



# WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

## Annual Report 2022-2023



*(2022-2023 Inclusive Excellence Champions)*

## **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.

Dear W&M Community,

The postlude to our values states: “William & Mary is a community that fosters deep human connection. We reflect on the lessons of history to meet the challenges of a rapidly changing world. We engage diverse perspectives and seek wisdom in bridging differences. Together, we are unceasing in our efforts to make a meaningful difference in our communities, the state, the nation, and the world.”

The Office of Diversity & Inclusion collaborates with colleagues across the university to center our values as we accelerate inclusion work toward achieving our mission. This year's annual report focuses on a team-based approach to Inclusive Excellence initiatives completed across the five areas of focus—Recruitment & Retention, Campus Climate, Education & Scholarship, Organizational Culture & Accountability, and Community, Engagement and Reconciliation. It does not reflect the work in totality but highlights that which makes the effort legible and visible—building a cadence and culture of accountability. Additionally, the Inclusive Excellence framework offers a way to evaluate and track our [progress](#).

The Inclusive Excellence framework provides an outline 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. President Rowe has emphasized from the beginning that we must focus on whole institution thinking and implementation (no special title or leadership required) and move away from checklists and episodic and performative actions. It is vital as a path to our commitment of convening great hearts and minds to meet the pressing needs of society.

On April 27, we concluded the year by recognizing 51 individuals from across campus as *Inclusive Excellence Champions*! It was an exciting day to illuminate the IE initiatives done from Anthropology to VIMS (see cover photo). Inclusive Excellence advances monitoring both current and future campus efforts. The 2020-23 Inclusive Excellence plan will be completed in the fall with a list of successful completions on the ODI [website](#). The next Plan for 2023-26 has been revised and aligned with Vision 2026. We will roll out and socialize it in the fall.

Diversity, equity and inclusion work is an imperative! There is strength in diversity, and we must invest in and foster that strength. As we prepare 21<sup>st</sup> century student leaders through a robust curriculum and establish a competent and diverse workforce, I’m excited to share that in this report you will find the data-driven DEI work completed by the Office of Diversity & Inclusion and academic and administrative units. I hope it will inspire you to become a member of the team and get involved!

Thank you to Senior leaders, employees, students and alumni for your support in making this an outstanding 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! Let your light shine as we work together to nurture a world where all are valued, seen, and respected!

Fanchon Glover, Ed.D.  
Chief Diversity Officer

## **Office of Diversity & Inclusion Work 2022-2023**

### **Recruitment and Retention**

- √ In Y2 of the Faculty Hiring Pilot, led 11 workshops with a total attendance of 305 participants. In 2 years, 576 faculty have completed the Implicit Bias in Hiring workshops. The assessment of Y2 will be conducted in May with Search Committee Chairs.
- √ Hosted 10 scholars for the 4th Annual IGNITE Future Faculty Program in November.
- √ Hosted annual Welcome Back Reception for new and returning faculty for networking- 62 participants.

### **Campus Climate**

- √ Offered the 6th Annual D&I Symposium for employees as a day of professional development and it was attended by 150 people.
- √ In collaboration with Interim COO and VP for Student Affairs used exit interviews and climate surveys to improve workplace and campus living experience.
- √ In January, kicked off the semester offering DIB trainings for academic and administrative units to increase specific areas of competencies—a total of 5 completed thru April.
- √ Offered 2 university-wide workshops on led by Dr. Terrell Strayhorn on April 6th with 125 participants.
- √ Published 6 monthly editions of *VOICES newsletter* to highlight and support university-wide inclusion work.
- √ On April 27, we recognized 51 (up 35%) employees as "Diversity Champions" for 2022-23.

### **Education & Scholarship**

- √ Offered 8 monthly Lunch & Learn professional development sessions for employees that were attended by 175 participants.
- √ Sponsored 50 campus leaders for a DEI Bootcamp focused on Inclusive Excellence.
- √ With support of the Multicultural Endowment, awarded 4 IDEA grants from 12 submissions totaling \$6000.
- √ In collaboration with Director of Training, offered DIB training to over 300 new employees as a part of their onboarding.
- √ In line with its efforts to promote belonging and democracy, William & Mary will partner with the White House and other organizations across the country on the first-ever U.S. National Strategy to Counter Antisemitism, the Biden-Harris Administration announced Thursday, May 25, 2023.

## **Organizational Culture and Accountability**

- √ Strengthened ongoing cultural competencies among Cabinet members through speakers, 9 monthly *Inclusive Leader Insights*, and creation of an electronic *Inclusive Excellence Toolkit for Senior Leaders* as a resource guide.
- √ 11 or 85% 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 Index from 4.0-4.5 this year.
- √ In May, the second phase of the Inclusive Excellence (2023-26) plan was completed.
- √ On June 30, the office updated the IE Diversity Dashboard to reflect the progress from the 2020-2023 plan.
- √ On July 5, the office will produce its 2022-23 Annual Report and it will be posted on the website.

## **Innovation, Community, and Reconciliation**

- √ Completed the 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. The rescheduled Vessel Dedication is set for May 4<sup>th</sup> at 5:30 pm.
- √ Worked with Office of Alumni Engagement to host 4 quarterly Zoom sessions to introduce 13 campus partners and their work to the Alumni Inclusion Advisory Board Leaders.
- √ Worked with Strategic and Cultural partnerships on the launch of Brafferton300 that hosted 16 Tribal leaders and the Bray School Move for Charter Day.
- √ Collaborate with Director of Athletics to support *Long Talk* training and engage in intentional outreach to multiple diverse community partners (State and Federal Recognized Tribes, Fisk University, and local Black community).
- √ On June 16, hosted the second in-person Juneteenth Celebration in collaboration with the City of Williamsburg, Colonial Williamsburg, YJCW NAACP and First Baptist Church that drew 300+ people.

