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*Moving Forward: Diversity & Inclusion Work*

I begin with my sincere appreciation to the Board of Visitors for your support in doing this work and to Presidents Reveley and Rowe and my ELT colleagues whose partnership and leadership model the importance that D&I work is best not done in isolation to yield the highest return on investment.

As we prepare for strategic planning and moving to a whole-institution mindset, I wanted to provide you with an overview of the diversity & inclusion work that has been accomplished from 2015 to the present and the ways in which we have communicated our efforts both internally and externally. Please review this in advance of the Diversity & Inclusion session at the retreat. We look forward to the conversation.

## New W&M Diversity & Inclusion Initiatives, Building on School-by-School Efforts, 2016-Present

	2015-2016	2016-2017	2017-2018	2018-2019
<b><i>Build Inclusive Community</i></b>	<p>Task Force on Race and Race Relations</p> <p>Adaptive Housing</p> <p>Commencement: donning of the Kente celebration (ongoing)</p>	<p>Neurodiversity Summer Bridge Program for incoming students</p> <p>100- and 50-year anniversaries planning</p> <p>Law School dedication of Portrait of Edward Travis, first Black graduate</p>	<p>Formation of LatinX Alumni constituency</p> <p>100- and 50-year anniversaries</p> <p>BOV apology for Slavery</p> <p>Troops for Teachers-Veteran Outreach</p> <p>Commencement: Lavender Graduation ceremony (ongoing)</p>	<p>W&amp;M 400-year Commemoration partnership w American Evolution</p> <p>100- and 50-year anniversaries concludes</p> <p>NameCoach implemented</p> <p>NCFDD Institutional Membership</p> <p>Listening Tour + Outreach to underrepresented alums</p> <p>Trans Locker for donating clothes</p> <p>DEI Task Forces</p> <p>DuPont Foundation Grant awarded to pilot a new Office of Veteran Student Services</p> <p>Establishment of Social Justice Through Faith Initiative by the Center for Student Diversity</p> <p>Commencement: LatinX, celebration (ongoing)</p>

## W&M D&I Initiatives, 2016-Present

	2015-2016	2016-2017	2017-2018	2018-2019
<b><i>Transform Campus</i></b>	BOV Approval of Renaming of Lemon and Hardy Halls	<p>External review Facilities Management &amp; follow-up work with supervisors</p> <p>Prayer/Meditation Rooms in Swem Library and the Campus Center</p> <p>Gender neutral restrooms in 90% of academic / administrative buildings</p>	<p>50/100 plaques on Wren</p> <p>Competition for Memorial Concept design approved</p> <p>Shenkman Center conception and groundbreaking</p>	<p>Memorial Concept competition and selection</p> <p>Munford Plaza Dedication/Signage renaming for buildings named for Women</p> <p>Legacy Garden tribute to the Legacy 3 (Lynn Briley, Karen Ely, Janet Brown)</p> <p>Shenkman Center opening and dedication</p> <p>NPHC Working Group formed, leading to DRB approval for the concept of NPHC Plots on campus (April 2019)</p> <p>Campus Accessibility (Wren Building and brick sidewalks)</p>
<b><i>Grow Curriculum and Research</i></b>	Mattachine LGBTIQ Research Project	Business School curriculum-Diversity in the Workplace course for undergrads	<p>A&amp;S COLL 199 curriculum addition-Inclusion &amp; Common Ground</p> <p>Addition to Asian American minor</p>	<p>Education School: new Military Counseling Prog.</p> <p>\$1M Mellon grant to support Lemon Project and Highland engagement of descendant communities</p> <p>Teaching &amp; Learning Studio</p>

## W&M D&I Initiatives, 2016-Present

	2015-2016	2016-2017	2017-2018	2018-2019
<b>Grow National Leadership Profile</b>	Ernst & Young \$1 Million Gift to support D&I initiatives in Business School	Student Affairs Division recognized as a Promising Place to Work by <i>Diverse: Issues in Higher Education</i> (2015, 2017, 2018))	W&M <i>Higher Education Excellence in Diversity</i> award (HEED)	Bray School Historical Marker  Lemon Project Report: The First 8 Years  Women in Philanthropy (Society of 1918) \$4 million  ASWAD conference to be hosted by W&M in November 2019
<b>Invest in Personnel and Organization</b>		MOSAIC diversity fellows program in Swem Library  Provost Hiring Initiative: 12 new hires to date  Deputy Chief Diversity Officer hired		IGNITE Future Faculty Program  Diversifying the Athletic Department staff (i.e. Coaches)  First GRI Pre-Doctoral Fellow for Academic Diversity
<b>Assess and Hold Ourselves Accountable</b>	Employee Climate Survey  Veteran's Task Force  TF Race/Race Relations	Academic Diversity Plans  Academic/Administrative diversity committees  Supplier diversity goals  Disability Work Group	LGBT Working Group  Green Zone Training Implementation  Training of Campus Police on LGBT Issues  Campus Climate survey	DEI Task Forces and external reviews  Engagement with our African American, LatinX, LGBTQ, and Asiam/Pacific Islander communities to develop a plan to advance their presence at W&M

## William & Mary Media Coverage

### Diversity & Inclusion

*The following are a selection of articles related to diversity and inclusion efforts and issues at William & Mary from 2016-2018. The clips are broken into W&M News articles produced by University Communications and highlights of local and national coverage. Note: Nearly all of the W&M News stories also get picked up by local papers Virginia Gazette and WY Daily.*

