

# Committee on Organizational Sustainability and Innovation

November 19, 2020

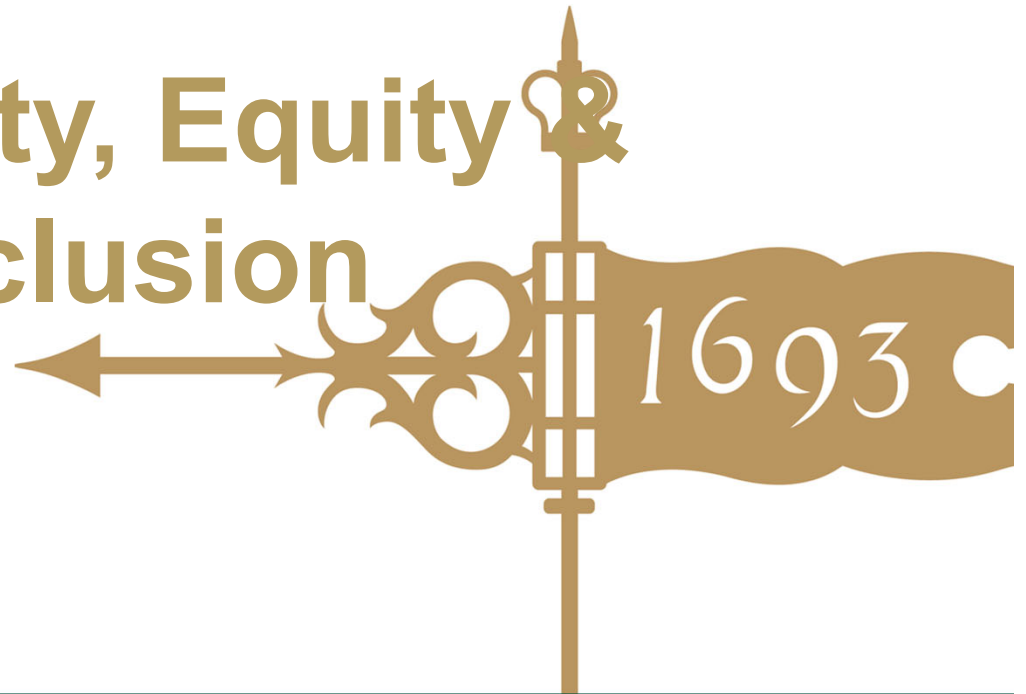


WILLIAM & MARY

CHARTERED 1693

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**Diversity, Equity &  
Inclusion**



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## Five University Imperatives

- Imperative 1: Advance Inclusive Excellence among our Faculty
- Imperative 2: Increase Diversity of the Student Body
- Imperative 3: Cultivate an Atmosphere of Belonging
- Imperative 4: Ensure Organizational Accountability
- Imperative 5: Lead DEI Innovation Regionally and Nationally

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# Imperative 1: Advance Inclusive Excellence among our Faculty



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## 3-Year Pilot Faculty Hiring Proposal

- Year 1- Training
- Piloted first session with faculty leaders on 11/13 (7); second session is set for 12/2 (35)



# IGNITE Future Faculty Program



*"I learned a lot from this program. I really encourage graduating PhDs and postdocs who are looking for a career in academia to attend it."* - Bei Liu

*"The 2020 IGNITE program was a wonderful experience in which I was able to learn new insights into preparing and succeeding in a career in academia from a set of great speakers. The icing on the cake was being able to share this experience with a great group of like-minded academics with the similar goals as mine. It was an inspiring experience."* - Pedro Monarrez –

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# Curricular Transformations

## Studio for Teaching & Learning

### In Process:

- Developing a range of resources for faculty to increase belonging, engagement, and connection: quick tip sheets, videos, interviews with faculty and students, and more.
- Blended Learning @ W&M course and in the Spring Toolkit for instructors launches Dec. 1<sup>st</sup>
- Designing program for anti-racist and culturally responsive pedagogy (spring/summer)

### Completed/Scheduled Completion:

- Resources for belonging, engagement, and connection available Dec. 1<sup>st</sup>
- DEI leadership group meets Dec. 2020

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## Imperative 2: Increase Diversity of the Student Body





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- Multilingual admissions materials
  - Test-optional admissions
  - \$3 Million added to financial aid



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## Imperative 3: Cultivate an Atmosphere of Belonging