# 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.

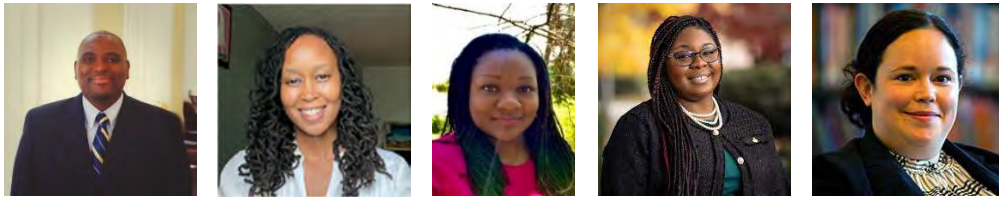
For William & Mary to fulfill its educational mission and become a place that is itself diverse, equitable and inclusive, we must acknowledge the uncomfortable truths of our history and consider the ways in which historical patterns of exploitation and exclusion may continue to shape our university.

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

# 2022-2023 Diversity & Inclusion Leadership Council and Advisory Committee

## Leadership Council



Brian Baines – School of Business, Wanjiru Mbure – Arts & Sciences, Cecilia Lewis – VIMS,  
Arielle Newby – Law School and Leandra Parris – School of Education

## Advisory Committee



Top Row: Victor Adejayan, Emily Avesian, Liz Bellamy, Carla Costello, T Davis, Charlie Foster  
Second Row: Caroline Hanley, Samuel Hayes, Yujie Huang, Marc Kelly, LaToya Lawson, Nasha Lewis  
Third Row: Ivana Marshall, Jason Simms, Sarah Thomas, Alefunzo Uzzle, Kimberly Weatherly

# IGNITE-Future Faculty Program



**Keynote Speaker:**  
Dr. John H. Stewart, VI



## Schedule

Monday, September 19	
4:00 – 5:00 pm	Arrive & Check-in at Hotel
6:00 pm – 8:00 pm	Welcome Dinner
Tuesday, September 20	
7:00 – 8:30 am	Breakfast - Hotel
9:00 am	Greetings from Provost Peggy Agouris
9:15 – 10:30 am	Keynote Speaker: <a href="#">Dr. John H. Stewart IV</a>
10:30 – 10:45 am	Break
10:45am – 12:00 pm	Professional Development Session – Values and Flourishing <i>Dr. Kelly Crace</i>
12:15 – 1:15 pm	Workshop: Tips and Tricks for Successful Grant Writing: Bring your Ideas! - <i>Elizabeth Talbott</i>
1:15 – 2:00 pm	Lunch
2:00 – 2:45 pm	Professional Development Session - Ignite Relationships and Advance Your Scholarship Profile in the Library - <i>Rosie Liljenquist</i>
3:00 – 4:00 pm	Workshop: Negotiating Faculty Offers - <i>Dr. Suzanne Raitt</i>
4:15 – 5:15 pm	Campus Tour
6:30 – 8:00 pm	Dinner
Wednesday, September 21	
7:00 – 8:30 am	Breakfast - Hotel
9:00 – 9:40 am	Job Talks (1 – 5)
9:50 – 10:25 am	Job Talks (6 – 10)
10:30 – 11:15 am	Workshop: Tips for Successfully Preparing for the Job Search – <i>Dr. Adrienne Petty</i>
11:15 – 11:30 am	Break
11:30 – 12:45 pm	Speaker Panelists: <i>"What I Wish I Knew in My First Year in the Academy"</i> - Professor Vivian Hamilton, Dr. Leandra Parris, Dr. Kelebogile Zvobgo, Dr. Carlos Rivera Santana, Dr. Alexander C. Nwala & Dr. Phillip E. Wagner
12:45 – 1:00 pm	Closing & Evaluation
1:00 pm	Lunch (Grab & Go)



The recognized 2022-2023 Inclusive Excellence Champions are: Provost Peggy Agouris, Dean Derek Aday, Anne Arseneau, Emily Avesian, Brian Baines, Katherine Barko-Alva, Liz Bellamy, Babs Bengtson, Candice Benjes-Small, Rick Berrey, Warren Braxton, Katarina Bromkamp, Sally Brooks, Chief Deborah Cheesebro, John Cho, Tiffany Christian, Tracey Coates, Jarrett Craddock, Brian Crystal, Elaine Dearing, Elizabeth DeBusk-Maslanka, Alexandra Flores, Charlie Foster, Taylor Fox, Michael Fox, Lauren Garrett, James Glosson, Robbie Graham, Sophia Haile, Amber Hall, Andrea Harris, Michelle Harris, Stacey Harris, Peel Hawthorne, Sam Hayes, Norman Higgins, Kelsey Hinton, Debbie Howe, Dyanmond Howell, Yujie Huang, Sonny Joy-Hogg, Marc Kelly, Liz Kiewiet, Anthony Koch, Anca Lipan, Karai Lockley, Brian Mann, Pietro Marino, Jasmin Martinez, Whitney Mascaro, Wanjiru Mbure, Sidney McCall, Meghan Miller, Nicole Millette, Danielle Moretti-Langholtz, Kathy Morgan, Dawn Morris, Mary Oberlies, Shené Owens, Leandra Parris, Jainita Patel, Burt Pinnock, Carlane Pittman, Michael Runyon, Ronald Russell, Gabby Saluta, Paul Showalter, Jason Simms, Dean A. Benjamin Spencer, Andrew Stelljes, Ann Marie Stock, Carina Sudarsky-Gleiser, Steve Tewksbury, Derek Vouri-Richard, Phil Wagner, Caroline Watson, Kimberly Weatherly, Virginia Wells, Erica Wiborg, Owen Williams, and Bethany Zoll

Congratulations and thank you! ([Website link](#))



