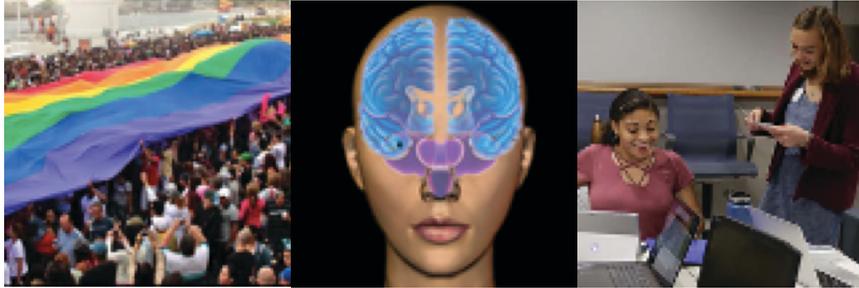




Arts & Sciences



Action every day for diversity, equity, and inclusion

New hires reflect **recruitment to diversify our faculty**: 52% (12/23) of Fall 2020 new tenure-eligible and continuing faculty are scholars-teachers of color.

In April 2020 the Faculty of Arts & Sciences created a new elected faculty **Committee on Diversity, Equity, and Inclusion**, with student members, to work toward “increased representation of historically marginalized and underrepresented groups, increased cultural diversity, an expanding variety of perspectives in curricula and programs, and abiding respect for and consideration of all reasoned ideas and viewpoints.”

W&M Student Undergraduate Research Experience connects students with our campus network, so they know what’s available and can achieve their highest potential: faculty mentors and peer groups, weekly workshops, funding for student research projects.

In Fall 2020 we host our **first graduate student Doctoral Scholars Program Fellow** through the Southern Regional Education Board (SREB), working toward a pipeline of ethnic and minority scholars becoming university faculty.

Starting in Fall 2021 every undergraduate student will take the required **COLL 350: Difference, Equity, Justice** course – learning and analyzing the workings of power, privilege, and inequity in U.S. society and globally, past and present.

Academic programs foreground social identity: Africana Studies; Gender, Sexuality, and Women’s Studies; Native Studies and American Indian Resource Center. **And connect and integrate knowledge of cultural diversity**: Anthropology, Global Studies, History, Modern Languages & Literatures, Religious Studies, Sociology, and more.

Every undergraduate student has a **faculty mentor through Academic Advising**, ensuring inclusive guidance toward academic success.

The **Center for the Liberal Arts** promotes excellence and innovation for every student through the COLL curriculum:

- Student fellows embedded in COLL 350 courses
- Faculty workshops on teaching diversity, courageous conversations
- College Studies foundation course for entering undergraduate students

Snapshots from across A&S

Entering neurodivergent students and their parents visit campus for a low-key orientation weekend, part of the Neurodiversity initiative bringing together faculty and their research, outside expertise, classroom teaching, and the Neurodiversity Student Group.



Merci Best '17 returns to campus for a WMSURE workshop, part of a weekly series held throughout the academic year: “There were people at William & Mary who helped me to see myself as a Black woman and a scientist.”

Through the Border Studies Program, students pair their coursework with study in the Tucson/Nogales region – one of the most heavily trafficked and perilous border-crossing points between Mexico and the United States – to better understand the political, social, and cultural complexities of immigration issues.



In 2020-21 Arts & Sciences will create and fill a new position, **Associate Dean for Equity & Inclusion**, to oversee and coordinate progress on all A&S diversity initiatives.

Programs through the **Boswell Initiative and annual lecture** explore and highlight the cultural, economic, political, and policy dimensions of lesbian, gay, bisexual, and transgender life.

Students and faculty convene the annual **Global Film Festival** of international filmmakers, performers, artists, and scholars to promote reflection, celebration, and understanding of the diversity of our local communities and the world.

Every A&S academic program, center, and administrative office assesses and updates yearly **diversity action plans**.