# 5<sup>th</sup> Annual Virtual D&I Symposium

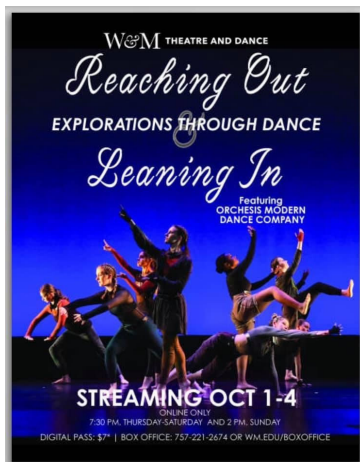
## October 23, 2020

- Held virtually for the first time which allowed students to attend
- 225 registered / 150 stayed all day
- Stellar evaluations: 4.5 out of 5
- Requests for rebroadcasts
- Rebroadcast attendance averaged 50 - 145
- Special thanks to Ernst & Young





- Courageous Conversations**  
A DISCUSSION ON GOOD TROUBLE
- WOMAN  
OF  
THE  
MONTH  
AWARD
- October 7  
12:00 - 1:30pm
- "There are the efforts to make someone nice and get them out of trouble, necessary trouble."  
- Rev. Jesse Jackson
- RSVP: [https://barnabas.quadrille.com/Events/rev\\_jackson/barb40](https://barnabas.quadrille.com/Events/rev_jackson/barb40)



**WILLIAM & MARY**  
SPEAKER SERIES:

**LAW SCHOOL EQUITY & INCLUSION  
SPEAKER SERIES:  
BELONGING-HOW DO WE ACHIEVE IT?**

Thursday, October 29th | 5:00 - 6:15 PM






- Latoya Asia '09, Vice President/Global Head of Inclusion, Diversity & Belonging at Verisk
- José Bahamonde-González, Chief Diversity, Inclusion and Professional Development Officer at Miles & Stockbridge, P.C., Baltimore, MD
- Rachel Patterson, Diversity & Inclusion Manager, Duane Morris LLP, Washington, DC
- Troy Riddle, Chief Diversity, Equity & Inclusion, Officer, Natural Resources Defense Council, New York, NY

**Join us for a conversation with diversity, equity, inclusion and belonging experts.**

RSVP by Wednesday, October 28th at 5:00 PM  
<https://tinyurl.com/y6gy7s59>

Sponsored by the Student and Academic Services Office

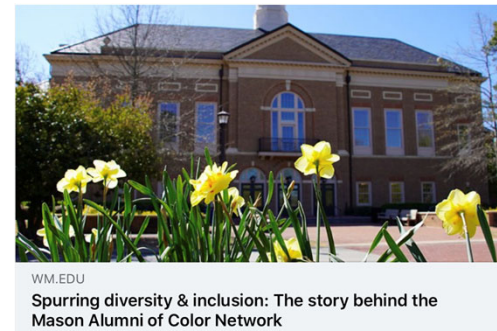
**CITIZEN**  
AN AMERICAN LYRIC

By: Claudia Rankine  
Adapted for the stage by Stephen Sachs  
Directed by: Alise Larder

**STREAMING  
SEPT. 17-20**

visit  
[www.wm.edu/boxoffice](http://www.wm.edu/boxoffice)  
or call 757-221-2674

\*A searing, poetic riff on race in America, fusing prose, poetry, movement, music, and the visual image.



**Mason D&I Perspectives Series: LGBTQ+ Perspectives Panel**  
**November 12 at 12pm ET**

**HANDS UP  
THE CONVERSATION**

Featuring Directors: Amanda L. Andrei, S. Lewis Feemster, Omiyemi (Artisia) Green, Keaton Hillman, Claire Pamment, Elizabeth Wiley

**LIVE ON ZOOM  
THURSDAY, OCT 29**

RECORDED FOOTAGE AVAILABLE OCT. 30-NOV. 1

Consider a donation to support W&M Theatre and Dance  
[www.wm.edu/tsd/support](http://www.wm.edu/tsd/support)



# VOICES Newsletter



**WILLIAM & MARY**  
OFFICE OF DIVERSITY AND INCLUSION

## VOICES November 2020

Welcome to VOICES, a monthly newsletter from the Office of Diversity & Inclusion. Our office works closely with academic and administrative departments to further our efforts to create an affirming and respectful climate for all members of our community. We are a stronger community when we can listen and learn from those around us who may have different religious and political views, cultural perspectives, or philosophical thoughts. You are invited to view our website at <http://www.wm.edu/diversity> for additional information on the programs and services offered by the office. We look forward to working together to advance a culture of inclusive excellence at William & Mary. If you have upcoming programs or events you would like to share, please send it to Bobbi Jo Stevens at [bcstevens@wm.edu](mailto:bcstevens@wm.edu) by the 20th of each month.