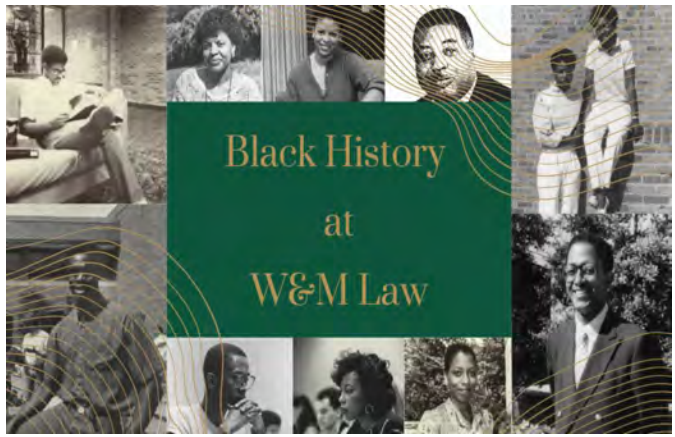
**Inclusive Excellence Champions Reception**

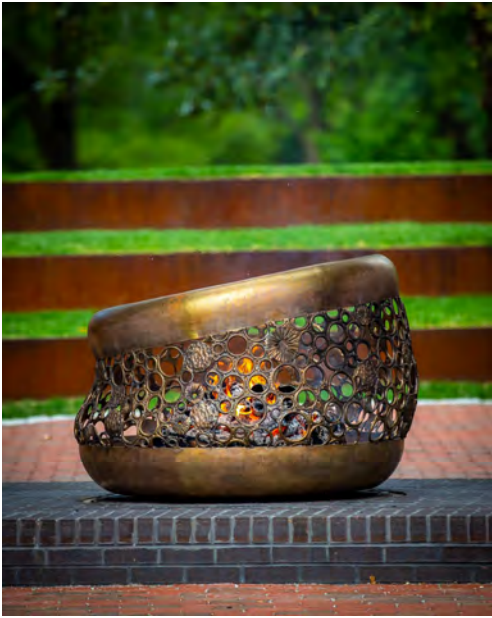


**Annual Welcome Back Reception**



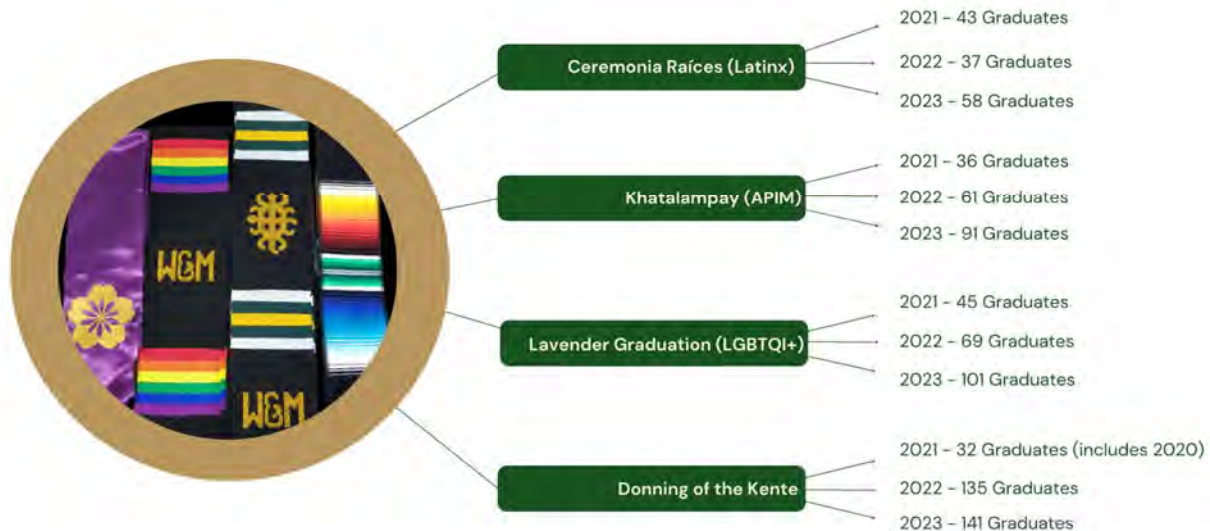






# William & Mary Graduation Culture Celebrations

Sponsored by: The Lemon Project, Crim Dell Association,  
Center for Student Diversity, and Society of 1918



I truly did not believe William & Mary could make me loss for words . . . there was some deep ancestral magic vibrating across the Donning the Kente ceremony. Watching parents and partners drape the colorful fabric around their graduates, spotting elders tightly embracing their grandchildren, and laughing as moms, dads, and aunties crouched down to receive their kente and kisses from their own young scholars, all while Afar, Igbo, French, Arabic, Spanish, and a cacophony of cheers, ululations, and Divine Nine chants and skee-wees rippled across the audience, made you feel as though you were onstage at Carnegie, at your parent's HBCU homecoming, and your play cousin's cookout all at once!

Put simply, Ceremonia Raíces is an important medium for Hispanic students to be recognized while also having graduating seniors see that our community at William & Mary is thriving socially and achieving academic excellence.

Participating in the Donning of the Kente was an honor and a blessing and thanked the Lemon Project and the HWA for making it a memorable experience.

Living in a world that tells you to conform can be daunting, and it can be easy to lose sight of yourself and who you are. But it is in those times of doubt that you find and build community and remind yourself that you are your ancestor's biggest dreams of opportunity and achievement. The future of Asian, Pacific Islander, and Middle Eastern excellence—who will change the world.

To me, Lavender Graduation meant so much because it was the only ceremony that my partner was able to attend and celebrate this major accomplishment with me. It was so beautiful being donned by both my best friend and my partner, and being surrounded by peers with whom I share community and identity.

It wasn't until I stepped foot on this campus that I began to understand that differences were something to be celebrated. I attribute this solely to the community built for and by students like yourselves—individuals who have an unwavering commitment and passion for helping embrace others.

