



WILLIAM & MARY

CHARTERED 1693

DIVERSITY CHAMPIONS 2020 - 2021

Office of Diversity & Inclusion

William & Mary Land Acknowledgement

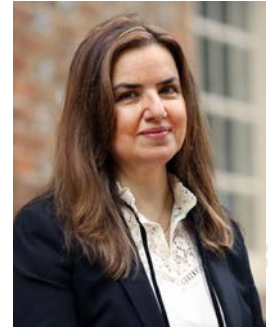
William & Mary acknowledges the Indigenous peoples who are the original inhabitants of the lands our campus is on today – the Cheroenhaka (Nottoway), Chickahominy, Eastern Chickahominy, Mattaponi, Monacan, Nansemond, Nottoway, Pamunkey, Patawomeck, Upper Mattaponi, and Rappahannock tribes – and pay our respect to their tribal members past and present.

Statement on Slavery and its Legacies

William & Mary acknowledges that from its founding, it depended on enslaved Africans and African Americans who built and maintained its now-historic campus. Enslaved men, women, and children, owned or rented by the university, provided the necessities that made the daily lives of faculty, administrators, and students possible. The university benefited directly and indirectly from financing derived from the exploited labor of enslaved people for 172 years. Also, its faculty and students contributed to the development and perpetuation of proslavery ideology. The legacy of slavery persists today as William & Mary continues to work towards racial equity and seeks to dismantle injustice on campus and in surrounding communities.

Provost

- Provost Agouris has created the Race & Curriculum committee
- She is very attentive to DEI in faculty recruitment and hiring, named professorships and awards.
- She works closely with students, staff and faculty to help all advance university goals in this important area.



PEGGY AGOURIS



Law School - President of the Student Bar Association

- Over the summer, after the death of George Floyd, Nick spearheaded a program about racism and bias.
- Nick led the SBA's efforts to create affinity groups for the first year students whose experience of law school has been distorted by the pandemic.
- Nick is an inexhaustible source of inspiration, positive engagement and self-reflection.

NICK AGYEVI-ARMAAH



The Lemon Project

- Dr. Allen works tirelessly as a university professor dedicated to sharing the history of the African American experience in the nineteenth and twentieth centuries.
- She serves on many committees and working groups related to diversity on campus.
- She is passionate and dedicated to her role as the Robert Francis Engs Director of The Lemon Project: A Journey of Reconciliation.

JODY ALLEN



School of Education

- Katherine has distinguished herself in designing and implementing an ESL/Bilingual Master's program and Certificate program in the School of Education.
- As a 2019-2021 fellow with the Center for Liberal Arts, Katherine supports a group of 6-10 professors across the university as they engage in the COLL curriculum.
- She has served as the co-director of the UESTC faculty preparation initiative through the Reves Center for International Studies and the School of Education. In this role, she has supported faculty members from UESTC-China to explore excellence in teaching methodologies in the context of higher education.

KATHERINE BARKO-ALVA

The Charles Center/Health & Wellness

- Sarah Balascio develops groups for all to connect, creating a space where people can come together to grow and heal through community and art.



SARAH BALASCIO

Muscarella Museum

- David has made great progress in diversifying the holdings of the Museum's collection.
- He has also supported exhibits that tell a much richer story about the art of our nation and our world.
- He helped advance the highly-successful on-line exhibit devoted to showcasing the American Indian Movement.



DAVID BRASHEAR

University Advancement

- They are co-chairs of the Advancement Diversity and Inclusion Committee.
- They have successfully led a team to create and distribute a survey annually to help assess our continuing D&I related needs.
- They are leading efforts for our D&I professional development with monthly trainings and are consistently putting in extra hours to help the (volunteer) committee meet our commitments, as well as develop new and exciting initiatives.



LISA CRAWFORD & JESS SKINNER

Modern Languages and Literatures



- A student team member specifically mentioned how impressed and grateful of Professor Ellis' conscientious efforts to diversify her syllabi in German Studies.
- Robin not only teaches courses on contemporary issues relating to multiculturalism, migration, diversity and inclusion, she lives and breathes these concerns with great passion and erudition.
- She brought Roman Utkin (Wesleyan) to campus virtually to speak on Queer Emigres between the World Wars.

