

Employee Equity and Belonging Survey Results April-May, 2021



WILLIAM & MARY

CHARTERED 1693

Guiding Questions

What story is the data telling us about employee equity and belonging?

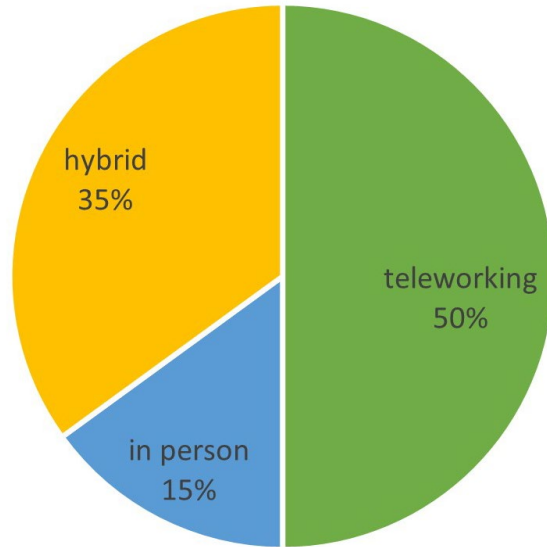
What are the immediate needs and concerns of our community?

Which issues are long-term commitments?

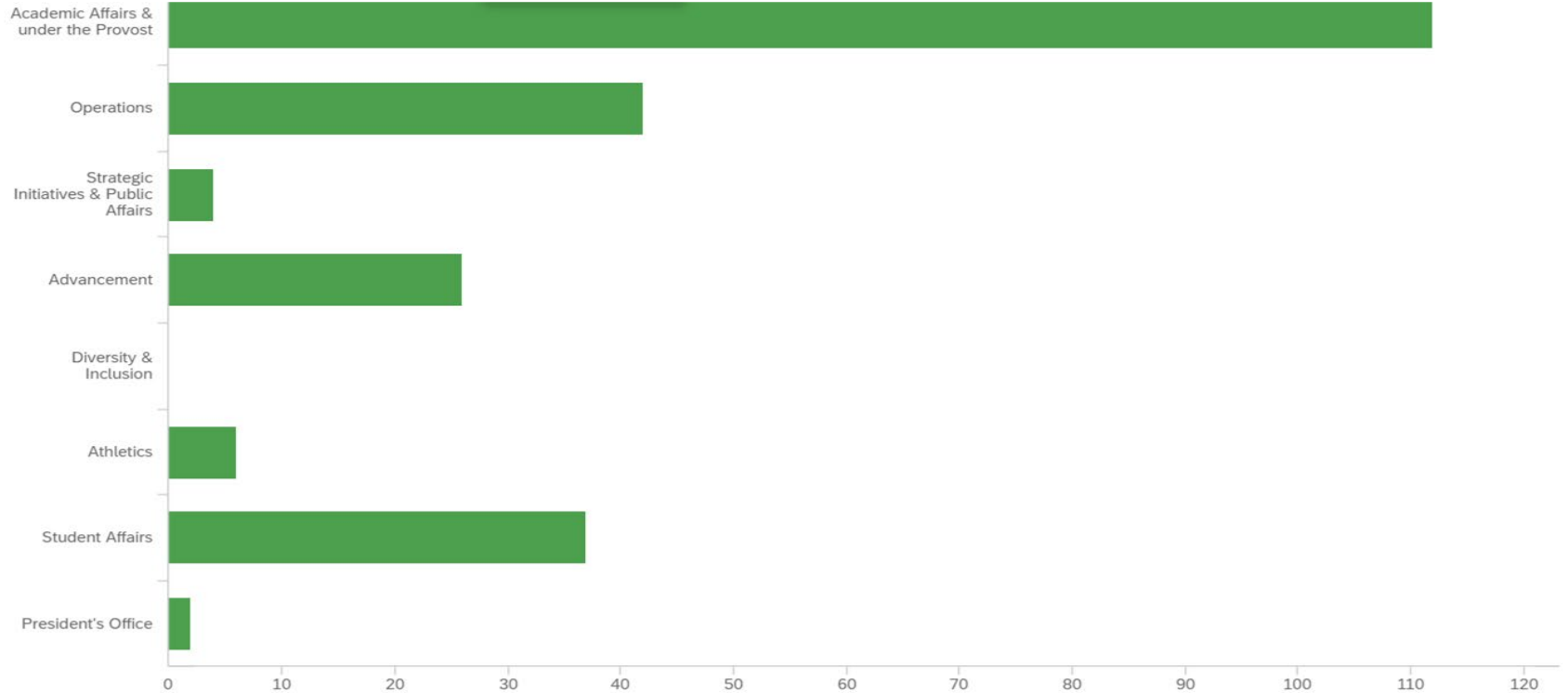
What are our priorities (within our scope) and what/how can we address given our resources?