William & Mary is an amazing collection of people with different cultures and identities. While acknowledging that we are a predominantly white institution, our stories have shined with resilience and remarkable grace.

\* Quotes from 2023 celebration participants

# Whole-Institution DEI Work



**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  
Center for Student Diversity  
School of Education  
School of Law  
VIMS-School of Marine Science  
Compliance & Equity  
Lemon Project  
Libraries  
Police Department  
Professionals & Professional Faculty Assembly (PPFA)  
Reves Center Diversity Committee  
Staff Assembly  
Student Affairs  
Student Veteran Engagement  
Studio for Teaching & Learning (STLI)  
University Advancement Alumni Initiative  
University Athletics  
VIMS Diversity & Inclusion Steering Committee  
Women's Network

# Arts & Sciences

*DEI Initiatives 2022-2023*

*Unit/Department **Arts & Sciences***

*Submitted by **Wanjiru Mbure***

**Initiative #1:** Hiring, Recruitment & Training: In collaboration with our HR partners provided individualized applicant pool analysis and advertising recommendations for all tenure eligible and tenure-track searches in 2022-23. Arts & Sciences rolled out a 30-minute student training module to provide a standardized opportunity for all students expected to interact with and provide feedback about finalists after on-campus visits. The module has been completed by 244 students.

**Initiative #2:** Inaugural annual DEI Events: A&S initiated two events to build opportunities for students, staff, and faculty to enhance their DEI competencies. The first, Insights from Within focuses efforts on internal conversations led by members of our community and/or alumni. The second, A&S DEI Spring Speaker Series, brings transformational organizations and speakers to our community with the goal of exploring shared values around DEI.

**Initiative #3:** Climate Survey: The A&S Committee for Diversity, Equity, & Inclusion conducted a baseline climate survey of all A&S majors, minors, and graduate programs.

# School of Business

*DEI Initiatives 2022-2023*

*Unit/Department **School of Business***

*Submitted by **Brian Baines***

**Initiative #1:** DEI Related Events, Trainings, and Programming

- Diversity Goes to Work Season 2 podcast series.
- Therapy Dogs for mental health awareness.
- LGBTQ+ History Month training event.
- Monthly Recognition most emails to celebrate nationally recognized events.
- The Business of Black Education: The Williamsburg Bray School, 1760-1774 presentation.
- Redefining Leadership in the New World of Work: A Dialogue on Adapting to Change.
- A Long Talk About the Uncomfortable Truth training event.
- Hosted our second annual ""Social Impact Lecture Series, ""which is required for all first year FT MBA and MAcc students.
- Hosted Scholar in Residence John Elder Robison, who is a global expert on neurodiversity (he participated in our undergraduate courses).
- Ran an online MBA residency weekend on the theme of organizational justice--the entire focus of the weekend was on DEI issues in the world of work.

**Initiative #2:** Student Recruitment and Admissions and Retention

The Mason School of Business consists of several departments focused on the student experience and how to attract and retain those who make up the student population.

Online Admissions and Recruitment

- Website has been updated with more instances of diversity.
- Working with the third-party partner organization to expand recruitment with ROMBA – LGBTQ.
- Establishing relationships with HBCUs to develop a pipeline of students.

- Inviting prospective students to webinars hosted by the student services area to showcase diverse speakers.

#### Undergraduate & Specialty Master's Admissions and Recruitment

- Works with MSOB Marketing to make sure hard-copy and online copy materials (including marketing ads) feature women & diverse candidates.
- Admissions staff recruit at regional HCBUs in conjunction with the MBA Admissions staff.

#### Master's Program

- National Name Exchange membership being explored for STEM minority student recruiting. • Several International school partnerships in progress.
- Marketing initiative with Diversity in Action, articles and/or ads for the Veteran issue, LGBTQ issue, and Woman's issue.
- Working with Center for Military Transition on ways to access/pipeline more veteran students into programs. • Students are invited to participate with events such as National Association of Black MBAs and Prospanica (both conference and recruitment participation)
- OYM programs represented global recruitment to underrepresented regions and emerging markets through the MBA Admissions efforts.

#### Undergraduate Program

- Undergraduate students (freshmen & sophomores) that are interested in applying to the business school for admission, working with the UG Faculty Director and the UG pre-major Faculty Advisors to identify areas for peer mentorship of FGLI students and reaching out to student clubs and organizations on campus to recruit a more diverse student body.
- Budget line for dedicated diversity recruitment funded by Ernest & Young to reach high school students interested in business.
- D.C. Winter Seminar, titled "Identity, Power, Profit," Led by Phil Wanger focusing on engaging students in DEIB.

#### MBA Admissions and Recruitment

- National Association of Black MBAs – conference and recruitment participation.
- Prospanica (National Society of Hispanic MBAs) – conference and recruitment participation. • ROMBA (Reaching Out MBA LGBTQ+) -conference and recruitment participation.
- Rangel Fellowship US Department of State, diversification of foreign service.
- Pickering Fellowship US Department of State, diversification of foreign service.
- Recruitment at regional HCBUs. • Global recruitment to underrepresented regions and emerging markets
- Social media plan to highlight diverse residential candidates.
- Collateral featuring women and diverse residential candidates.
- Women's MBA Leadership virtual recruitment forums.
- International Student Association Admissions Ambassadors.
- Global Business Immersion recruitment with faculty, staff and students.
- Endowed scholarship for women.
- Staff training on DEIB and cultural competency – in person workshops and virtual training.
- Staff activity in Lemon Project on campus at W&M.

#### Online Student Services • Student Success Coordinators for 1:1 student assistance.

- 1:1 Student advising for flexibility and paths to matriculation.
- Online peer tutors. • Online student services resources.
- Student Engagement events and activities – for all students and identified student groups (women in business, minorities in business, military students).
- Online Graduate Student Advisory Council.
- On-campus Residencies – integrating DEI through special topics during residency activities and intentional diversification of student teams/groups.
- DEIB – continuously advocating ways and ideas online adult students can have a sense of belonging in the

W&M community.

