



# WILLIAM & MARY

## GLOBAL RESEARCH INSTITUTE

### **Diversity, Equity, and Inclusion Statement** *Updated September 2020*

As a multidisciplinary organization committed to promoting research that influences policy, people, and practices around the world, the Global Research Institute (GRI) values diversity, equity, and inclusion and seeks to empower our students, staff, and faculty to embody these foundational values. We value diversity both as an end in itself and as a critical means of enhancing the quality of our research, teaching, work, and mentoring. We seek to create and maintain a vibrant community of staff, students, and faculty from different backgrounds, experiences, and expertise. We strive for equity in all aspects of our work. We believe diversity has value in its own right and we view diversity as a source of enrichment and strength. An environment in which all members of our community are respected, valued, and free at all times to participate in various activities of the Institute facilitates collaborative research and fosters intellectual creativity.

We define diversity as the spectrum of differences that our team members bring to their work from myriad backgrounds, experiences, and views. These differences include but are not limited to race, ethnicity, culture, country of origin, gender and gender expression, sexual orientation, socioeconomic status, age, physical abilities, neurological make-up (neurodiversity), religious views, political beliefs, education, marital status, language, veteran status, and worldviews.

To implement the GRI DEI plan (below), we will create a DEI committee in FY21 made up of six people: two GRI staff members, 2 research lab PIs and/or staff members, and two current students. This committee will be responsible for implementing the plan and reporting back on our successes and failures to the GRI leadership team. In addition, the GRI Director will ask each PI at the end of the fiscal year to report back on how they addressed DEI in their GRI

affiliated research lab (those efforts can be based on the GRI-wide plan below, or specific to their research activities).

The Global Research Institute's DE&I plan is structured around **four** goals:

1. Increasing the diversity of programs and student research opportunities
2. Promoting a diverse student population
3. Recruiting and retaining a diverse staff
4. Fostering a diverse community in the greater Williamsburg area

*General Principles:*

- The Global Research Institute will welcome differences of opinion, lived experiences, and backgrounds in all our programs and projects.
- We will encourage students, faculty, and staff to engage in an open dialogue with their supervisor on any issue or case in which they believe the Institute is not living up to its goal to construct a diverse and inclusive community of students, scholars, and practitioners. In instances where an individual is not comfortable discussing an issue with their supervisor, we encourage them to speak with GRI's HR Lead, Kori Varner ([kvarner@wm.edu](mailto:kvarner@wm.edu)).
- We also encourage students, faculty, and staff to report suspected incidents of harassment and discrimination to GRI's HR Lead, Kori Varner ([kvarner@wm.edu](mailto:kvarner@wm.edu)) and/or the Office of Compliance and Equity. Faculty and staff also are encouraged to bring concerns to the University Ombuds or the Graduate A&S Ombuds (if you are a graduate student).
- Students, faculty, and staff who would like to seek coaching and advice from an individual outside the formal GRI reporting lines can contact Sue Peterson ([smpete@wm.edu](mailto:smpete@wm.edu)) to set up a time to talk. Sue is a Senior scholar and former Dean at W&M who currently serves as a Principal Investigator on GRI's TRIP project.

*Increasing the Diversity of Programs and Student Research Opportunities:*

The Institute seeks to enhance the learning experience of our students by providing diverse resources that promote academic success. Among many critical program components supported by the Institute, we are committed to providing ongoing student professional development, engagement in research, and financial support that allows all students to participate in our programs. We recognize the importance of student experiences outside of

the classroom and will continue to invest in global programs and research opportunities that promote greater interaction and inclusivity.

1. The Institute will continue to host diverse speakers and guests throughout the year and focus on enhancing the diversity of these speakers and guests.
  - a. FY21 Goal: We will collect baseline data on the race/ethnicity and gender breakdowns of our invited speakers and mentors in FY20.
  - b. FY21 Goal: The breakdown of BIPOC and female invited speakers will, at a minimum, match the demographics of the country, with a stretch target of over-representation of these groups.
  - c. Additionally, as we consider speaker invitations, we will aim to invite guests (virtual and in-person) representing diverse disciplines, ideologies, issue areas, areas of regional expertise, and theoretical perspectives.
2. The Institute will adopt compensation policies that aim to reduce the barriers to entry for all students. Access to research and learning opportunities should not be restricted based on students' economic status, and, whenever possible, students should be compensated for their labor with appropriate wages and/or academic credit.
  - a. FY21 Goal: Collect baseline data on the number of students who are working in unpaid, non-credit bearing internships.
  - b. FY21 Goal: Reduce by at least half the number of students who are working in unpaid, non-credit bearing internships.
3. We have launched a pilot pre-doctoral fellowship program, a postdoctoral fellowship program, and have begun planning for a sustainable pre-and post-doctoral fellowship program to attract early scholars from under-represented groups to GRI and W&M. This program is designed to increase the diversity of faculty researchers and provide enhanced mentorship opportunities for William & Mary students from underrepresented groups.
  - a. FY21 Goal: Hire at least one pre- or post-doctoral fellow.
  - b. FY21 Goal: Design and implement a fundraising initiative specifically tied to funding for the pre- and post-doctoral fellowship program.
  - c. FY21 Goal: Collaborate with W&M Administration to provide a pathway for successful pre- and post-doctoral fellows into permanent faculty positions.
4. By working with diversity-enhancing initiatives on the W&M campus, such as the Center for Student Diversity and WMSURE, and by working with the Charles Center and Reves Center, we will promote research and other opportunities for students from a more diverse set of disciplines and backgrounds than are currently represented on research teams at the Institute.
  - a. FY21 Goal: See 1b above.

