

Executive Summary

This report is designed to assess the religious diversity of the William and Mary campus community. This was done by assessing our efforts in creating and maintaining a welcoming climate for our students of different religious, secular, and spiritual traditions.

Researchers at Ohio State and North Carolina State Universities developed an assessment tool called the Interfaith, Spiritual, Religious, and Secular Campus Climate Index, or INSPIRES, that examines and analyzes data that W&M, along with 184 other public, private and religious affiliated institutions, provided for seven categories. The responses were rated on a scale from one to five stars within those domains:

Religious Accommodation

- The availability of accommodations for academic, residential, and dietary needs

Institutional Behavior

- Supporting religious, secular and spiritual engagement through practices, trainings, and councils/committees.

Efforts to reduce negative engagement

- Addressing religious insensitivity through policies and response protocols.

Extra-curricular engagement

- Opportunities for dialogue, programming, service, interfaith encounters, and reflection.

Spaces for support and expression

- Dedicated spaces for support and expression, both on and off campus.

Structural diversity

- Religious diversity represented through people with differing religious, secular and religious identities.

Academic Engagement

- Engaging the diversity within religious, secular, and spiritual identities through curriculums, classroom practices, and faculty behaviors.

For comparison purposes, the star rating for each of the seven domains also included benchmarking ratings our our peer group. In this instance, those were institutions that were public.








At W&M, we strive to be a welcoming community for all within the community. We realize, however, that we should strive to continuously improve on this goal. The findings of the report will provide us with the tools to help achieve this objective.

OVERALL CAMPUS SCORES & PEER BENCHMARKING

Institution's Overall Climate Score: ★★☆☆☆

Public Institutions' Overall Climate Score: ★★☆☆☆

The INSPIRES Index is an overall indicator of institutional commitment to establishing a welcoming climate for students of different religious, secular, and spiritual identities.

	William & Mary	All Public Institutions
 Religious Accommodations	★★★☆☆	★★☆☆☆
 Institutional Behaviors	★★★★☆	★★☆☆☆
 Efforts to Reduce Negative Engagement	★★★☆☆	★★★☆☆
 Extra-Curricular Engagement	★★★☆☆	★★☆☆☆
 Space for Support and Expression	★★★☆☆	★★★☆☆
 Structural Diversity	★★☆☆☆	★★☆☆☆
 Academic Engagement	★★☆☆☆	★★☆☆☆

“Improving the campus climate for people of all faiths is essential for students to feel comfortable sharing their beliefs and navigating religious differences. These experiences will equip them to approach similarly challenging situations effectively when they move beyond college and into new civic and professional spheres—a skill-set that is sorely needed in today’s world.”

— Rockenbach, A. N., Mayhew, M. J., & Associates. (2020). *IDEALS: Bridging religious divides through higher education*. Interfaith Youth Core. <https://ifyc.org/sites/default/files/navigating-religious-diversity-9-27.pdf>