#### Undergrad and Specialty Master's Student Services

- Website profiles feature current and past alumni that are diverse with respect to gender, race, and ethnicity.
- Staff is trained on DEIB and cultural competency, attend training and special events are offered.
- On an individual basis, program works with students to make sure they are successful in our programs. We arrange for extra tutoring (at no cost to the student) in addition to helping them work with the Dean of Students office if they are seeking accommodations. We have an extremely high retention rate for all our students who matriculate into the program. In the very rare event that one of our students fail a course, our office helps with the appeals process and then helps make arrangements with the online programs to offer students alternate paths to degree completion.

#### MBA Program Student Services• MBA Global Immersion Experience in Europe.

- MBA Global Immersion Experience in Asia.
- Prayer rooms designated for people during Ramadan in partnership with the MBA International Student Association.
- Global Cultural Students Night event.

#### Graduate Career Management Center

For each student to feel equitably supported, cared for, and served by our team.

- Discuss diversity & inclusion in career services at orientation (part of Associate Dean's intro & welcome).
- Educate employers on “recruiting for diversity” throughout the year.
- Avoid scheduling “one-time offerings” on major religious holidays.
- Offer International Student specific programming including:
  - International Student Career related workshop(s)
  - Internship Issues Course -- to fulfill CPT requirements
  - Stipend support to attend a Virtual Career Fair geared towards international students (hosted by Relish)
  - Offer Veteran/Military specific programming in partnership with the Center for Military Transition.
  - Provide once per year stipend support for attendance at DEI&B oriented career fairs & conferences, including:
    - National Black MBA Association
    - Prospanica• Reaching Out MBA
      - Veterans MBA (in partnership with the Center for Military Transition)
  - Grace Hopper
- As part of interview preparation, we ask students to reflect on how diversity has enhanced their lives personally & professionally & to understand the competitive/economic benefits.
- As part of information sessions, we encourage employers to discuss D&I initiatives within their organizations.
- We actively seek employers willing to sponsor international students.
- Two GCMC Team members serve on the Mason Schools DEI&B Task Force/Committee. A 3rd Team member co-led the DEIB Task Force prior to her departure in Nov 2022.

#### **Initiative #3: Student Demographics**

Reviewing the student make up in relation to the recorded race and ethnicity categories and comparing with national averages, the Mason School of Business, meets or exceeds the averages in many categories over two populations of students. Averages in the students who identified Hispanic decent is below the national average of 18.9% in all groups. Additionally, there is no indication of Native Hawaiian and Pacific Islander in the Undergraduate (UG) populations. Overall, the Mason School of Business has worked to diversify the student make-up as one part of the Inclusion and Belonging initiatives the school is tasked with.

In comparison to several national percentages, The Raymond A. Mason School of Business is aligned with data points provided through national census data. The school has taken some steps to increase diversity among students through relationship building, international recruitment efforts, and open participation in events. There may be an opportunity for various program areas to partner more closely and present activities that bring more students together to participate in events as well as networking.

## Center for Student Diversity

*DEI Initiatives 2022-2023*

*Unit/Department **Center for Student Diversity (CSD)***

*Submitted by Kimberly L. Weatherly*

**Initiative #1:** The Center for Student Diversity in partnership with Office of Diversity & Inclusion invited Black faculty and staff to the first "Family Reunion" Dinner in celebration of Black History Month. The evening promoted fellowship, networking, building community, and honoring our rich heritage and history.

**Initiative #2:** The Social Justice by Faith initiative allows students, faculty/staff to experience the history of different faiths and races. After understanding history through another lens, other than their own, they are able to partner with other students, student organizations, and the CSD to advance social justice through the tenets of their own faith. The CSD proudly sponsored several trips including:

A visit in October 2022 to The Mexican Cultural Institute of Washington, D.C. The Mexican Cultural Institute of Washington, D.C. is committed to enriching the relationship between Mexico and the United States by sharing Mexico's vibrant cultural past and present with the local community. Since its establishment in 1990, the Institute has succeeded in presenting diverse, ongoing cultural programs and has become a thriving artistic center in the heart of Washington. Over the past three decades, the Institute has developed cultural programming in partnership with many institutions in the nation's capital including the Smithsonian Institution, the John F. Kennedy Center for the Performing Arts, the National Gallery of Art, and the Library of Congress, among others.

The Molina Family Latino Gallery. The 4,500-sq. ft. gallery is the Smithsonian's first gallery dedicated to the Latino experience and Latino contributions to the United States.

A visit during February 2023 to The National Great Blacks in Wax Museum and Reginald F. Lewis Museum of Maryland African American History & Culture in Baltimore. The National Great Blacks in Wax Museum is a wax museum in features prominent African-American and other black historical figures.

A visit in April 2023 to The South Asian Collection of the Virginia Museum of Fine Arts, in Richmond, which boasts one of the country's most impressive collections of South Asian and Himalayan art. The collection is in the top ten in the country.

The CSD partnered with the W&M Shenkman Jewish Center to host an open Shabbat allowing students, faculty, and staff to explore religious pluralism through participating in the Jewish Sabbath and having dinner."

**Initiative #3:** The Preparing for Life as a University Student (PLUS) program provides an

intensive, yet supportive introduction to academic life at William & Mary, providing participants with the opportunity to interact with some of our most distinguished faculty members, current students, and other incoming students. The purpose of the PLUS program is to provide a positive, transitional summer experience between high school and college life. The CSD secured funding to increase the PLUS cohort from 40 students to 80 allowing more diverse students from historically underrepresented backgrounds to include, first generation, POSSE Scholars, and athletes, and expanding to more non-minority students who want to experience transitioning with a smaller population during summer 2023.