ROBIN ELLIS

Raymond A. Mason School of Business
& The Colonial Williamsburg Foundation



- Cliff is very engaged in advancing DEI efforts at W&M as an adjunct faculty member of in business and at Colonial Williamsburg as President.
- He has helped create momentum for telling a more inclusive story of our nation, and building new partnerships with the community.

CLIFF FLEET

Swem Library

- Alex was instrumental in the creation of an online guide designed to provide COVID-19 resources for Spanish-speaking communities.
- Working with librarians from UVA, Virginia Tech, ODU, and George Mason, Alex cultivated a list of local sources and translated it into Spanish.
- She organized a social media campaign for Hispanic Heritage Month, these efforts have led to positive press from around the Commonwealth.



ALEXANDRA FLORES

University Advancement

- Last year, Ryann created the Diversity and Inclusion book club in University Advancement that highlighted diverse authors and international book topics. After the murder of George Floyd, the book club became the central place where colleagues gathered to work through feelings around racism and unrest in America.
- Ryann responded to the needs of her colleagues and created a weekly meeting to discuss White Fragility.
- The book club gave staff the opportunity to facilitate different chapters as well as share their personal beliefs and values in breakout sessions.



RYANN GEORGE



School of Education

- She collaborated with a colleague in developing the CFGE curriculum materials grounded in DEI.
- Natoya understands that individuals in the William & Mary community are potentially in very different places and spaces related to their beliefs about, perceptions of, and ability to engage in positive actions addressing DEI.
- She is accepting of each individual's trajectory and progression. Her goal is to help everyone, wherever they begin

NATOYA HASKINS



Raymond A. Mason School of Business

- Professor Holmlin has been the faculty lead (co-chair with Carlane Pittman) of the Diversity Committee at the Mason School of Business for the past few years.
- His humble organization and leadership of this committee of 30+ individuals (including faculty, staff, admin, volunteers, and students) has led to numerous activities, events, and actions for the school. This is leading to culture changes and actions that are visible and leading for our students, alumni, and overall community members. These would not be possible without Professor Rex Holmlin.

REX HOLMLIN



Modern Languages and Literatures

- His courses emphasize the importance of thinking with and through racial, ethnic, gender, sexual, and socioeconomic class differences and diversities in the construction of Chinese modernity.
- Professor Hui regularly advises students' research projects concerning minority issues.
- He especially tries to encourage first-generation college students to apply for scholarships offered by W&M and by the U.S., China, and Taiwan governments.

CALVIN HUI

Virginia Institute of Marine Science/Virginia Sea Grant



- He adjusted his recruitment strategy for the VASG fellowship program to intentionally seek diverse applicants from various backgrounds and disciplines, and he thoughtfully engaged with diverse alumni to seek feedback on how Virginia Sea Grant could be more inclusive.
- It was Sam's self-reflection, seeking advice from experts, and then initiative that led the state program to contract with the VCIC to audit program materials and processes for unintended biases and to move Virginia Sea Grant forward with a DEI focus.
- Additionally, he is an active member of the national Sea Grant DEI workgroup, taking his efforts beyond the state level program and co-authoring a project proposal to focus on recruitment and retention of students from underserved / underrepresented backgrounds, and creates a culturally responsive mentor community that supports the success of these students.

