



Project Overview

- The Graduate Council surveyed the graduate student population (625 responses¹) in Spring 2021 to better understand student life and needs.
- A section of the survey addressed perceptions and satisfaction with DEI at W&M and students' confidence level in administration to address issues of DEI.
- The Graduate Council conducted group discussions with students who are actively invested in addressing issues of DEI. The discussions were aimed at understanding the challenges students face regarding DEI and actionable items to improve student life.

Student Feedback

- Initiatives such as addressing implicit bias in the classroom, informal and engaging conversations surrounding issues of DEI, and mentoring programs/support groups have been particularly helpful.
- There is a lack of transparency in the mechanisms by which leadership makes decisions, especially regarding the handling of discrimination reports, controversial figures, and DEI initiatives.
- There is a lack of accountability for the progression of DEI initiatives, with much of the work falling on individuals tasked with other duties and/or people with marginalized identities.
- Many graduate programs have failed to provide adequate resources and support systems for students with marginalized identities.

Council Recommendations

- Intentional collaboration between schools to work towards addressing DEI issues.
- Initiatives focused on fostering accessibility to resources and support systems.
- Creation of leadership positions focused solely on DEI efforts.
- Regular meetings with leadership and the Graduate Council, Graduate Student Associations, and other student advocacy groups to address graduate student needs.

Key Survey Findings

- The perceptions of W&M being a diverse, inclusive, and equitable campus are wide ranging and vary by school.
- Graduate students are largely dissatisfied with levels of diversity at W&M and have varying levels of satisfaction regarding inclusivity and equity.
- Graduate students seem to be fairly confident in the ability of their school's leadership to address issues of DEI.

¹Partial responses included

Figures

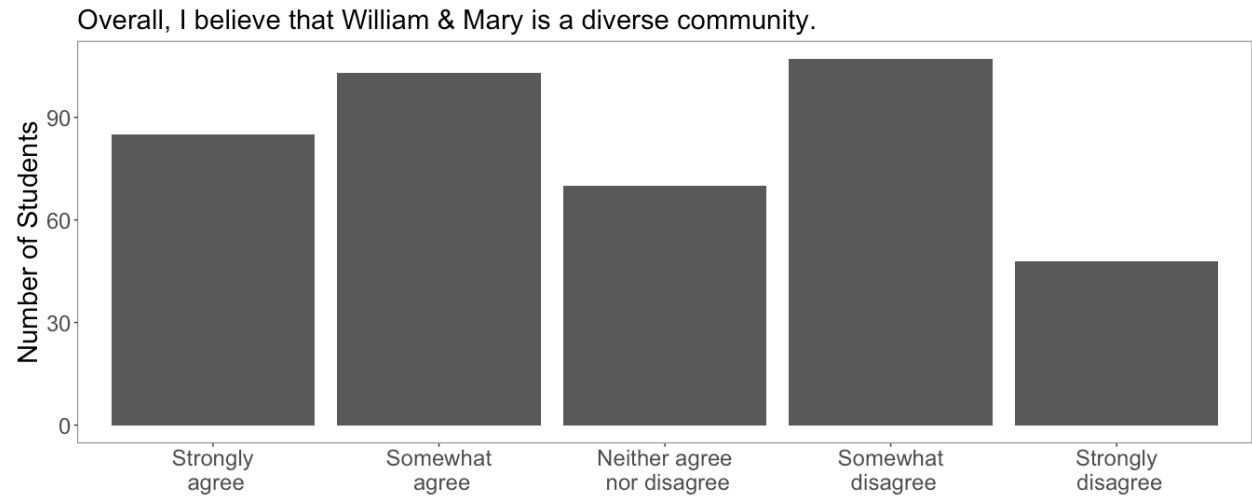


Figure 1a. Responses to perceptions of diversity from 413 graduate students across W&M.