## School of Education

*DEI Initiatives 2022-2023*

*Unit/Department **School of Education***

*Submitted by Leandra Parris*

**Initiative 1:** This year we held Freedom with Felt, an inclusive community-building event that also helped towards our goal to increase messaging within the school building. SOE Community members were guided through an art process where they discussed what freedom in education looked, felt, seemed like and then used felt to create visual and tactile representations of that freedom. The felt squares are in the process of being put together to hang in the student lounge on the 2nd floor and a digital art gallery with explanations of each square is being created.

**Initiative 2:** We held four Courageous Conversations - which are school wide meetings that are designed to hold space and discourse around topics of diversity, equity, inclusion, and justice within education. This year's topics were Supporting Gender Expansive Identities, Compassion and Oppression Battle Fatigue in Education, Anti-DEI Movements in Higher Education, and Finding Joy Amid Toxic Climates.

**Initiative 3:** We held a workshop facilitated by the Inner Peace Coalition, You Belong Here: The Missing Piece. It was a hybrid function with 44 attendees across in-person and virtual platforms. The two-hour workshop was a huge success and is the beginning of a year-long partnership in programming for us to move towards a more positive, functional climate. Participants found the shared community and meaning-making to be a positive step forward for us.

## School of Law

*DEI Initiatives 2022-2023*

*Unit/Department **School of Law***

*Submitted by Arielle Newby*

**Initiative 1:** The Law School hosted its second Dr. Martin Luther King, Jr. Commemoration Speaker event on January 21, 2023. The event was cosponsored by the Office of Student Affairs & Academic Affairs, Center for Racial & Social Justice and the Black Law Students Association. Alumna Stephanie Morales, City of Portsmouth Commonwealth's Attorney was the featured speaker. The conversation was moderated by Helen Tariku, President of the Black Law Students Association. Attorney Morales shared how she has challenged the social norms of prosecution and creating an atmosphere of equity in the criminal justice system.

**Initiative 2:** On March 21, 2023 the Law School's Equity & Inclusion Committee partnered with Women's Law Society to host a panel for Women's History Month. Alumnae, Judge Dominique Callins and LaToya Asia had a conversation about women in law, their experiences in law school, overcoming adversity and shared tips about pursuing jobs and seeking mentors. A member of Women's Law Society facilitated the discussion.

**Initiative 3:** To promote the signs of welcome and belonging in the Law School was intentional about using digital boards to share images during Black History Month and Women's History Month. During Black History Month, digital posters were created to showcase less known Black pioneers in the legal field. The Black Law Students Association featured posters of Black alums in the Law School's lobby. For WHM, over 25 law alums were featured on the digital boards showcasing alums from various class years, practice areas, ethnic & racial backgrounds and their current positions.

*DEI Initiatives 2022-2023*

*Unit/Department **The Lemon Project: A Journey of Reconciliation***

*Submitted by Sarah Thomas*

1. The Lemon Project held our 13th Annual Lemon Project Spring Symposium on March 24-25, 2023, which focused on African American communities telling their own stories and featured many panels on genealogy. This symposium had the largest in-person (over 300 people) and virtual (over 450) audience ever at any Lemon Project Spring Symposium. We also made recordings of panels, and nearly all symposium panels are available to view on The Lemon Project YouTube channel, and more people have been watching more videos, as well as subscribing to the channel. The attached photo is an image of Lemon Project team members at the symposium, including graduate fellows and undergraduate interns and volunteers. You can view the Lemon Project YouTube channel at <https://www.youtube.com/channel/UCMZ9kPWuLOvk4lwQOoUJuPw>
2. The Lemon Project team continues to focus on engagement with all the communities that we support, including members of African American communities in Williamsburg and beyond and William & Mary students, staff, alumni, and faculty. Lemon Project team members do this through Lemon's Legacies Porch Talks, the Lemon Project Spring Symposium, the Donning of the Kente, and by giving tours and information sessions about Hearth: Memorial to the Enslaved and the history of African Americans at W&M. Lemon Project team members gave tours to sororities, Athletics coaches and staff; the Basketball team; classes and other student groups; among others. We also took part in several programs at Hearth, including the upcoming Vessel Dedication on May 4; Women's Weekend in September 2022; Traditions Weekend on April 29; and a Homecoming Gathering at Hearth in October 2022.
3. The Lemon Project team continues to research slavery and its legacies at William & Mary and works with students to do this in a variety of ways. Student interns work with Dr. Jajuan Johnson, leader of the Lemon Project Genealogy Initiative, to research the lives of enslaved people at William & Mary. They have also worked to establish a page on the WikiTree U.S. Black Heritage Project to make our research public-facing and accessible to people who are doing genealogy. An intern worked with Caroline Watson, Anthropology Graduate Assistant, in her work on the campus archaeology database project. Derek Vouri-Richards worked on several projects, including the Bright Family Account Books. Sidney McCall Rose did an oral history project. Dr. Jajuan Johnson's Public Humanities course students thought about the ways that humanities can be public-facing at the university.

*DEI Initiatives 2022-2023*

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

*Submitted by Liz Bellamy*

1. Through exhibits highlighting the first three Asian ancestry women at W&M and new insights into the Brafferton Indian School's history and legacy, W&M Libraries worked to acknowledge and celebrate the diversity of our campus, past and present.

Charting Diverse Pathways explores the lives of the first three Asian ancestry women to attend William & Mary: Hatsuye Yamasaki Kajiwaru '37, Margaret Lee Masters '45, and Beatrice Fujiwara Sakai '53. This exhibit provides historical context to the experiences of these three women to understand the different realities faced by APIA students and the multitude of topics in APIA history. Undergraduate researchers on the Asian Pacific Middle Eastern Research Project team used a mixture of oral history and archival research to compile a holistic view of each woman's life and experiences at W&M and beyond.

Remembering: William & Mary's Brafferton Indian School 1723-2023 commemorates the 300th year of the Brafferton. Recent scholarship offers new insights and interpretations about the Brafferton Indian School's history and legacy. Interrogating the extant documents from the era demonstrates the role of both the College and its Indian school in a wider narrative about the trans-Atlantic colonial encounter.

