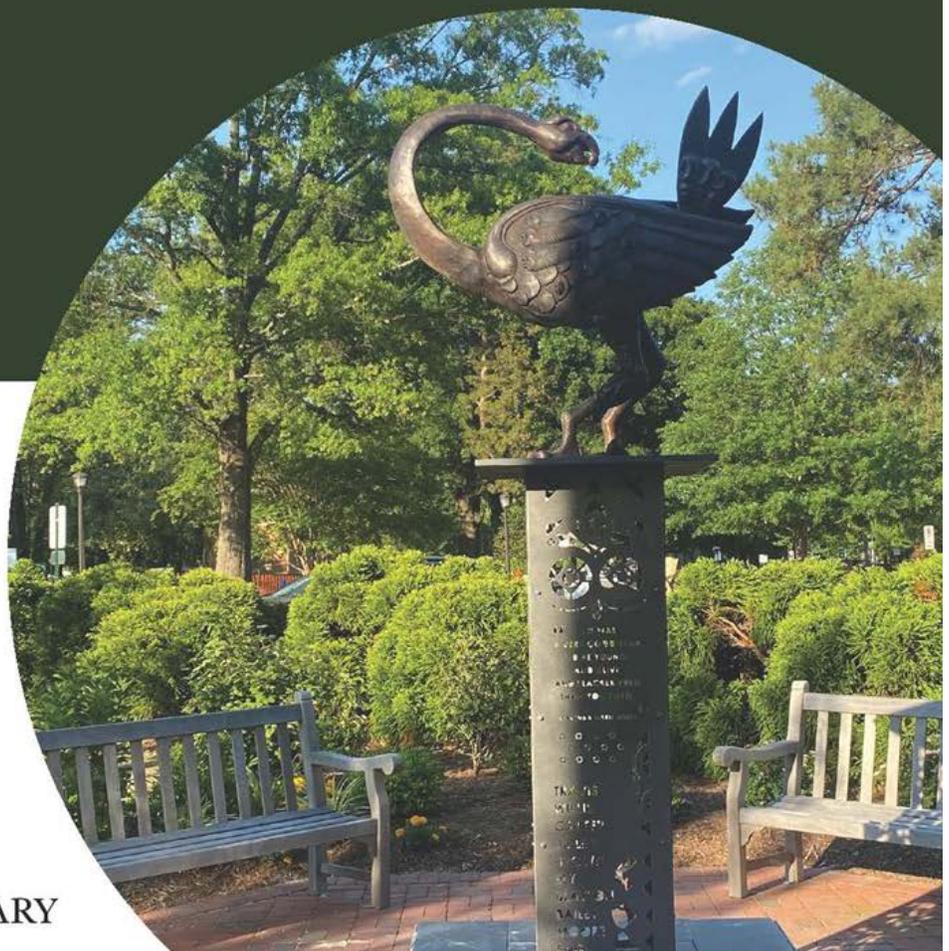


OFFICE OF DIVERSITY & INCLUSION

ANNUAL REPORT
2020-2021



WILLIAM & MARY
CHARTERED 1693

Executive Summary

“Real change, enduring change, happens one step at a time.” -Ruth Bader Ginsburg

Dear W&M Community,

Our mission states that “we convene great minds and hearts to meet the most pressing needs of our time.” Each year, diversity, equity and inclusion (DEI) are essential to the University’s ability to achieve its mission. Over the course of a tumultuous year in which we saw our community and our nation challenged by multiple pandemics, the Office of Diversity & Inclusion has worked tirelessly with colleagues across the University to center our core values and provide faculty, staff and students with brave and open spaces to navigate the uncertainties that developed as our “normal” ways of doing our work was totally upended. However, as a community we came together and stood on our principles to find innovative ways to advance our work while we were separated due to remote work.

President Rowe’s principle of whole-institution thinking is revealed in this report. The work of DEI is not done in isolation but is best done with and among dedicated forward-thinking individuals and units across campus. This report does not reflect this past year’s work in totality but highlights the work that has been done across the university during the 2020-21 academic year by the Office of Diversity and Inclusion and its many partners.

