



Raymond A. Mason
School of Business
WILLIAM & MARY

LAWRENCE B. PULLEY, DEAN
T.C. AND ELIZABETH CLARKE PROFESSOR

T: 757-221-2891
F: 757-221-2937
E: LARRY.PULLEY@MASON.WM.EDU
W: MASON.WM.EDU

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To: Dr. Chon Glover, to be shared with President Rowe and the BOV

From: Larry Pulley

As requested, I write to update you on a range of Diversity & Inclusion initiatives within the Mason School of Business. As we begin the 2020-21 academic year we have completed, or set in motion, the following projects:

1. We have inaugurated the Mason [Alumni of Color Network](#) (AoCN) to generate, maintain, and enhance a vibrant network for students and alumni of color that fosters meaningful relationships, supports underrepresented population engagement in current issues affecting business and society, uplifts and promotes underrepresented population business development and career advancement, and promotes a more diverse and inclusive Raymond A. Mason School of Business community. The Network held its first book club discussion last Tuesday as well as a regular meeting on Thursday.
2. The Mason Diversity & Inclusion Committee has initiated a seven program series of virtual presentations on a range of Diversity and Inclusion topics for students, faculty, staff, and alumni. Each Zoom presentation will be followed one week later by a Zoom program featuring small group breakout sessions for attendees who want to discuss the topic in more depth.

The first presentation in our new *Perspective Series* of virtual diversity and inclusion programs will occur on September 17. This program will focus on the [Global Perspective of Diversity & Inclusion](#), and feature research done with people in over 30 countries about how they view diversity and inclusion, along with what tactics have worked, and which have not, to help make global communities and organizations more diverse, equitable, and inclusive.

Our October program, being hosted in conjunction with the Homecoming@Home celebration, focuses on the value of diversity in business. It will take place from noon to 1:30 pm on Tuesday, October 13th. Everyone in the William and Mary community is invited to this event. Panelists for the Homecoming program include (1) [Rita Sampson '89](#), Chief, Equal Employment Opportunity & Diversity, Office of the Director of National Intelligence, (2) [Elizabeth Nieto P'14](#), Head of Global Diversity and Inclusion, Amazon, (3) [Melvin Greer](#), Chief Data Scientist of the Americas, Intel and (4) [Amanda Furr '09](#), Diversity Business Partner, Google.

3. We have launched Mason's [Diversity & Inclusion website](#). In collaboration with Mason's Marketing Department and the Diversity & Inclusion Committee, this site contains information and access to many D&I activities, podcasts, news stories, and more. The site is updated every 10 days.

4. This year, we will implement a comprehensive training and coaching program among our senior-most administrators and faculty to give Mason leadership a deeper understanding of D&I issues as well as an opportunity to practice inclusivity skills through an innovative Virtual Reality platform using an avatar-based simulation program. This program will also provide time to focus on developing detailed action plans for building a more inclusive culture.

5. Plans for hiring an Associate Dean for Diversity & Inclusion are proceeding despite the current hiring freeze. We are in the process of reviewing search firms that have experience and success in this space and are also on the Commonwealth's approved list of vendors. We will then submit our request to W&M for approval to proceed. The search firm will help us create the job description in line with the "market" and our aspirations.

If I can provide additional information about any of our projects, please do not hesitate to ask.