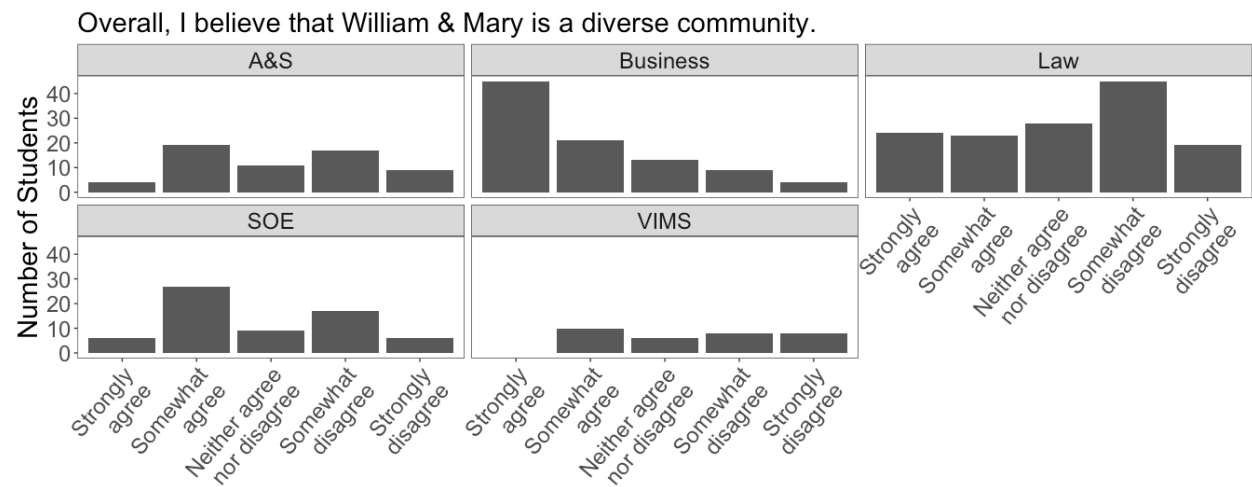


Figure 1b. Responses to perceptions of diversity by school from 60 A&S students, 92 business students, 139 law students, 65 SOE students, and 32 VIMS students.

Overall, I believe that William & Mary is an inclusive community.

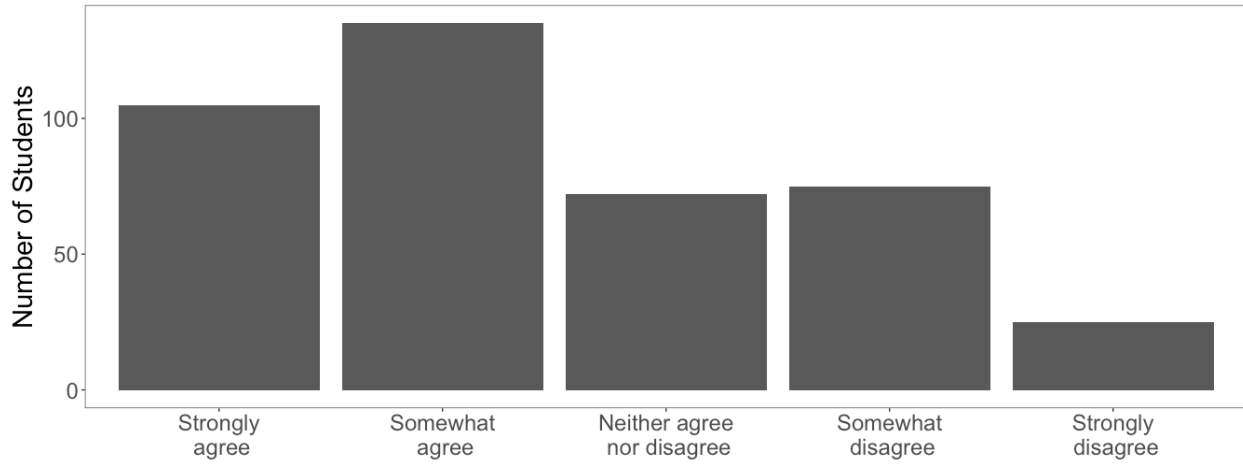


Figure 2a. Responses to perceptions of inclusivity from 412 graduate students across W&M.

Overall, I believe that William & Mary is an inclusive community.