The summer launched with a defining moment during a time where the ills of racial injustice were brought to light with the murders of George Floyd, Ahmaud Arbery and Breonna Taylor. President Rowe acknowledged the myriad of reactions, feelings and emotions experienced by our campus community, and committed to redoubling our collective efforts towards an anti-racist framework both inside and outside of the classroom. Her June 8th statement to the community was entitled, *From Acknowledgement to Action*.

Consistent with the Commonwealth of Virginia’s DEI strategy, William & Mary developed its first DEI Plan this spring using the Inclusive Excellence framework adopted by the Association of American Colleges & Universities (AAC&U). The plan built upon President Rowe’s university goals slated for the Board at the beginning of the year. The Inclusive Excellence framework provides a way to evaluate and track our DEI work and informs us of areas where additional work is needed. In the Appendix, you will find the results of several of the goals for 2020-21. With the assistance of the Office of Institutional Research, annually we will report the progress toward the established goals for the year and this information will also be shared with the State Council of Higher Education for Virginia (SCHEV). Over the past year, we have focused on recruitment and retention of faculty, staff and students; campus climate; curricular enhancements; and innovative approaches to our community engagement and reconciliation efforts.

Diversity, equity and inclusion work is a marathon and not a sprint and requires tenacity and perseverance. W&M has been doing this work for many years. However, the urgency that last summer revealed regarding the unfinished business surrounding race, to cite noted scholar Daryl G. Smith, is that “we have the opportunity to move our institutions beyond the rhetoric. Diversity is not optional; it needs to be an imperative.”

In conclusion, we are stronger together; a university community thrives because of its people and their varied experiences. The broad dimensions of diversity may define us as individuals, but our shared values define us as a community of strength and collective power. As we build institutional capacity to accelerate and enhance diversity efforts we must center our mission, vision and values to challenge systemic and structural barriers that prohibit our ability to be a stronger and inclusive W&M where all members of our community feel a sense of belonging and flourish.

A handwritten signature in cursive script that reads "Fanchon Glover".

Fanchon Glover
Chief Diversity Officer

From Acknowledgement to Action



Last summer, amidst the awakening of racial injustice following the murders of Ahmaud Arbery, Breonna Taylor and George Floyd, many companies and universities used this moment to refocus the organization’s work to address the new reality of unfinished business of racial and social injustice in our country. There is a tendency to respond quickly – when we face moments in time that are relentless and difficult to define – with statements and plans. All are necessary, but for long, durable change and transformation, actions must follow the statements, or they will be regarded as performative. The murder of George Floyd brought protests, renewed self-reflection and a clarion call from every corner of the country to take stock of the moment, cease talking and move to action.

Members of the W&M university community, both internal and external, began to express their concerns over our perceived slow progress on DEI issues. In consultation with senior leaders, President Rowe wrote to address the ways by which the university would initiate and accelerate our DEI efforts this year and how our actions and decisions would be anchored by our newly established values.

On June 8, President Rowe shared a statement with the university community entitled “Acknowledgement to Action.” In this message, she stated, “together, leaders from across the university must move from acknowledging and decrying injustice and racism to steady action and accountability... While listening to students and colleagues throughout the last week, I met with senior leaders and with the leadership of our elected faculty and staff assemblies to gather their insights about concrete changes at W&M that would systematically eliminate racial bias in university structures and behaviors. We asked ourselves, “What can we do *today*?” Our answer: Accelerate. Define results.”

President Rowe outlined a number of initiatives that would begin immediately to address the structural barriers that exist and prevent positive movement forward. Please see an updated [list](#) of completed actions from the proposed initiatives.