- Chon Glover

### W&M's Reconciliation

More than a decade ago, William & Mary began the tough work of reconciling the institution and community with its history regarding the exploitation of African-American and Native peoples through the eras of slavery, Jim Crow and segregation. This work has taken many forms: the Lemon Project examines W&M's history, while the Memorial to the Enslaved will recognize the history of forced labor at the university; the Task Force on Race & Race Relations worked to improve the current environment, while the American Indian Resource Center provides support to Native communities and scholars.

William & Mary is deeply committed to this path of reconciliation through its administration and governance, historical research and scholarship, development of policy and procedure; and diversity and inclusion efforts.

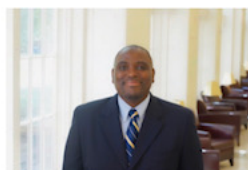
### William & Mary Land Acknowledgement

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

For more information, visit [W&M's Reconciliation website](#) and the [American Indian Resource Center](#).

### Introducing the D&I Leadership Council!

The purpose of the D&I Leadership Council is to bring together representatives of the different schools at William & Mary to focus on diversity, equity, and inclusion initiatives. The council meets weekly to discuss, communicate and create collaboration on this year's university DEI plan. Click on the members of the D&I Leadership Council for more information:



Brian Baines

### William & Mary's 5 Schools

School of Business  
VIMS  
School of Education  
School of Law  
School of Arts & Sciences



Laura Shepherd



Teresa Longo



DaNika Robinson



Peggie Constantino

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## Imperative 4: Ensure Organizational Accountability



## Diversity Audit

1. Analyze ways policies, management, leadership criteria, and culture support or inhibit diversity and inclusion
2. Gather data on staff, faculty and student's perceptions
3. Recommendations and smart metrics for improvement towards a best-in-class DEI model

Completion April 2020

## One VA DEI Plans

Uses the AAC&U Inclusive Excellence Framework



Completion December 2020

## Data Dashboard

1. Expanded to include statistics by school
2. Uses federal and state data to enable peer comps
3. FERPA and other federal guidelines on reporting

Updated Annually in November

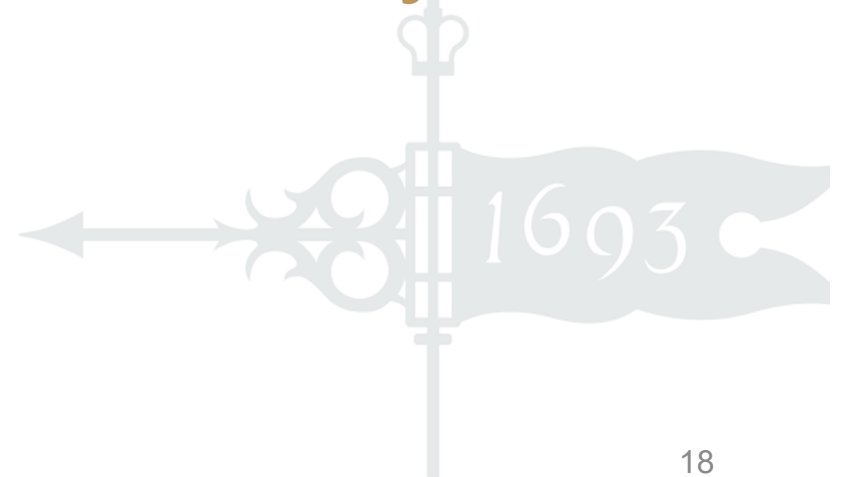


# External Recognition



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## Imperative 5: Lead DEI Innovation Regionally and Nationally



# Meet the Deans

Marie Donoghue-Velleca  
(Arts & Sciences)



Larry Pulley  
(Mason School of Business)

Robert Knoeppel  
(School of Education)



A. Benjamin Spencer  
(School of Law)

John Wells  
(School of Marine Science)