



WILLIAM & MARY

CHARTERED 1693

DIVERSITY RECOGNITIONS 2019 - 2020

Office of Diversity & Inclusion



Living Library

- Liz chaired our first Living Library event. The Living Libraries recognize and celebrate diversity in our community.
- During the event, the guests shared a significant story from their lives.
- The event included small group discussions with those from different backgrounds and identities, for example a Holocaust survivor, members of a Native American tribe, immigrants from Israel and Columbia, a woman with ADHD and a woman whose husband transitioned to female, and more.
- Living Library took a lot of time and energy from Liz, her committee members, and the volunteers who helped staff the event.

LIZ BELLAMY



Psychological Sciences Diversity Committee

- Lynnette has been an invaluable presence and leader on the psychological sciences diversity committee.
- Lynnette has also excelled in helping increase the visibility of our masters program to potential applicants from underrepresented populations and the past 3 years have seen meaningful increases in applications and enrollment of students from diverse backgrounds.
- Lynnette has had a widespread impact on our undergraduate and graduate students from diverse backgrounds. She is an essential and highly effective leader for inclusion in her department.



LYNNETTE BOLDEN





William & Mary Police Department

- Her efforts in recruiting and hiring have made the department more demographically similar to the WM community and helped build tremendous relationships.
- According to the 2010 census, with 2018 numbers estimated, WMPD was very similar to Virginia.

	State	WMPD		State	WMPD
White	68%	68%	Black	16%	14%
Hispanic	7%	14%	Asian	4%	6%

- When Chief Cheesebro arrived, the WMPD was 81% male, 19% female. WMPD is now 43% female and 57% male.

CHIEF DEB CHEESEBRO



Modern Languages and Literatures

- Professor Compan's career has been devoted to inclusion and diversity as each semester she introduces William & Mary students to the diversity and cultural heterogeneity of the French speaking world. She teaches classes that focuses on West Africa and the cultures of the francophone islands in the Caribbean and the Indian ocean.
- She invited two street artists from Reunion island to the University. Kid Kreol and Boogie's work was introduced to the entire community of Modern Languages through the fresco they painted on the ceiling of the entrance of Washington Hall, and that welcomes students every day. They shared their work and reflected on the intersection between their art and their identity, which is connected with the history of their island.



MAGALI COMPAN





University Advancement Diversity & Inclusion Committee

- Over the past few months, Ryann has initiated and executed on a book club for Advancement.
- The first book selected was "The Water Dancer" by Ta-Nehisi Coates.
- This has been a successful, engaging and fun way for our employees to discuss topics of diversity and inclusion. It has also provided an opportunity for members across Advancement to interact with colleagues that may not be in their direct department.

RYANN GEORGE





Modern Languages and Literatures

- Dr. Gully is constantly working hard not only as Associate Chair of Departmental Affairs but as a faculty member who cares about inclusion and creating a safe environment that embraces diversity as a core value thus allowing faculty, staff, and students to feel free to express themselves according to their persona and in their own language.
- By organizing meetings, roundtables, workshops, to name only a few, Dr. Gully is a pivotal figure for faculty who want to tackle diversity and inclusion to make them a shared value in the department.

JENNIFER GULLY





Lafayette Kids

- She serves as the adviser to Lafayette Kids.
- Joy has been incredibly supportive of the students and affirming of their worth and excellence. She has navigated complex relationships, while always searching for the most equitable and ethical approach.
- Students in the program have shared how much she has made a difference in engaging with them through the challenges.

JOY JACKSON





Senior Vice-President for Finance and Administration

- Sam Jones has been a stalwart supporter of D&I initiatives. As the Senior Vice-President for Administration and Finance, he was instrumental in assisting with funding many of the prioritized recommendations put forth by the Task Force on Race and Relations such as the Supervisor Training for Facilities Management and the addition of the Deputy Chief Diversity Officer position.
- In addition, he has been a strong advocate for several capital projects such as the Legacy Garden recognizing the 50th Anniversary of the first African American residential students and the coming Memorial to the Enslaved. For the Memorial, he is serving as Co-Chair with Dr. Glover and his guidance and wisdom during the process has been invaluable.
- Sam has announced his retirement at the conclusion of this academic year and we wanted to both recognize him for his commitment and steadfast leadership, but also his unwavering support to further inclusive excellence at William & Mary.

SAM JONES





Teaching English to Students of Other Languages (TESOL)

- Dr. Kulick has dedicated her career to the learning adventure, making her classes and the university curriculum more inclusive for students and faculty.
- She has served as program director for twenty years.
- She is the first woman to hold the elected Chair position in Modern Languages and Literatures (for two terms) and has long served as a champion for faculty, staff and students, working on everything from hiring and training, merit and climate, diversity and teaching.

KATHERINE KULICK





The Daily Work of Justice

- Elizabeth has run the OCE's (Office of Community Engagement) Daily Work of Justice series this year.
- She leads the committee of faculty, staff, students, campus ministers and community members in developing the theme.
- Elizabeth has taken on the leadership of this important program and conversations with a priority on justice, equity, inclusion and voice.

ELIZABETH MILLER





Diversity & Inclusion Sponsored Social Events at VIMS

- Valerie has been the coordinator at VIMS for the social events sponsored by the Diversity & Inclusion committee.
- She has a knack for creating great ideas for having a diversified event. Everyone enjoys them.
- She also created a community board that highlights different faculty, staff and students and their contributions to VIMS.

VALERIE WOODARD





The Daily Work of Justice

- DWJ recruited more than 30 people connected to disability to come to William & Mary and share their lived experiences.
- The team put inclusion and equity at the center of their work. The committee includes multiple individuals with disabilities and they worked to continually educate themselves on how to make the program, campus, and community more accessible and inclusive of people with disabilities.

**MONICA GRIFFIN, CHERYL DICKTER,
CHRISTINA JONES, MONICA GRILLO AND
ELIZABETH MILLER**



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.

