

Whole-Institution Acknowledgment to Action Work

Fair and impartial policing

- Chief Cheesebro met with student leaders of more than a dozen campus cultural organizations to discuss the [William & Mary Police's advocacy and support](#) for marginalized groups and their commitment to bias-free policing.
- Beginning in September, Chief Cheesebro held monthly, open Q&A sessions with our community to answer questions, hear concerns and provide updates about WMPD actions. She shared relevant department data. invited regional law enforcement agencies to participate.
- Police Chief Cheesebro joined with university and community leaders in our localities on June 5, 2020 to reaffirm the university's commitment to the Historic Triangle Covenant: a covenant in 2017 of local law enforcement – Williamsburg, York County, James City County, and W&M – and the African American community, to work in collaboration and transparency to resolve injustice and racial disparities as it relates to policing in African American communities.

Values in action for faculty and staff

We will focus W&M's new Values in Action initiative on the value of belonging this coming year. These monthly dialogues, led by our CHRO and administrators, will engage managers and supervisors, chairs, and directors of programs, to identify additional ways to address issues of racism and equity, isolation, and other potential barriers to the spirit of an inclusive community.

- W&M's Chief Human Resources Officer and deans worked together to infuse skills for leading and instilling equity into the onboarding of new chairs, directors of programs, and managers. Additionally, the CHRO convened a HR Orientation for new Deans in August and the topic of equity was discussed.
- All departments were requested to cover a university value each month at their regular meetings to socialize our new core values. In addition, each department was provided with some focused materials on *belonging* to cover along with these activities.

Inclusive curriculum and classrooms

A university's most powerful way to create cultural sophistication about discrimination and racism is via teaching, learning, and sharing new knowledge.

- Provost Agouris launched a three-year pilot in faculty hiring, in partnership with the Faculty Assembly. By implementing a suite of best strategies gathered from across the university, we will seek to minimize the effects of implicit bias in hiring and expand our excellence and expertise in inclusive teaching. In the first year of the pilot, the CDO and CHRO partnered with faculty leadership on the development and implementation of Implicit Bias and Search Advocate training. The Provost met with the Deans to discuss their feedback and appointed an Ad Hoc committee of faculty leaders to consult on the proposed plan.
- Provost Agouris, the five deans, and faculty leadership incorporated research on racial dynamics and disparities into the curriculum, to include specific learning objectives and outcomes that address race, equity and justice. The Center for Liberal Arts began the process of expanding the COLL 350 diversity, equity and justice requirement across all five schools. Please see the [FY21 Action Plans of each of the five schools](#).

Equity in communication for staff

The digital divide was vividly exposed as we navigated the pandemic-- multiple barriers to communication and community in a world that moved online fast. The Chief Operating Officer (COO) and Chief Human Resources Officer (CHRO) leveled the field of access to university communications across our employee classification system and ensured that all employees were supported within their workday to stay connected as professionals and members of the W&M community.

The Staff Assembly launched the "Virtual Water-Coolers" sessions to create much needed space for informal dialogue about how W&M news and current situations intersect with staff experiences, in order to have a better understanding of racial bias and discrimination on campus. These regular exchanges became an important element for making our staff feel a sense of belonging as we were separated.