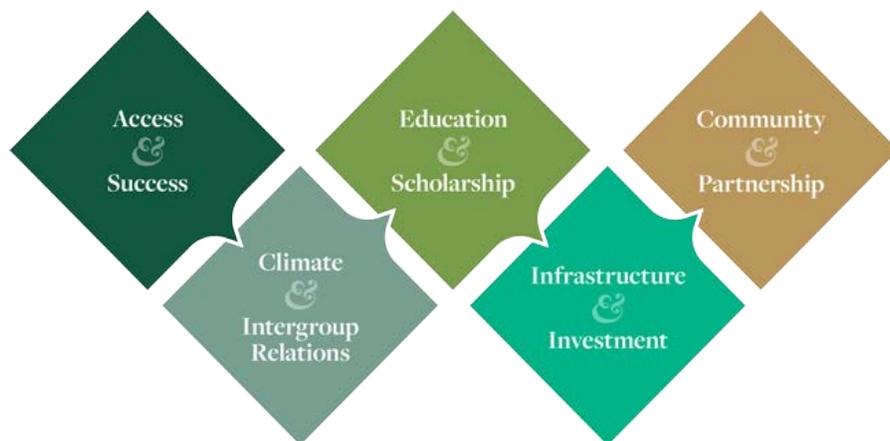
Inclusive Excellence Plan 2020-2023

Consistent with the Commonwealth of Virginia's [ONE Virginia Plan](#) and House Bill 1993, William & Mary adopted the Inclusive Excellence Diversity Strategic Plan in Spring 2021. The plan follows the *Inclusive Excellence* framework outlined by the Association of American Colleges & Universities (AAC&U).

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.

Dimensions of the Inclusive Excellence Framework



The guiding principle of **Making Excellence Inclusive** was created by the Association of American Colleges & Universities in 2005. Read the AACU article on **Making Diversity Work on Campus** (pdf)

Office of Diversity & Inclusion



For 2020-2021, the Office of Diversity & Inclusion engaged over 1,200 people in educational sessions on diversity, equity, inclusion and belonging through the Zoom virtual platform. The increasing number of people seeking these opportunities is a testament to the desire of our community to come together, in safe and brave spaces, to engage the concerns and issues inherent thoughtfully and directly in the work of diversity. This exploration of their questions and answers lead to a common resolve that will support flourishing for all.

Office of Diversity & Inclusion Outcomes

1. Created D&I Advisory Committee. Its first initiative was the Inclusive Excellence Plan.
2. Hosted the D&I Symposium with James Rothrock, Dr. Tyrone Howard and Sahaj Kholi. The day's theme was "What do you stand for; anti-racism, accessibility and advocacy." Funding was made possible by a generous grant from Ernst & Young to the Mason School of Business. (see appendix)
3. Hosted the Student D&I Symposium, WE ARE ONE: Acknowledgement, Compassion & Unity, with Feminista Jones and Dr. A'tasha Christian. Funding made possible by a generous grant from Ernst & Young to the Mason School of Business.
4. Fall Courageous Conversations series for faculty and staff focused on topics related to our value of Belonging, as we navigated a year filled with much uncertainty amidst the pandemic. Spring Courageous Conversations featured Alumni Voices and further highlighted our values of Curiosity and Excellence.
5. Celebrated and recognized the work of 35 colleagues (Diversity Champions) through the Diversity Recognition Program with a virtual ceremony in April attended by the President and Provost. (see page 17)
6. Hosted the IGNITE Future Faculty Development Program with Dr. Ansley Abraham, SREB, as Keynote Speaker and 5 workshops led by W&M faculty and administrators. We welcomed 5 participants from California, Indiana, Missouri and Massachusetts. (see page 16)
7. Offered 11 Professional Development workshops for faculty and staff, four events included students and other W&M community members. The sessions were facilitated by the Virginia Center for Inclusive Communities, Dr. A'tasha Christian and W&M colleagues.

New Post-Bacc Position-Milka Mered '20

Diversity & Inclusion Fellow for Curricular and University Affairs

To better facilitate our work this year, the Office of Diversity & Inclusion was able to hire the Diversity & Inclusion Fellow for Curricular and University Affairs. The following is a summary of her work.