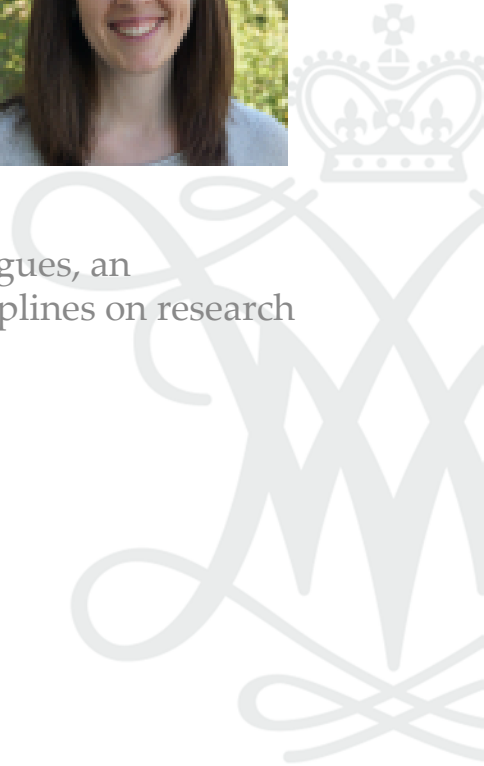
SAMUEL LAKE



Global Research Institute

- For nurturing and implementing, in partnership with university colleagues, an actionable DEI plan of concrete targets for faculty across multiple disciplines on research projects that engage hundreds of students.

REBECCA LATOURELL





Virginia Institute of Marine Science

- As a member of the VIMS Diversity and Inclusion Steering Committee, Cecilia is highly engaged in promoting different training events, as well as keeping our VIMS community updated with diversity and inclusion-related activities via the monthly VIMS Digest.

CECILIA LEWIS

University Advancement



- Ivana and Val have launched Inclusion Leadership Circles for four underrepresented communities of alumni. The communities include alumni who identify as Black/African Descent, LatinX, Asian Pacific Islander Middle Eastern and LGBTQ+.
- They have planned numerous engagement events and programs crafted through the lens of these communities.
- The conversations they are promoting have resulted in growing dialogue with alumni from underrepresented communities, driving toward greater intersectionality with current students and university leadership.

IVANA MARSHALL & VAL WILKINS



Dean of Students

- Dr. McDonald works tirelessly and professionally behind the scenes to ensure that the Care Support Services she directs in the Dean of Students office empowers students to make it to the finish line of course completion and graduation.
- Dr. McDonald has been an advocate for accessibility and, most recently, worked on initiatives related to the Marakkesh Treaty that the United States adopted in 2019.
- She has been a featured speaker in the Williamsburg Rehabilitation Expertise Network created in 2018 to deepen awareness and address the status of disabilities on campus.

RACHEL MCDONALD



Cohen Career Center

- She's spearheaded a series "Navigating Your Career as a Diverse Candidate" bringing together students, employers and alumni to dialogue around issue pertinent to the job search.
- She manages the & Campaign and is keen to lift up students and their "&" identity related to diversity, inclusion and equity.
- She worked with the Center for Student Diversity to successfully deliver 4 panel discussion programs on how diversity affects the career planning and seeking process.

CRISTEN MCQUILLAN



Raymond A. Mason School of Business

- Kellie has led Mason School's efforts to create our Alumni of Color Network.
- She manages the leadership committee, meets with them weekly, and oversees the logistics for all of their events.
- The Alumni of Color Network is a resource for faculty, staff and students, and continues to show our University community our commitment to inclusion.

KILLIE MINER



University Advancement

- Luiza has done extraordinary work in securing foundation funding for a number of initiatives related to African-American history and culture including The Memorial to the Enslaved, Highland, the Lemon Project and the \$1M "Sharing Authority" grant from the Mellon Foundation.
- Her efforts and commitment are helping transform our community, making it more diverse and inclusive.

LUIZA NEWLIN-LUKOWICZ

Center for Student Diversity

- She created, along with students, the Brown Table Talk.
- Brown Table Talk has created a much-needed space for women of color to feel brave to discuss difficult.



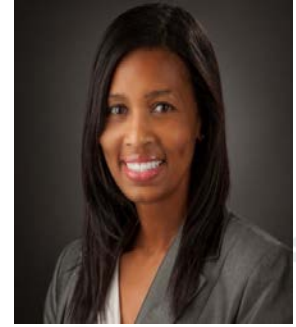
SHENÉ OWENS

Global Research Institute



- Mike and Sue, in collaboration with the Provost Office and others, helped to create both a diversity pre-doc and post-doc pilot program. The program attracted an outstanding candidate for the pre-doc position, who has since established a research lab at W&M and entered a tenure track position.
- Both individuals work with students from diverse backgrounds to lead cutting edge research that amplifies the visibility of W&M and attracts external funding.