- b. FY21 Goal: Collect baseline data on discipline composition of our students and faculty.

### *Promoting a Diverse Student Population*

Institute students and alumni will work in diverse communities and cultures around the world. A diverse and inclusive academic community increases cultural awareness and enriches the educational experience of our students, faculty, and staff. We believe that working in diverse teams fosters understanding and respect for individuals and dispels stereotypes. It enhances communication skills and allows us to work more effectively with people from different backgrounds. We aspire to shape our community while creating great experiences for current William & Mary students.

1. We will partner with diversity-enhancing initiatives on the W&M campus, such as the Center for Student Diversity and WMSURE to increase involvement of students from underrepresented groups.
  - a. FY21 Goal: We will recruit and increase the involvement of underrepresented groups with targets in compliance with Federal and Commonwealth law and in accordance with W&M policies.
2. Through our pre-and post-doctoral fellowship program, we will increase the number of role models for students from under-represented groups. By providing funding support, we will help pre-and post-doctoral fellows to build their research teams and provide more research opportunities to W&M students from under-represented groups.
  - a. FY21 Goal: See 3a above
3. We will survey our students and alumni for feedback on the Institute climate at least once every three years (including a baseline survey during FY21). Results of the survey will be reviewed to identify areas for improvement.
  - a. FY21 Goal: Design and conduct a climate survey.
  - b. FY21 Goal: Share climate survey findings with GRI stakeholders.
  - c. FY21 Goal: Identify action steps based on the climate survey findings.

### *Recruiting and Retaining a Diverse Staff*

We believe diversity drives innovation, so we seek to build a culture where difference is valued. We strive to create a workplace that reflects the communities we serve and in which all members of our community are empowered to bring their authentic selves to work.

1. We will review all internal and external messaging to ensure it reflects the University's and the Institute's interests in diversity and inclusion.

- a. FY21 Goal: We will request advisory assistance from W&M's Office of Diversity and Inclusion on a messaging review, updating where necessary to accurately reflect W&M's commitment to these issues.
2. We will maintain diverse hiring panels including members from GRI and departments across campus and support William & Mary's commitment to diversity and equal opportunity in the recruitment of faculty and staff.
  - a. FY21 Goal: We will invite participation from at least one female and/or person of color on all hiring panels. We will not require that all hiring panels include a person of color because it would likely place an undue burden on our staff members. Note: We will invite panelists from other departments to reduce the burden on GRI staff members of color.
  - b. FY21 Goal: We will collect and share baseline data on FY20 hiring committee composition, to the extent such information is available through W&M's Human Resources.
3. We will demonstrate transparency and consistency to render the hiring process inclusive and fair.
  - a. FY21 Goal: Work with W&M's Human Resources department to develop a report or readout on GRI hiring processes during FY21 (to include composition of hiring committees and finalist pools, if available).
4. As noted above, we launched a pilot pre-doctoral fellowship program and we are working to ensure program sustainability for a pre-and post-doctoral fellowship program to attract early-career scholars from under-represented groups.
5. We will hold developmental diversity workshops for our faculty and staff members at least once every two years.
  - a. FY21 Goal: In FY21, GRI will host a workshop related to diversity, equity, and inclusion for all faculty and staff members. To the extent possible, this workshop will address the range of differences our team members bring to their work including race, ethnicity, culture, country of origin, gender and gender expression, sexual orientation, socioeconomic status, age, physical abilities, neurological make-up (neurodiversity), religious views, political beliefs, education, marital status, language, veteran status, and worldviews.
6. We will support professional development opportunities for faculty and staff designed to help build and sustain an inclusive work environment.
  - a. FY21 Goal: All members of GRI's Programs & Outreach and Fiscal & Operations teams will develop a professional development goal focused on improving our individual knowledge about and ability to take action on issues related to

- diversity, equity, and inclusion. GRI will prioritize funding requests for these professional development activities.
- b. FY21 Goal: GRI's Director will ask research labs to include diversity, equity, and inclusion goals as part of professional development for their staff members.
  - c. FY21 Goal: All members of GRI's Leadership, Programs & Outreach and Fiscal & Operations teams will complete an implicit bias quiz and at least one Cornerstone module related to diversity, equity, and inclusion.
  - d. FY21 Goal: GRI's Director will ask research lab PIs and staff to complete an implicit bias quiz and at least one Cornerstone module related to diversity, equity, and inclusion.
7. We will democratize access to GRI leadership and research lab leadership, lowering barriers to networking and professional opportunities.
- a. FY21 Goal: GRI will host/organize at least two social events per year, strongly encouraging leadership to attend and inviting all staff members. At least one of these events each year will take place during business hours, allowing faculty and staff with after work commitments to participate.
  - b. FY21 Goal: GRI will offer networking social events for students at least once per year. Leadership will be strongly encouraged to attend.

### *Fostering Community in the Greater Williamsburg Area*

We recognize that how we spend our money reflects our values, and we believe we can improve in this area. While a majority of the research produced at GRI looks beyond Williamsburg to the broader world, we are a part of the greater Williamsburg community and we can play a role in supporting small, women, and minority- owned businesses in our community.

- 1. We commit to meeting or exceeding W&M's targets for SWAM spending. Specifically, we will seek out BIPOC and female-owned businesses where possible.
  - a. FY21 Goal: Collect estimated baseline data for FY20 (inclusive of catering and swag).
  - b. FY21 Goal: Meet or exceed W&M targets, working with Procurement to identify vendors who can meet our needs.