Milka Mered served as the Diversity & Inclusion Fellow for Curricular and University Affairs for the Office of Diversity & Inclusion during the 2020-2021 academic year. Throughout the year, Milka participated in various programming events; diversity & inclusion initiatives; and other campus-wide diversity & inclusion efforts to support the Office of Diversity & Inclusion's efforts to improve campus-wide DEI.

Diversity Boot Camp: Milka helped the Office of Diversity & Inclusion with conducting the annual Diversity Boot Camp with the Diversity Committee Chairs. Milka presented her 2018-2019 research on the BIPOC/student-of-color experience to the Diversity Committee Chairs during the Diversity Boot Camp in Fall 2020.

5th Annual Diversity & Inclusion Symposium: Milka worked with the Office of Diversity & Inclusion to host its 5th annual Diversity & Inclusion Symposium. The symposium focused on three themes: accessibility; anti-Blackness; and advocacy. Milka brought in one of the three speakers, Sahaj Kohli, who focused on advocacy for mental health services for children of immigrants. In addition, Milka coordinated the symposium facilitators, created flyers, and helped Chon Glover and Bobbi Jo Stevens structure the day-long event. Approximately 250 people registered for the event and as many as 150 people attended the three sessions.

VOICES Newsletter: Milka created the monthly VOICES newsletter from October-May with the assistance of Chon Glover and Bobbi Jo Stevens. The newsletter incorporated a variety of elements – including a William & Mary news section, vocabulary terms, upcoming events, religious holidays, and more – that brought community awareness to issues regarding diversity, equity and inclusion.

In addition, Milka included interviews featuring William & Mary employees highlighting their efforts towards equity and inclusion, bringing more awareness to their roles and responsibilities at W&M. As part of the spring semester's focus on curiosity and excellence, Milka also included trivia related to Black History Month, Women's History Month and Asian /Pacific Islander American Heritage Month in the newsletters.

Center for the Liberal Arts (CLA): Milka worked with the Center for the Liberal Arts to help implement resources in support of the new COLL 350 course requirement. Through the CLA, Milka helped create videos highlighting students' experiences on race in the classroom; facilitated general workshops that helped faculty address race and racism in the classroom; and assisted with supporting inclusive learning environments. Milka also facilitated the COLL 350 Iterative Workshops where CLA fellows supported faculty interested in teaching COLL 350 courses.

D&I Advisory Committee: Milka served on the D&I Advisory Committee to help enhance the environment for diversity, inclusion and equity across the university. Part of the committee's work this year revolved around assisting the Chief Diversity Officer with the Inclusive Excellence Framework: A Plan for Tracking and Assessing Progress on DEI Strategic Priorities 2020–2023.

Student Diversity & Inclusion Symposium: Milka coordinated the Student Diversity & Inclusion Symposium, in collaboration with Student Assembly and the Center for Student Diversity. The symposium's themes focused on acknowledgement, compassion and unity. The symposium featured keynote speaker, Feminista Jones, and discussion facilitator, Dr. A'tasha Christian.

Sustainability Symposium, April 2021: Milka supported the Sustainability Symposium planning group by providing insight on running a virtual symposium and contact information for one of their keynote speakers.

Courageous Conversations: The Office of Diversity & Inclusion held numerous Courageous Conversations throughout the academic year. This year's Courageous Conversations focused on W&M values, including identity & belonging, curiosity and excellence. Events included panel discussions, workshops, a book discussion and other educational events geared towards improving diversity and inclusion at William & Mary.

IGNITE: Milka facilitated this year's IGNITE Program, a pipeline program to help doctoral candidates from underrepresented backgrounds navigate the faculty hiring process. Milka helped organize get-to-know-you activities and helped facilitate operations of the 2-day, virtual event.

Liberation Conversations: Throughout the year, Milka participated in the Office of Community Engagement's Liberation Conversations, an initiative that explored ideas of liberation and how individuals and society can understand and achieve liberation in their personal and professional lives.

Restructuring Reporting Options (RRO) - Guidance on Reporting, Responding to and Reducing Microaggressions at W&M: Milka organized a working group to address microaggressions and other forms of bias and discrimination at William & Mary. A year-long project, Milka worked with the Office of Compliance & Equity, Dean of Students, Human Resources and Office of Diversity & Inclusion to understand and strategize communication, education and supportive resources geared towards addressing such bias and discrimination that students may face at William & Mary.