""Remembering"" includes responses from several Native artists from tribes that sent students to the Brafferton Indian School in the eighteenth century.

2. Swem Library carved out a space on the second floor for a comics/graphic novel collection. Located in the nook at the front of the building, this collection contains approximately 500 titles, although new ones will be added regularly. Most of these already existed in our collections but were difficult to find and nearly impossible to browse, so we brought them all together. Separating these books into their own collection also gives us an opportunity to amplify marginalized and historically excluded voices.

Although many people identify comics with superheroes, there is a strong literary output of graphic novels and graphic nonfiction that focuses on personal narratives. These are real stories created by the people who have lived them, telling their own story on their own terms and in their own way. Combining textual, spatial, and visual components allows readers the opportunity to see through the eyes of the narrator, bearing witness to emotions and reactions of characters as events unfold."

3. W&M Libraries conducted a number of projects around accessibility this year to make our spaces and resources more easily available to all, regardless of disability status. We modified a back entrance of Swem Library to be ADA accessible, providing a much more direct and energy-efficient route into the building. We began employing a student worker who has a visual impairment to serve as an accessibility advisor; the student has been an impetus to making our stairways more usable for the visually impaired and helping us better organize our website's information about accessibility. We also have worked with the Neurodiversity Working Group and the Office of Community Engagement to expand the scope of our current prayer and meditation room to be inclusive to all users in need of a space to ground themselves, including those with sensory needs. These updates show our commitment to creating a climate where everyone feels they belong.

#### *DEI Initiatives 2022-2023*

*Unit/Department **William & Mary Police Department***

*Submitted by **Don Butler and Alefunzo Uzzle***

1. There is a "30 by 30" campaign in the United States and Canada in which police agencies vow to have 30% of their staff be women by 2030. This is a research based initiative that is designed to improve services provided by law enforcement. The William & Mary Police Department's full-time sworn staff is currently 35%, well above the national average of 12% and already exceeding the lofty goal of the initiative.

#### *DEI Initiatives 2022-2023*

*Unit/Department **Student Affairs***

*Submitted by **Anna Mroch***

1. Student Affairs and the Diversity Committee co-sponsored The Convergence of Abrahamic Major Religious Holidays: A discussion of Interfaith and Religious Diversity session. The training session introduced participants to various faith traditions that many possess, and how that aspect of their identity impacts their daily lives

*DEI Initiatives 2022-2023*

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

*Submitted by Yujie Huang*

1. The Studio for Teaching & Learning Innovation continued to create educational resources related to inclusive teaching. Those resources highlighted evidence-based teaching practices that help to support student learning in various teaching modalities.
2. The Studio for Teaching & Learning Innovation worked with a faculty fellow who has expertise and scholarship in culturally responsive teaching. The faculty fellow hosted a workshop on culturally responsive teaching and tech integration and developed several infographics, highlighting practical strategies to create learning opportunities that accommodate students from all walks of life.
3. The Studio for Teaching & Learning Innovation will host the annual Teaching & Learning symposium on May 4th. This event provides an opportunity for the campus community to learn, exchange, and collaborate to advance teaching and learning. The symposium offers various types of workshop sessions that showcase the accomplishments of educators and their inclusive and engaging teaching approaches.

*DEI Initiatives 2022-2023*

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

*Submitted by Ivana Marshall*

1. University Advancement D&I Committee hosted the inaugural William & Mary Stands during the 2021-2022 academic year. The virtual three-part educational series focused on building participants' understanding of campus, local and national racial discrimination.

Over the course of the 2022-2023 academic year, the University Advancement Diversity & Inclusion Committee was excited to partner with Dr. Phil Wagner of the Mason School of Business to bring the Advancement team W&M Stands: Still Standing! This three-part series was in-person, planned for 90-minute sessions on January 23, March 6 and May 8, 2023.

W&M Stands: Still Standing offered a more intersectional approach to topics under the diversity, equity and inclusion umbrella; including but not limited to ability, age, citizenship status, gender identity, neurodiversity, political ideology, race, and sexual orientation. The first session, Agenda Setting, allowed participants to engage in a Wicked Problems Framework exercise. During the second session, Common Language, participants built upon existing vocabulary related to diversity, equity and inclusion through real-life scenarios that applied to University Advancement. The culminating session, Telling and Sharing Stories through the Story Exchange platform, allowed participants to focus on community building across Advancement through reflection and sharing.

Those who participated in all three W&M Stands 2023 sessions with Dr. Phil Wagner will receive a formal certificate of completion, made possible by the W&M Studio for Teaching & Learning Innovation (STLI).

2. In process of hiring the first William & Mary non-academic unit Director of Diversity, Inclusion & Belonging. The Director of DI&B reports to the Senior Director of Talent Engagement for University Advancement and has a dotted reporting line to the University's Chief Diversity Officer and the Vice President for University Advancement. The Director also serves the University's D&I Leadership Council and collaborates with Advancement leadership.

The successful Director of DI&B will be an innovator, a coalition-builder and charismatic leader, working as a proactive member of the Talent Engagement team, which includes responsibilities for recruitment and hiring, talent pipeline development, retention, training and professional development. The Director of DI&B will be a champion for diversity and equity and will find innovative ways to incorporate diverse perspectives into all aspects of their work.