Demographics

381 responses



Demographics



Concerns

time to care for self (159)

social interaction (101)

being sick & having to work (96)

financial (55)

other (54)

taking care of children (53)

lacking adequate tech resources (50)

supporting children's virtual learning (50)

caring for elders (47)

stable housing (5)

having enough food (2)

Concerns (most commonly added)

workload and work/life balance

job security and compensation

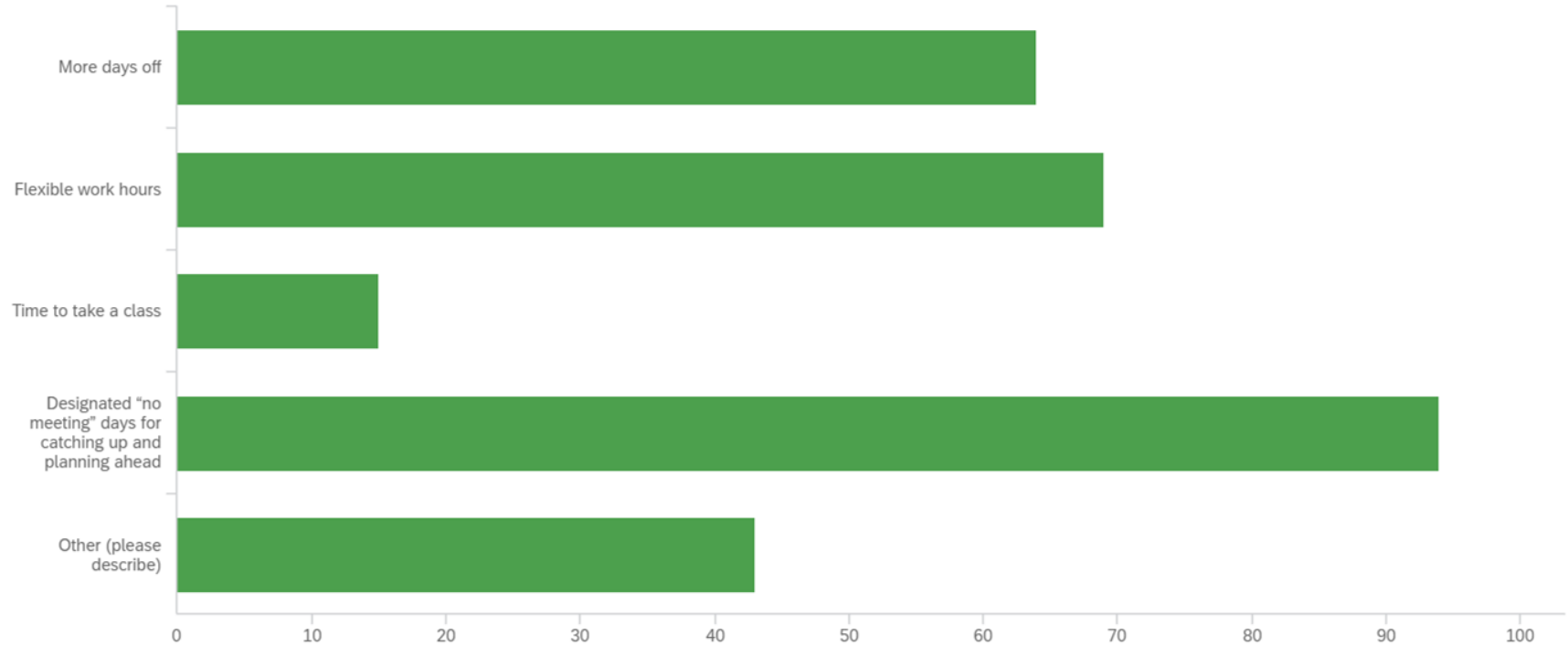
pressure/anxiety about returning to “normal”

hierarchical culture where many feel undervalued

concerns for staff without adequate resources

Racism and work culture/hierarchies

What would be helpful?