As a product of her fellowship, Milka made recommendations to improve accessibility of existing reporting options and created a mock web page that informed students how to report, respond to and reduce microaggressions at William & Mary. Through the mock web page, Milka compiled resource materials that educate on the various ways in which microaggressions can manifest, so that students and employees are more aware of bias and discrimination when microaggressions can manifest, so that students and employees are more aware of bias and discrimination when they occur.

2020-2021 Diversity & Inclusion Leadership Council and Advisory Committee

Leadership Council



Brian Baines – School of Business, Teresa Longo – Arts & Sciences, DaNika Robinson – VIMS, Laura Shepherd – Law School and Natoya Haskins, School of Education

Advisory Committee



Top Row: Carla Costello, Eric Hilton, Charlie Foster, Caroline Hanley, Sam Hayes, Robin Hollenbeck, and Kyle Vasquez

Bottom Row: Luiza Newlin-Lukowicz, Ivana Marshall, Jason Simms, T Davis, Sarah Thomas, Tish Canady, and Kimberly Weatherly



New University Initiatives for 2020-21

- **The Posse Foundation:** In an unprecedented partnership, William & Mary has joined with The Posse Foundation to provide full scholarships to diverse cohorts of students, many of whom will be the first in their families to attend college. Starting in fall 2021, William & Mary will provide full-tuition scholarships, including mandatory fees, for 10 students selected from a field of 20 candidates identified by The Posse Foundation.
<https://www.wm.edu/news/stories/2020/william-mary-launches-innovative-partnership-with-the-posse-foundation.php>
- **The Bray School:** The Bray School, an 18th-century school dedicated to the religious education of enslaved and free Black children, now known as the Bray-Digges House, is likely the oldest extant building in the U.S. dedicated to the education of Black children. William & Mary and the 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.
<https://www.wm.edu/news/stories/2021/colonial-williamsburg-joins-william-mary-to-research,-relocate,-interpret-18th-century-bray-school-for-enslaved-and-free-black-children.php>
[W&M Launches Bray School Lab to research legacy](#)
- **University Strategic Review:** 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 final report was presented to President Rowe and CDO Glover by July 16.
<https://www.wm.edu/offices/diversity/inclusive-excellence/assessment/>
- **William & Mary Land Acknowledgement:** William & Mary seeks formally to acknowledge the original Indigenous inhabitants of the state-owned land on which the Williamsburg campus exists and partnered with their present-day descendants to create appropriate language. The acknowledgement reads:
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, Patowomeck, Upper Mattaponi, and Rappahannock tribes – and pay our respect to their tribal members past and present. <https://www.wm.edu/news/stories/2021/wms-pandemic-birthday-celebrates-power-of-connections.php>
- **Asian Centennial at William & Mary:** William & Mary began celebrating the Asian Centennial in 2021 and will continue through 2022. The Centennial commemorates the admission of Chen Pu-Kao '23, the first student from Asia, and simultaneously celebrates the contribution of the preceding generations of students of Asian descent.
<https://www.wm.edu/news/stories/2021/william-mary-to-celebrate-100-years-of-asians,-asian-americans.php>

- W&M Working Group established to address building names at the university**

[W&M responds to calls for naming and renaming of buildings](#)
[Naming and Renaming Guidelines](#)
[W&M Board approves Design Imperatives and Principles proposed by the Working Group](#)
[W&M's PNR working group submits final report](#)
- W&M board approves principles for naming, renaming campus spaces**

[Trinkle Hall and Maury Hall to be renamed immediately](#)
[W&M Campus Structures named for trailblazing alumni](#)
[President Rowe's Remarks on Renaming and Naming](#)
[Voices from the community on renaming and naming of campus structures](#)
- Governor's Office initiates ONE Virginia Plan for all state agencies**