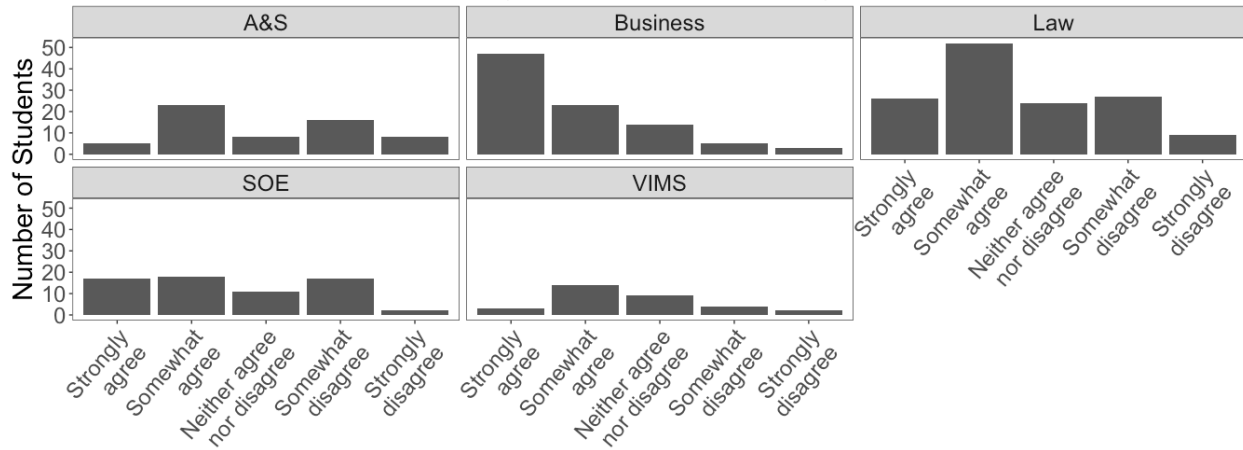


Figure 2b. Responses to perceptions of inclusivity by school from 60 A&S students, 92 business students, 138 law students, 65 SOE students, and 32 VIMS students.

Overall, I believe that William & Mary is an equitable community.

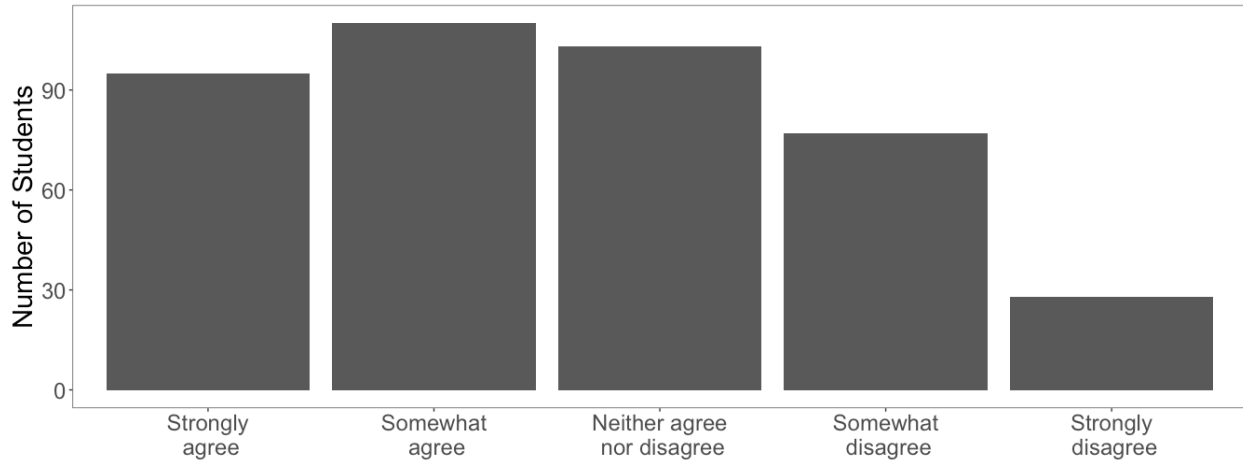


Figure 3a. Responses to perceptions of equity from 413 graduate students across W&M.

Overall, I believe that William & Mary is an equitable community.