### 3. Alumni Engagement & Inclusion Initiatives:

#### APIM

- Onboarded 15 inaugural members to the APIM Alumni Advisory Board
  - Elected co-chairs, set board subcommittees – Support, Outreach and Governance/Structure
  - Launched advisory board website on WMAA page: <https://wmalumni.com/get-involved/affinity-groups/apim/advisory-board/index.php>
- Board dues will result in \$10,550 in contributions to the APIM Alumni Operating Fund by June 30, 2023

#### Crim Dell

- Onboarded 13 inaugural members to the Crim Dell Alumni Advisory Board
  - Elected Chair/Vice Chair, set board subcommittees – Fundraising, Diversity and Communications and Campus Engagement
  - Launched advisory board website on WMAA page: <https://wmalumni.com/get-involved/affinity-groups/crim-dell-association/advisory-board/index.php>
- Board dues will result in \$10,500 in contributions to the LGBTQ+ Alumni Operating Fund by June 30, 2023
- Launched the Crim Dell Taskforce on Homelessness
  - To create a fostering/temporary housing program for queer W&M students facing homelessness
  - Will be supported by W&M LGBTQ+ alumni and Williamsburg community partners

#### Latinx

- Onboarded 8 inaugural members to the Latinx Alumni Advisory Board (as of May 2023, at 10 members)
  - Elected Chair/Vice Chair, set board subcommittees – Engagement, Philanthropy and Membership
  - Launched advisory board website on WMAA page: <https://wmalumni.com/get-involved/affinity-groups/latinx/advisory-board/index.php>
- Board dues will result in \$7,250 in contributions to the Latinx Alumni Operating Fund by June 30, 2023"

#### *DEI Initiatives 2022-2023*

*Unit/Department **University Athletics***

*Submitted by Jason Simms*

#### 1. A Long Talk

This program included multiple sessions – both in-person and virtual – focused on energizing participants to “erase racism and dismantle systemic oppression in America.” Participants also learn how to have “uncomfortable conversations” through which they can increase their understanding of anti-racism. In early January, approximately 70 W&M coaches, athletic trainers and administrators participated in the “A Long Talk about an Uncomfortable Truth” program. Later in the month, the program’s facilitators hosted an in-person session for student-athletes. All participants were provided pre-work prior to the presentations and have continuing access to both static and interactive virtual programming.

2. On Feb. 1, as Black History Month began, the first meeting of William & Mary's Black Student-Athlete Alliance was held. A mission and preliminary course of action were among the topics discussed over pizza.  
"We can rely on each other's expertise in living the Black student-athlete experience and be able to confide in one another and not feel like we're alone. Sometimes, you might feel like you're going through one of these hardships on your own when in reality there's a huge group of us really and willing to support one another."
3. The W&M athletics department announced it will sponsor up to three representatives to attend the Black Student-Athlete Summit in Los Angeles from May 21-24.

The Black Student-Athlete Summit is the only event of its kind that caters to the holistic development of the Black Student-Athlete.

Our three action-packed days are filled with dope content, dope people, and dope networking. The goal of the Summit is to empower Black Student-Athletes to maximize their college experience by killin' it in the classroom and to not leave "any meat on the bone" in terms of opportunities. Professional staff who attend the Summit are empowered to go back to their campuses and create innovative initiatives to ensure that Black Student-Athletes are competitive in the global workforce upon graduation."

#### *DEI Initiatives 2022-2023*

Unit/Department **VIMS Diversity and Inclusion Steering Committee**

Submitted by Gabrielle Saluta

#### 1. Fostering Belonging through Connection

Our community is stronger when we're connected to each other. That's why we're working to support and build connections both within VIMS and in the broader community. Internally, we've created more opportunities for connection by hosting and co-hosting social events ranging from a tie-dye party to an event featuring our new aquaculture facility, along with the people who work there, complete with tours, food, and oyster shucking demonstrations. These collaborative events further connect the work of Dive-In with numerous VIMS groups and areas of focus.

A recent student-led needs assessment indicated a deficit in belonging at VIMS with many students indicating wanting mentorship paired along demographic lines (e.g., race, gender-identity, sexual orientation, etc.) As VIMS is small, filling this need for connection through a VIMS alumni mentorship program was proposed and we are currently in the process of evaluating if such a program is possible given available resources.

#### 2. Enhancing Information Accessibility

We know that not everyone has the same access to information, so we're working to make sure that our DEI initiatives are communicated in a way that reaches everyone. We're in the process of updating our website to make it more user-friendly and accessible. We're also working to expand the visibility of our DEI events and resources at VIMS by increasing our online and offline presence so advertisements are distributed more broadly. Finally, to make sure people have access to the information they need, solely and in partnership, we're developing resources for the community (e.g., we recently created a map of comfort rooms/ gender neutral bathrooms and are partnering on a webpage of DEI resources for affinity groups).

#### 3. Normalizing DEI Work

We want to make sure that everyone feels valued and recognized for their contributions to DEI, while acknowledging that every person is at a different place in their DEI journey. We recently proposed a process to incorporate DEI activities into the annual faculty evaluation process and are currently working on a similar proposal for staff evaluations. To further this goal, Dive-In strives to provide training that meets the

needs of our community. For example, our next event will feature Junior Peña, the Director of Student Diversity, Equity, and Belonging at Fitchburg State University, who will provide a keynote address focusing on trauma-informed educational practices, hold a staff training on the role of staff as student success leaders, and reflect with Dive-In about future steps towards creating a trauma-informed community at VIMS.

*DEI Initiatives 2022-2023*

*Unit/Department **William & Mary Women's Network***

*Submitted by Sarah Thomas*

1. The Women's Network held a Spring 2023 Women's Network Reception in the Sadler Center, Tidewater AB on the afternoon of April 7. We had 75 people register for the event. The Society of 1918 graciously sponsored it.
2. The Women's Network held monthly book discussions, called Just Fun! Book Chats. We gathered members of our community over Zoom to discuss books, such as Emily Henry's Book Lovers; Rest is Resistance by Tricia Hersey; Flying Solo by Linda Holmes; The Personal Librarian by Marie Benedict and Victoria Murray; The Matzah Ball by Jean Meltzer; By the Book by Jasmine Guillory; Carrie Soto is Back by Taylor Jenkins Reid; Dial A for Aunties by Jesse Q. Sutanto; and Lessons in Chemistry by Bonnie Garmus.