[House Bill 1993](#) and the *ONE Virginia* Plan position the state as a national leader in building a statewide strategy to advance DE&I in our services, systems, and operations. The intent behind the *ONE Virginia* Plan is to use the Inclusive Excellence framework to create collective impact, sustainable change, innovation and productivity across state government and other sectors of the Commonwealth. Inclusive excellence gives Virginia a business advantage and makes the state a more attractive place to live, learn, work, play and thrive. [W&M's Inclusive Excellence Plan was submitted in March 2021 ahead of the July 1 deadline.](#)
- Hearth: Memorial to the Enslaved:** 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. A Launch for Construction Groundbreaking was held on May 26, 2021, along with the Dedication of the Legacy Tribute Garden completed in honor of the first three African American undergraduate students to live in residence. The three women were honored in 2017-18 for the 50th Anniversary Commemoration. Hearth will be completed in March 2022. [Commemorating the Legacy Tribute Garden & Hearth: Memorial to the Enslaved video recap.](#)
- 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 Juneteenth Celebration on June 19, 2021, in partnership with the City of Williamsburg, YJCW Chapter of the NAACP, First Baptist Church, and Colonial Williamsburg. This will continue to be a collaborative event, and will be held on the site of W&M's Hearth: Memorial to the Enslaved next year.
<https://www.wm.edu/news/stories/2021/wms-inaugural-juneteenth-celebration-set-for-june-19.php>

- **New Partnership with SREB for doctoral students in Arts & Sciences, Education & Marine Science**

W&M students awarded doctoral fellowships aimed at fostering diversity in academia - <https://www.wm.edu/news/stories/2021/wm-students-awarded-doctoral-fellowships-aimed-at-fostering-diversity-in-academia.php>

- **Student Climate Survey (February 2021)—Division of Student Affairs**

In February 2021, W&M administered the Viewfinder Campus Climate Survey. While we are still in the process of analyzing the data to share significant findings, a preliminary review affirmed the need to address issues around freedom of expression on campus.

Considering the national climate around freedom of expression and activism, this is a topic that is especially compelling. In the Viewfinder survey, less than half of respondents across all racial groups expressed satisfaction with “open campus dialogue sessions.” Additionally, African American respondents were far less likely to agree with the statement “I can openly express my political views on campus,” (35%) when compared to Asian American respondents (60%), Caucasian/White respondents (65%) and Hispanic/Latinx respondents (75%). Interestingly, several qualitative responses to the survey suggest that politically conservative viewpoints are often withheld by students who do not feel free to share such viewpoints in our campus community. While more sophisticated analysis is clearly needed, we will move forward with dispatch to plan campus-wide and new-student programming for 2021-22 that focuses on freedom of expression, the 1st Amendment, and the importance of seeking and promoting diversity of thought in both higher education and in a democratic society.

- **Focus on First-Generation, Low-Income Students**

In February 2021, W&M administered the Viewfinder Campus Climate Survey. Among the priority areas for deeper analysis is the extent to which our First-Generation, Low-income (FGLI) students report feeling welcome on campus. In recent years, W&M has worked to strengthen our support for FGLI students and their overall experience within the campus community. Shared goals include advocacy, mentorship, leadership development and promoting a sense of belonging and inclusion in our community.

Our current infrastructure for FGLI students supports includes:

- The FGLI Collaboration, Support and Advocacy Council
- Nearly 200 faculty and staff mentors and coaches
- Workshops and panel discussions
- Advising of the FGLI recognized student organization
- First-year experience FGLI programming
- FGLI Leadership Development programming
- Email newsletter

In 2021-22 we will be piloting a Graduate Assistant position (MA or PhD) to work with the Office of Student Transition Engagement Programs (STEP) to provide more focused coordination and oversight of these various efforts which are currently managed in a distributed fashion among campus volunteers. University Advancement is partnering with us to secure funding for this position beyond the pilot year of 2021-22.