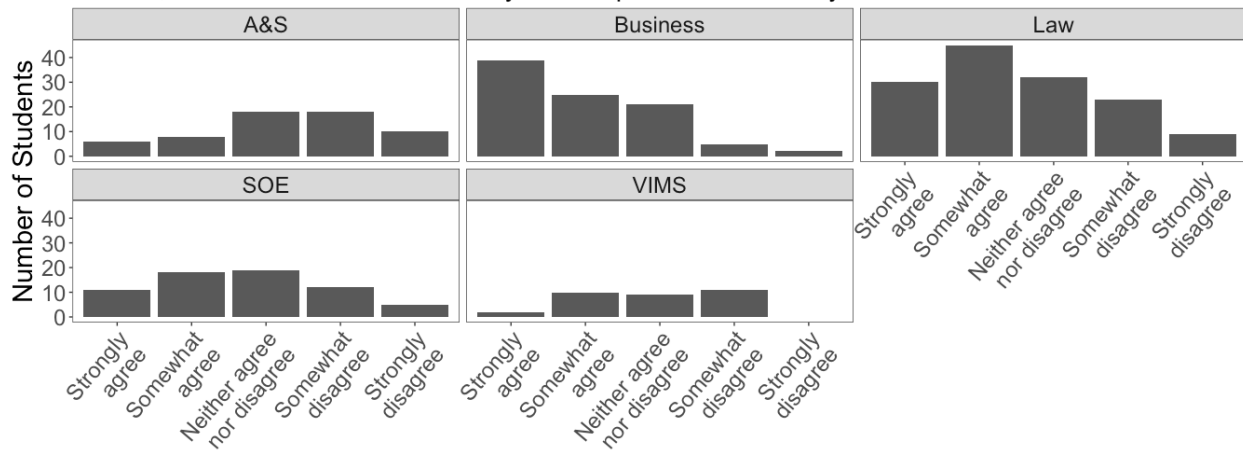


Figure 3b. Responses to perceptions of equity by school from 60 A&S students, 92 business students, 139 law students, 65 SOE students, and 32 VIMS students.

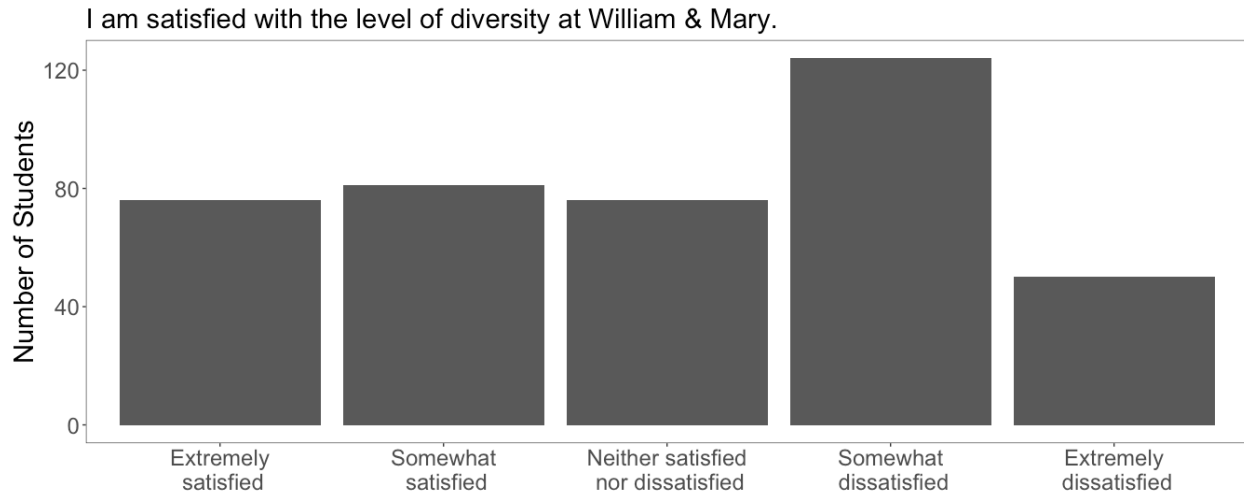


Figure 4a. Responses to satisfaction level with diversity from 407 graduate students across W&M.