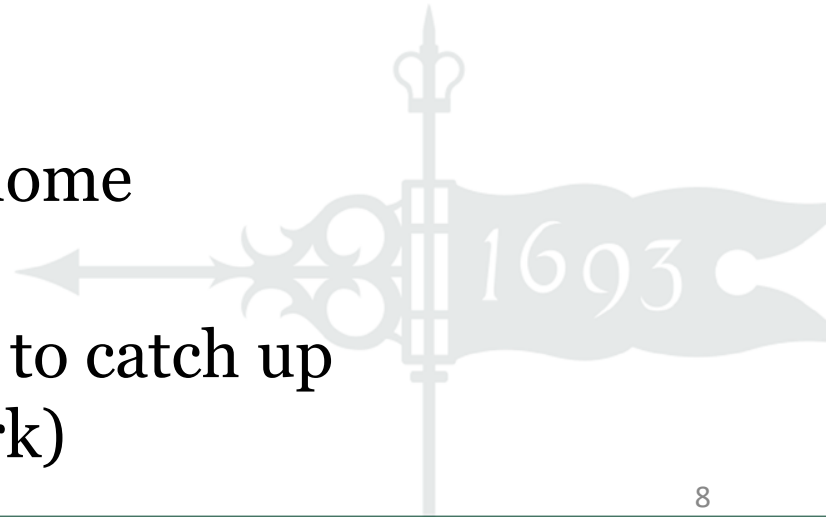
What would be helpful?

stop pushing new initiatives/demands;
focus on return, recovery, and healing from stress

better compensation

continued flexibility/work from home

supporting time off and real time to catch up
(planned pause created more work)



Quotes

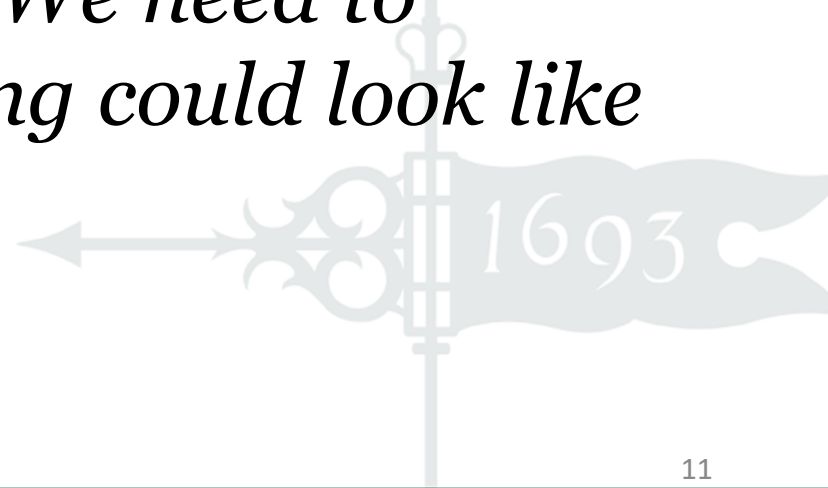
“As we come out of this pandemic, I want people to understand that many of us are going to need time to mentally and physically recuperate. The university needs to plan for taking an active role in supporting the wellness of all of us as we adjust back to being in person. We will need flexibility, lowered expectations for productivity, and a general attitude of grace.”

Quotes

“...COVID has created tough conditions for mental and physical health for every member of the W&M community. That includes staff and faculty. W&M should do everything it can to provide support for staff who are particularly vulnerable to health, financial, and family consequences of COVID. W&M should also support faculty who have to cope with extremely stressful environments that include fulfilling their teaching, research, and administrative responsibilities, while also taking care of their own and [their] family's health and responding to students' unprecedented levels of requests for accommodations.”

Quotes

“We can’t go on like this...we have to learn from our experiences navigating the pandemic and do better. We need to reimagine what flourishing could look like at W&M.”



Discussion

What stood out to you?

What could flourishing look like at W&M?

What are the most immediate concerns?

Next steps?

- Share data with Executive Leadership Team
- Share data with employees through Staff Assembly and PPFA
- Publish new Employee Equity & Belonging website for contact information and resources
- Brainstorm priorities, efforts, resources, and partnerships to better support employee equity, belonging, and wellness