In summer 2021 we will pilot *Comunidad @ William & Mary*, a free, three-day, virtual program designed to prepare historically underrepresented high school students to enter and succeed in higher education. The program will focus especially on recruiting Hispanic and Latinx students. Program content will be provided by first-generation and historically underrepresented educators whose narratives are similar and can relate to the students' experiences and challenges.

- **Building Coalition to Improve Diversity in the Geosciences**

Jason Chen, Gerdelman Family Term Distinguished Associate Professor at the William & Mary [School of Education](#), has secured a new grant from the National Science Foundation that aims to combat that inequity by building a national alliance of researchers working together to effect large-scale change. <https://www.wm.edu/news/stories/2020/jedi-alliance-building-a-national-collective-to-advance-equity-and-diversity-in-the-geosciences.php>

- **Law School launches new Center for Racial and Social Justice**

The Center for Racial & Social Justice will work to advance the cause of racial and social justice by educating students and the broader community, building students' capacity to engage in antiracist and social justice work, and engaging in legal and multidisciplinary research and advocacy aimed to inform the public, advocates and policymakers — both in the Commonwealth of Virginia and nationwide.

<https://www.wm.edu/sites/socialjustice/about/index.php>

- **Values in Action: Acknowledgement to Action: University Police**

<https://www.wm.edu/offices/police/about/buildingcommunitytrustthroughvaluesinaction/index.php>

- **COVID-19 Response**

<https://www.wm.edu/news/stories/2021/one-year-under-pandemic-creativity,-resiliency- and-community-at-wm.php>

<https://www.wm.edu/news/stories/2020/creativity,-adaptability-help-wm-faculty-and- staff-pull-off-challenging-yet-rewarding-fall-semester.php>

<https://www.wm.edu/news/stories/2021/wm-adapts,-transforms-and-innovates-to-meet-challenges-of-pandemic.php>

<https://www.wm.edu/news/stories/2021/unsung-heroes-employees-discuss-powering- wm-through-pandemic.php>

<https://www.wm.edu/news/stories/2021/wm-board-holds-in-state-undergraduate-tuition- flat-for-fourth-year.php>

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
- VIMS Dive-In Committee
- The Lemon Project
- W&M Staff Assembly
- Studio for Teaching & Learning (STLI)
- Reves Center Diversity Committee
- Student Veteran Engagement

IGNITE-Future Faculty Program



Keynote Speaker: Dr. Ansley Abraham, SREB



Ansley Abraham is founding director of the Southern Regional Education Board State Doctoral Scholars Program in Atlanta, GA. Under Dr. Abraham's direction, the board has developed one of the nation's best-documented and nationally recognized programs for producing minority Ph.D.s who seek faculty careers. The Doctoral Scholars Program is successfully producing minority graduates—more than 1,000—have earned their degree and are employed on college and university campuses. Currently, more than 550 scholars are progressing toward the Ph.D. The Doctoral Scholars Program annually sponsors the annual Institute on Teaching and Mentoring. The Institute is a nationwide effort of state, federal, and private agencies and organizations committed to faculty diversity. More than 1,200 minority Ph.D. scholars and their

mentors come together to learn the skills and knowledge necessary for the successful completion of the doctoral degree, improve departmental environments, and transition into academic careers. The Institute is the largest gathering of minority Ph.D. students in the nation.

Dr. Abraham has directed studies at SREB that covered several topics, including perception of the campus climate by minority and majority group students on historically black and predominantly white campuses. Dr. Abraham also completed two widely acclaimed studies on statewide assessment and placement standards and the need for developmental education for entering college students in the SREB region. As a result of his research, Dr. Abraham has published numerous articles and monographs.

Dr. Abraham earned his B.S. in sociology and psychology, and his M.S. and Ph.D. in sociology (with an emphasis on sociology of education and race/ethnic relations) from Florida State University. He has worked as a program specialist in the Florida State Department of Education and management analyst in the Florida Governor's Office.