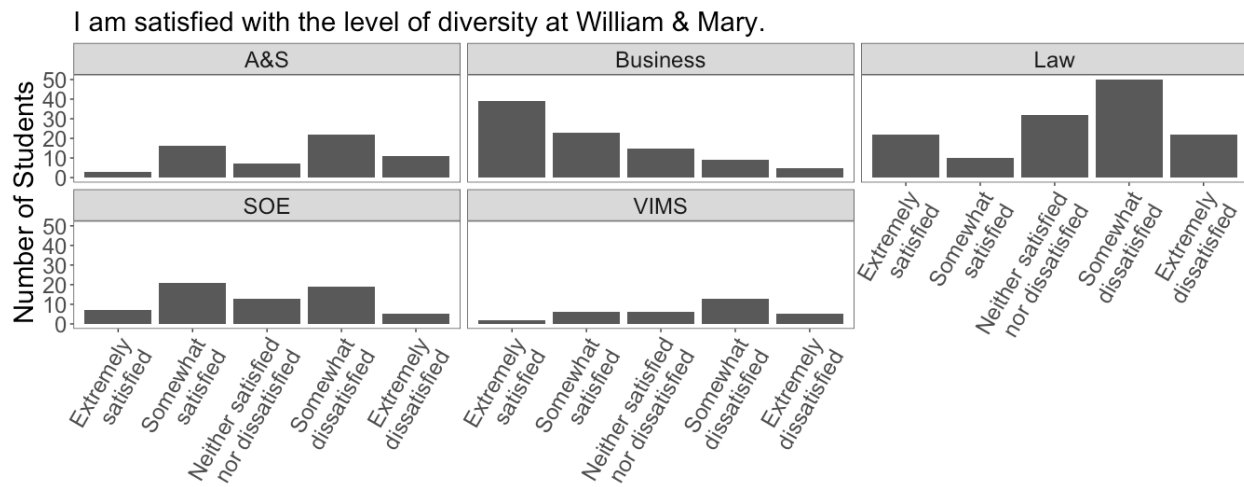


Figure 4b. Responses to satisfaction level with diversity by school from 49 A&S students, 91 business students, 136 law students, 65 SOE students, and 32 VIMS students.

I am satisfied with the level of inclusivity at William & Mary.

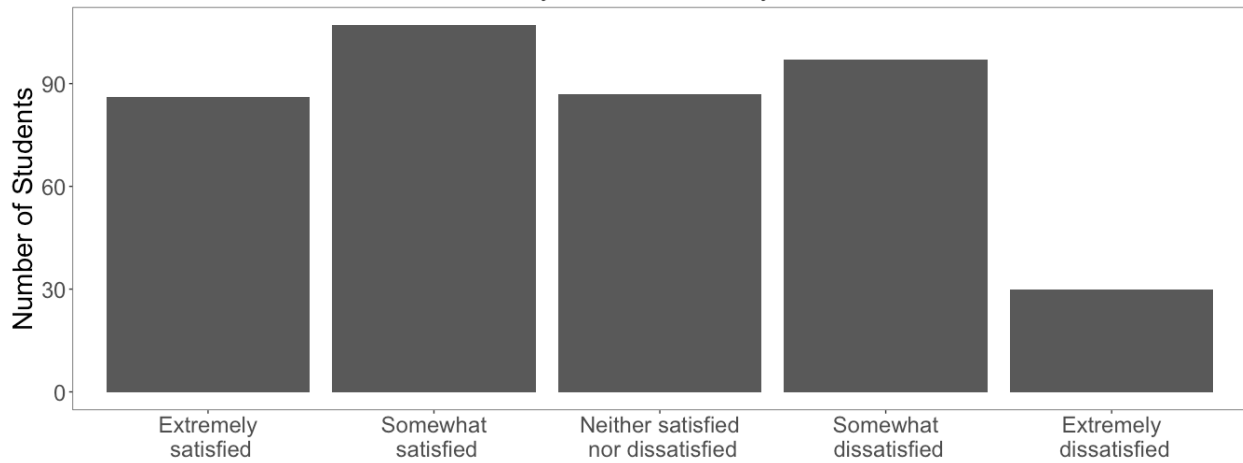


Figure 5a. Responses to satisfaction level with inclusivity from 407 graduate students across W&M.

I am satisfied with the level of inclusivity at William & Mary.

