

Recruitment and Retention (Access & Success)		2022-2026: Achieve and maintain a more diverse and inclusive undergraduate, graduate/professional student body, faculty and staff			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Develop student-created accessibility tutorials for tools commonly recommended by Student Accessibility Services.	Coordinate with SAS to identify recommended accessibility tools.	Schedule coordination meetings each semester.	August and January of each academic year	STLI/SAS	Current budget
	Assign to STLI Student Partners for creation to be included in STLI Accessibility YouTube channel	Create 4-6 tutorials each academic year.	May of each academic year	STLI	Current budget
	Share with SAS staff to review tutorials and share with their students.	Develop system for SAS to provide feedback and revision suggestions on tutorials.	Share feedback system with SAS in August 2022 and review feedback in December and May of each academic year	STLI/SAS	Current budget
Coordinate with standing committees focused on inclusion, including: Diversity and Inclusion Committee, WMSURE, FGLI to identify needed supports.	STLI representatives on committees	TBD	Committees meet throughout the academic year	Various committees /STLI	Current budget

Campus Climate	2022-2026: <i>Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations</i>				
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Support other units by offering professional learning opportunities to address their needs and support their efforts in implementing inclusive facilitation practices.	Design and offer a workshop on adult learning principles and inclusive facilitation practices to inform the development of training programs.	One workshop offered each semester for units across W&M	July and January each year	STLI	Current budget
	Revise facilitation workshop based on participant feedback	Participant feedback and evaluation results	June each year	STLI	Current budget
In partnership with the Diversity & Inclusion Committee, establish an Inclusive Excellence in Teaching Award.	Draft a call for nominations with selection criteria	Call and process established	January 2023	STLI/D&I	Current budget
	Establish process for collecting, reviewing, and selecting awardee(s)	Awardee(s) are selected	March 2023	STLI/D&I	Current budget
	Host celebration for awardee(s) and share on STLI website and W&M newsletter.	Award(s) presented at ceremony hosted by D&I and STLI	May 2023	STLI/D&I	Additional funding for award(s) TBD

Academic Excellence (Education & Scholarship)		2022-2026: <i>Engage students, faculty, staff, alumni and the community in learning varied perspectives of domestic and international diversity, equity, inclusion and social justice.</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Inclusive teaching practices are embedded in STLI training materials and experiences for faculty	<p>Launch Inclusive Teaching Course with optional in-person sessions</p> <p>Offer Online Course Development Seminar</p> <p>Offer Story School program</p>	<p>Tracking course enrollment and completion over the course of each academic year</p> <p>Tracking of seminar enrollment and completion and implementation of inclusive teaching practices embedded in courses</p> <p>Tracking of program enrollment and completion and implementation of inclusive teaching practices embedded in class projects</p>	<p>August 2022, offered on demand through the academic year</p> <p>Twice yearly</p> <p>Multiple implementations throughout the academic year</p>		

Organizational Culture and Accountability (Infrastructure & Investment)		2022-2026: <i>Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity, equity and inclusion goals in the university strategic plan</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Develop STLI Inclusive Excellence Plan	Develop draft plan for review by the D&I Committee	Draft submitted	May 2022	STLI/D&I Comm.	Current budget
	Revise plan as needed	Final plan submitted	August 2022	STLI/D&I Comm.	Current budget
	Begin plan implementation	Meet the specific goals laid out in the plan	Begin implementation in August 2022	STLI/D&I Comm.	Current budget
Connect the STLI Inclusive Excellence Action Plan goals and actions to the STLI Strategic Plan.	Review both plans for alignment and gaps	Identify and address gaps with new actions	September 2022	STLI	Current budget
	Integrate new goals and actions with Strategic Plan	Revise Strategic Plan to incorporate new goals and actions.	October 2022	STLI	Current budget

Innovation, Community and Reconciliation (Community & Partnership)		2022-2026: <i>Grow institutional philanthropy and community partnerships to improve outcomes in local/regional communities</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Collaborate with Strategic Cultural Partnerships (SCP) to advance diversity and democracy initiatives	Document Bray School work	Short video series	Summer and Fall 2022	SCP/STLI	Part-time media assistant sharing
	Document First Baptist Church	Event support and media	Ongoing	SCP/STLI	Part-time media assistant sharing
	Serve as a resource for the democracy working group	Outreach to working group	2022-23	SCP/STLI	Current budget

**Template courtesy of Dr. Kevin McDonald, University of Virginia*



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

William & Mary

Departmental Diversity Action Plan (DDAP)

Update Report Summary (Due each September)

Please respond to the following questions below and submit the document via email to Thomas Alexander (talexander@wm.edu) by **September 1**.

Name of Department/Unit: *_Studio for Teaching & Learning Innovation*

Name/title of Person Submitting Report: Amanda Morris, Instructional Design Specialist

1. What Departmental DAP **goals and priorities** will you focus on during the past academic year?

-Develop student-created accessibility tutorials to promote accessibility tools and normalize them. -Continuing to serve on committees related to inclusive teaching and learning initiatives.

-Continue providing professional learning opportunities and resources for faculty that promote diversity, equity, and inclusion.

-Build partnerships and collaborations with other units including SCP, SAS, and D&I.

2. Please describe the **process** by which you have continued to engage your department's faculty, students and staff in discussions in order to seek feedback and in the implementation of your Departmental DAP. How inclusive has the process been?

We met as a team to do a SWOT analysis of our current work and our position at the university in relation to our inclusive plan. The entire team contributed to the goals and strategies we plan to implement in the upcoming academic year. We continue conversations on how to best connect our work to the efforts of the D&I committee and our faculty.

3. What **best practices** would you like to share regarding your approach to your Departmental DAP implementation to date?

We served on the D&I committee, created an Inclusive Teaching course for faculty, we worked with faculty fellows to research and deliver learning opportunities for faculty on UDL and accessibility in higher education. We collaborated with other units across campus to ensure we had a good pulse on the diverse needs of our faculty and students.

4. What are the **challenges** you have faced in your DAP implementation to date?

COVID was a challenge for us to continue some of those relationships in person and hold the number of events we wanted. It also left faculty fatigued and less available or willing to do additional professional development with us. We also have had a challenge with communicating who we are and what we do which impacts our work and outreach.

5. Please share **example(s) of positive outcome(s)** generated by the DAP implementation work you have done to date.

-The Inclusive Teaching course we developed for faculty. We see this course as something all faculty can take and become more aware of the strategies that create a more inclusive learning environment.

-The cross-disciplinary collaborations allowed us to capitalize on opportunities for sharing best practices, resources, perspectives, and experiences.

-Serving on the various committees allowed us to learn about the diverse needs of our faculty and students on campus and think of meaningful ways to address them.