCELLENCE 2020-2023

### ACADEMIC EXCELLENCE

- The Center for Student Diversity led diversity training for student organizations across campus.
- Inclusion workshops were held within the Law School with the Honor/Conduct council.
- Human Resources hosted "Crucial Conversations," a public workshop and a customized program for departments. The program is an intensive, 2-day workshop covering varying difficult conversations including ones on diverse topics.
- Mason School of Business hosted "A Long Talk About an Uncomfortable Truth" in April 2023, open to all faculty and staff with a condensed session available to students; attended by 70 people across all offerings.
- W&M Athletics sponsored "A Long Talk About an Uncomfortable Truth" in January 2023, open to all coaches and athletes; all staff and over 400 athletes attended.
- October of 2022, the MSOB held training in support of LGBTQIA+ community members to better prepare people for creating a welcoming and inclusive environment at the school; attended by 20 people.
- Fall 2022, A&S launched Insights from Within (IfW) an internally focused programmatic initiative that fosters conversations led by members of our community and/or A&S alumni to enhance DEI goals.
- Spring 2023, A&S DEI Spring Speaker Series brought transformational organizations and/or speakers to our community with the goal of exploring shared values around DEI. Novelist Colum McCann and his non-profit organization, Narrative 4, were featured as inaugural guests; attended by 32 people.
- Spring 2023, A&S Committee for Diversity, Equity, & Inclusion (CDEI) launched an internal climate survey with 1,974 respondents. Results from the survey will be used by academic units to identify SMART inclusion and equitable outcomes, goals, metrics, and accountability mechanisms.
- The Office of Diversity & Inclusion has offered 34 monthly Lunch & Learn professional development sessions during 2020-2023; attended by 557 people
- The Office of Diversity & Inclusion and The Director of Training offered DIB training to 105 new employees in 2020-2023





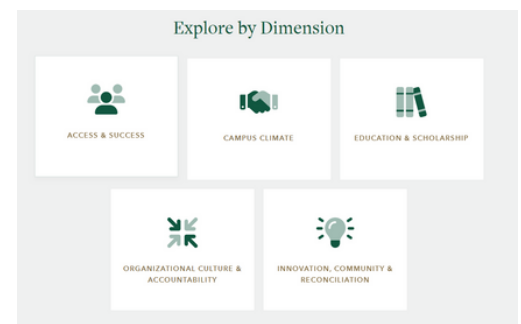
# WILLIAM & MARY

CHARTERED 1693

## INCLUSIVE EXCELLENCE 2020-2023

### ORGANIZATIONAL CULTURE & ACCOUNTABILITY

- The Office of Diversity & Inclusion offered tools and resources to strengthen ongoing cultural competencies among Cabinet members through speakers, monthly Inclusive Leader Insights, and created an electronic Inclusive Excellence Toolkit for Senior Leaders as a resource guide.
- By 2023, 80% of Administrative and Academic units have completed an Inclusive Excellence Plan with SMART goals and aligned with Vision 2026.
- The university increased its score on the Campus Pride (LGBTQIA+) Index from 3.0 stars-4.5 stars between 2020-2023.
- In May 2023, the second phase of the Inclusive Excellence (2023-2026) plan was completed. ([See website](#))
- In June 2021, the ODI in partnership with IR and University Communications created an on-line Inclusive Excellence Dashboard with leading and lagging indicators. The updated Diversity Dashboard reflects the progress from the 2020-2023 Inclusive Excellence plan. It has been and will continue to be updated on an annual basis and available in August.
- From 2020-2023, the Office of Diversity & Inclusion has produced an Annual Report, they are posted on the website.
- The ODI has worked with the Office of Procurement to host annual professional development workshops each year to acclimate units to supplier diversity with the goal of increasing our SWaM utilization.
- The Office of Procurement has created a SWaM utilization dashboard that keeps track of unit and university progress.
- The Office of Procurement has hosted 3 SWaM Vendor Fairs for the W&M community.
- The Board of Visitors approved an updated University Diversity Statement in February 2022.
- W&M has received the HEED award (Higher Education in Excellence in Diversity) for 5 years consecutively from Insight into Diversity.
- August 2023, the White House announced that W&M was selected by the Biden-Harris administration as one of 50 agency partners to counteract Anti-Semitic behaviors across the country.





WILLIAM & MARY

CHARTERED 1693

# INCLUSIVE EXCELLENCE 2020-2023

## INNOVATION, COMMUNITY, AND RECONCILIATION

- In August 2021, collaborated with leaders of the 13 state and federally-recognized Virginia tribes the Board approved the university's Land Acknowledgment Statement.
- In February 2022 the Board of Visitors approved the first *Labor Acknowledgement Statement on Slavery and Its Legacies*.
- May 1, 2021, unveiling of Legacy Garden and the Sankofa sculpture was part of the Groundbreaking for Hearth: Memorial to the Enslaved.
- May 7, 2021, dedication of Hearth: Memorial to the Enslaved with an attendance of more than 800 university and community guests
- May 4, 2023, completed final phases of Hearth: Memorial to the Enslaved with the addition of 13 recently discovered new names, the hand-crafted Unity Vessel, and the addition of the Donor plaque.
- Offered opportunities for community engagement through student organizations, courses, research, and direct relationships with community organizations.
- Facilitated communication among W&M's schools and key stakeholders in community engagement via Presidential Council for Community Partnerships (PCCP) and Office of Community Engagement (OCE), regular convenings of community partners, faculty, administrators, and students.
- The Bray School: an 18th-century school dedicated to the religious education of enslaved and free Black children. The building was discovered by retired English professor, Terry Meyers. W&M and Colonial Williamsburg Foundation are working together to ensure future generations learn about the history of the building and the stories of those who were part of it through the Bray School Lab.
- The Office of Diversity & Inclusion worked with Office of Alumni Engagement to host 4 quarterly Zoom sessions to introduce 13 campus partners and their work.