SUE PETERSON & MIKE TIERNEY



Raymond A. Mason School of Business

- Carlane is co-chair of the Mason D&I Committee and honorary host for all of the Committee's events.
- She helps to run the Mason Alumni of Color Network that was spearheaded by an alumnus she worked with as a student.
- Her dedication takes her above and beyond the normal requirements of her job.

CARLANE PITTMAN-HAMPTON

Office of Community Engagement

- At a time when many administrators at institutions of higher learning are trying to figure how to rise up and meet the call to action around racial justice and inequity, Melody is leading by practice.
- Who would have thought that Alternative Break would need an alternative? When wonders never cease, Melody got to it and worked with students to ensure that the community's needs were met and remote opportunities were developed.
- She conspired and co-created a liberation group which has fostered the inclusion and belonging of people of color from every level within the W&M community and beyond.
- "In essence, she leads her office in ways that allows us to not only explore new ways of being but also to challenge what is, so that we can have a more socially just community within W&M and beyond."



MELODY PORTER

American Studies



- She has helped craft the language and produced the research that supported the creation of COLL 350.
- Hannah has conducted extra-curricular activities oriented towards inclusion and racial equality in the Williamsburg community.
- She is also an example of how inclusion, racial diversity and equity should and can be integrated in the classroom, student research, and scholarship.

HANNAH ROSEN

Virginia Institute of Marine Science

- She has developed the *amazing* Dive-In committee at VIMS.
- She is passionate about diversity and inclusion.



ROCHELLE SEITZ



Law School

- She has done a marvelous job in supporting our students who are struggling with all of the difficulties of the current environment.
- She reaches out to keep the school informed and engaged in social and educational opportunities at the Law School.
- She has worked tirelessly to increase diversity and inclusion at the Law School.
- She creates opportunities to discuss the hard issues of all forms of discrimination and sets an example of what inclusion really means.

LAURA SHEPHERD



Kinesiology & Health Sciences

- Venus is a permanent fixture in the Kinesiology & Health Sciences department and has lead diversity issues by providing important information in our faculty department meetings. She does so with knowledge by citing college policy and using good sense.
- “Her participation and advice to the departments Diversity and Inclusion Committee is valuable.”

VENUS SPENCER



Raymond A. Mason School of Business

- Phil is new to our university and from the moment he started, he has begun immersing himself in the community and taking on projects to enhance our diversity, equity, and inclusion efforts.
- He is currently championing a diversity podcast for the business school to launch and is going above and beyond the expected requirements of a new faculty member.
- His engagement and commitment to fulfilling content needs and initiating change is paramount to building a more inclusive and sustainable future.

PHIL WAGNER

Academic Advising



- Gail works tirelessly to serve W&M students who have been overlooked and marginalized.
- Gail shows up daily and gives 100% effort to serving our marginalized students.

GAIL WILLIAMS



MILKA MERED '20

DIVERSITY & INCLUSION FELLOW
FOR CURRICULAR AND UNIVERSITY
AFFAIRS





Brian Baines, Laura Shepherd, Teresa Longo, DaNika Robins, Peggie Constantino and Natoya Haskins

D&I LEADERSHIP COUNCIL



Top Row: Carla Costello, Eric Hilton, Charlie Foster, Caroline Hanley, Sam Hayes, Robin Hollenbeck, and Kyle Vasquez
Bottom Row: Luiza Newlin-Lukowicz, Ivana Marshall, Jason Simms, T Davis, Sarah Thomas, Tish Canady, and Kimberly Weatherly



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D&I ADVISORY COMMITTEE

THANK YOU!

We appreciate your participation in a diversity-related program or project that furthers our commitment to inclusive excellence. These efforts and actions will make William & Mary a stronger institution.