### 2016

#### W&M News:

- [Institute for Historical Biology symposium explores slavery and memory](#)
- [The legacy of America's Indian School: Remembering a forgotten history](#)
- [W&M prepares to mark 50th anniversary of African-American residential students](#)
- [Dudik captures a veteran's new life in photos](#)
- [W&M alumna becomes 1st Vietnamese-American congresswoman](#)
- [History made: W&M dedicates first buildings named for people of color](#)
- [Swem Library acquires rare 19th-century, handwritten Quran](#)
- [Keeping up momentum: Team works to implement task force on race's recommendations:](#)
- [W&M establishes program for Asian and Pacific Islander American studies:](#)
- [Candlelight vigil honors people killed in Orlando attack](#)
- [Zhang becomes second W&M student, first Asian-American elected to city council](#)
- [W&M announces actions to improve diversity, race relations on campus:](#)
- [Lemon Project seeks input on campus memorial for African Americans:](#)
- [Mattachine Project unearths W&M's lost LGBTIQ history:](#)

#### Local Media Coverage:

- [Female cadet looks forward to William & Mary graduation, commission into field artillery corps](#)
- [William & Mary ROTC Cadets Commissioned as Officers](#)
- [Remembering the story of William & Mary's Brafferton Indian School](#)
- [Unearthing a lost Indian town at Yorktown](#)

#### **National Media Coverage:**

- [School to mark 50th year of black students living on campus](#)
- [These are some of the most LGBTQ-friendly — and unfriendly — colleges](#)
- [William & Mary Implements Changes to Increase On-Campus](#)

## **2017**

#### **W&M News:**

- [Law School honored as Military Friendly for outstanding commitment to veterans:](#)
- [Alumnus uses his unique experience to help fellow veterans transition to teaching:](#)
- [Raymond A. Mason School of Business puts \\$1M diversity and inclusion gift to use:](#)
- [Winston adds to historic Homecoming celebration:](#)
- [W&M's first tenured African-American professor honored:](#)
- [Mellon Foundation grant to support inclusiveness in undergraduate research:](#)
- [School of Education to offer master's degree in ESL/bilingual education:](#)
- [Black at William & Mary](#)
- [W&M kicks off 50th commemoration with mural unveiling:](#)
- [Symbolic mural created for 50th commemoration of first African-American residential students:](#)

- [Progress continues on recommendations from W&M's task force on race:](#)
- [Helping young people with diverse needs find their next move:](#)
- [Hulon Willis Association celebrates 25th anniversary:](#)
- [Shenkman Jewish Center to be constructed for W&M students:](#)
- [W&M School of Education receives Troops to Teachers grant:](#)
- [Bridge program offered for neurodiverse freshmen, transfers:](#)
- [Working group established to understand, address needs of people with disabilities:](#)
- [The pro claimers: W&M and Starbucks share a cup with veterans:](#)
- [W&M to celebrate 100 years of co-education:](#)
- [W&M professor awarded NSF grant to research diversity leadership in geosciences:](#)

#### **Local Media Coverage:**

- [Holocaust survivor speaks to William & Mary class](#)
- [Williamsburg women's march brings hundreds downtown](#)
- [W&M alum finds strength in dance, honors 50 years of African American students who forged path](#)
- [William & Mary to construct new facility for Jewish students](#)
- [W&M celebrates football pioneer Warren Winston](#)

#### **National Media Coverage:**

- [First black state Supreme Court justice to speak at school](#)
- [William & Mary welcomes diverse freshmen class on Friday](#)

## 2018

### W&M News:

- [William & Mary student to be featured on NBC's TODAY:](#)
- [Student's story is one of keeping the faith](#)
- [Providing hope to soldiers and veterans](#)
- [Standing in unity: W&M remembers those killed in Pittsburgh:](#)
- [Monumental moment: Lemon Project hosts discussion about memorial to the enslaved](#)
- [First woman board member at W&M honored](#)
- [Inspiring, empowering and leading at W&M Women's Weekend](#)
- [100 years of coeducation at W&M](#)
- [W&M receives national award for commitment to diversity](#)
- [Ideas wanted for memorial to the enslaved](#)
- [W&M to mark site of 18th century school for black children](#)
- [W&M School of Education receives \\$1.9 million to expand efforts to help veterans become K-12 teachers](#)
- [W&M holds first Lavender ceremony](#)
- [African-Americans, women receive place of honor in 'soul' of W&M](#)
- [‘A remarkable year’: 50th anniversary commemoration culminates with Legacy Weekend](#)
- [W&M alumna becomes first woman to direct National Air and Space Museum](#)
- [New Green Zone training will support military-affiliated students](#)
- [William & Mary breaks ground on Shenkman Jewish Center](#)
- [Puller Veterans Benefits Clinic receives \\$50,000 grant from Dominion Energy](#)
- [The Lemon Project: A journey of reconciliation](#)

### Local Media:

- [Community voices more diversity is needed for successful future at William & Mary](#)
- [William & Mary to host its first Lavender graduation](#)
- [William and Mary dedicate 50th and 100th anniversary plaques](#)
- [William & Mary to create memorial for slaves who helped create the school](#)



- [William & Mary to Mark Spot of 18th Century Black School](#)
- [How Universities Are Dealing With Histories of Racism](#)
- [William & Mary to Honor Its First African American Residential Students](#)
- [William & Mary to create memorial to slaves who helped to create school](#) (2019)
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**National Media Coverage:**

- [William & Mary Picks First Woman as President in 325 Years](#)
- [After 325 years, William & Mary names its first female president](#)
- [William & Mary does not discriminate](#)
- [Beyond the Slave Trade, the Cadaver Trade](#)
- [College student unifies those of all faiths after act of hate](#)
- [Most news coverage of Muslims is negative. But not when it's about devotion.](#)
- [William & Mary soliciting ideas for slavery memorial](#)
- [William & Mary to build memorial to honor slaves who built it](#)
- [William & Mary unveils design for memorial to the enslaved](#) (2019)
- [James Monroe enslaved hundreds. Their descendants still live next door.](#)