Schedule

Monday, November 9	
5:30 - 6:30 pm (EST)	Welcome & Introductions
6:30 - 7:00 pm (EST)	Greetings from Provost & Deans
7:15 - 8:15 pm (EST)	Keynote Speaker: Dr. Ansley Abraham, SREB
Tuesday, November 10	
11:00 am - 12:15 pm (EST)	Professional Development Session-Life Values Inventory <i>Dr. Kelly Croce</i>
12:30 - 1:30 pm (EST)	Session 1: Teach Effectively at the Undergraduate Level <i>Dr. Rossan Lockwood</i>
1:45 - 2:45 pm (EST)	Session 2: Tips for Successfully Preparing for the Job Search <i>Dr. Heather Macdonald</i>
2:45 - 3:00 pm (EST)	Personal Break
A - 3:00 - 3:45 pm (EST) B - 4:00 - 4:45 pm (EST)	Job Talks
5:00 - 6:00pm (EST)	Dinner Break
6:00 - 6:30 pm (EST)	Virtual Campus Tour (optional)
6:30 - 7:30 pm (EST)	Professional Development Session - Ignite Relationships and Advance Your Scholarship Profile in the Library <i>Dr. Carrie Cooper</i>
7:30 - 8:30 pm (EST)	Session 3: Sustainability <i>Dr. Adrienne Petty</i>
8:30 - 9:00 pm (EST)	Closure and Evaluation


WILLIAM & MARY
 ESTABLISHED 1693
DIVERSITY CHAMPIONS
2020 - 2021
 Office of Diversity & Inclusion

The recognized 2020/2021 Diversity Champions recognized were: Peggy Agouris, Nicholas (Nick) Agyevi-Armah, Jody Allen, Sarah Balascio, Katherine Barko-Alva, David Brashear, Lisa Crawford, Robin Ellis, Cliff Fleet, Alexandra Flores, Ryann George, Natoya Haskins, Rex Holmlin, Calvin Hui, Samuel Lake, Rebecca Latourell, Cecilia Lewis, Ivana Marshall, Rachel McDonald, Cristen McQuillan, Kellie Miner, Luiza Newlin-Lukowicz, Shené V. Owens, Sue Peterson, Carlane Pittman-Hampton, Melody Porter, Hannah Rosen, Rochelle Seitz, Laura Shepherd, Jess Skinner, Venus Spencer, Mike Tierney, Phil Wagner, Valerie Wilkins and Gail Williams. Congratulations and thank you! ([Website link](#))

2020-2021 Office of Diversity & Inclusion Event Data

Event	Date	Attendees	Faculty	Staff	Students/Other	Overall Review
Student Perspective	8/31/20	67	6	60	1	Agree
Staff Perspective	9/10/20	35	5	30	0	Agree
2 Pandemics	9/16/20	23	5	18	0	Strongly Agree
Faculty Perspective	9/22/20	19	6	13	0	Agree
Good Trouble	10/7/20	27	7	20	0	Strongly Agree
Bring It In the Room	10/13/20	7	6	1	0	Strongly Agree
Caste Book Discussion	11/5/20	8	0	8	0	Strongly Agree
Election Discussion	11/11/20	22	7	15	0	Strongly Agree
Black Excellence	2/10/21	42	16	4	22	Extremely Pleased
Womxn Who Lead	3/18/21	26	1	21	4	Extremely Pleased
Asian Excellence	4/13/21	13	1	8	4	Extremely Pleased

289

Event	Date	Attendees	Faculty	Staff	Students/Other	Overall Review
IGNITE	11/9/20	5				Very Satisfied
D&I Symposium	10/23/20					
Jim Rockroth		134	23	92	19	
Dr. Tyrone Howard		125	27	80	18	Very Satisfied
Sahaj Kholi		100	20	66	14	
D&I Symposium - Rebroadcast						
Jim Rockroth	11/4/20	27	5	18	4	no survey
Dr. Tyrone Howard	11/9/20	120	30	81	9	no survey
Sahaj Kholi	11/12/20	31	5	23	3	no survey
		537				
D&I Student Symposium	3/2/21					Extremely Pleased
Feminista Jones		56			56	
Dr. A'tasha Christian		33			33	
Welcome Back Reception	9/8/20	65	22	42	1	no survey