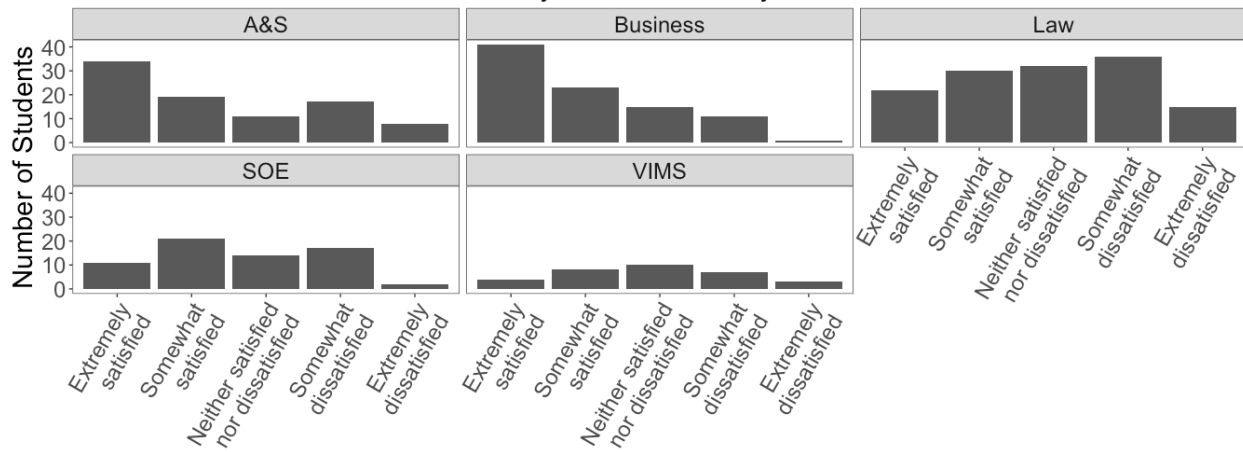


Figure 5b. Responses to satisfaction level with inclusivity by school from 59 A&S students, 91 business students, 136 law students, 65 SOE students, and 32 VIMS students.

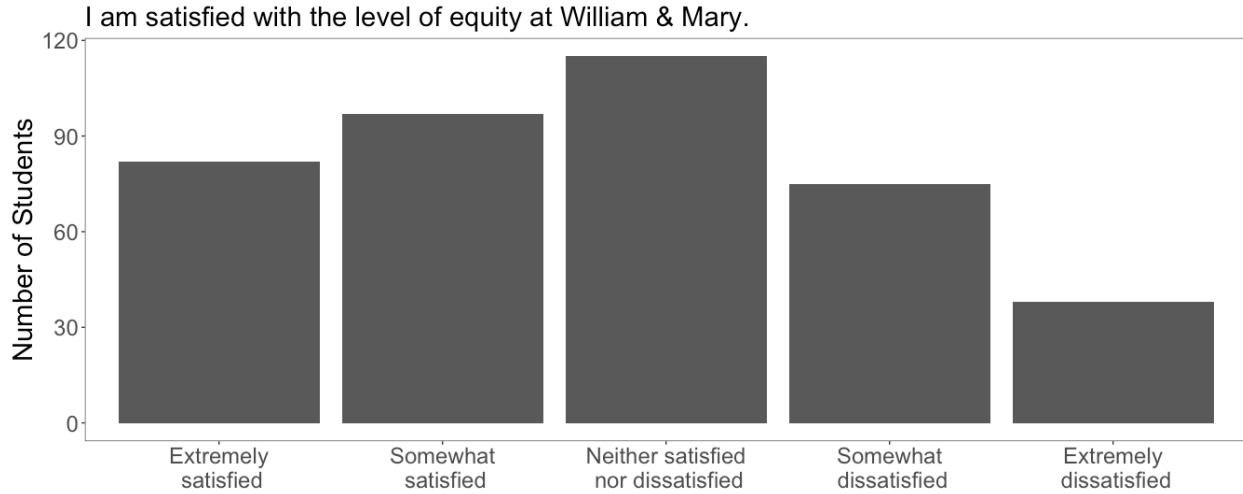


Figure 6a. Responses to satisfaction level with equity from 407 graduate students across W&M.

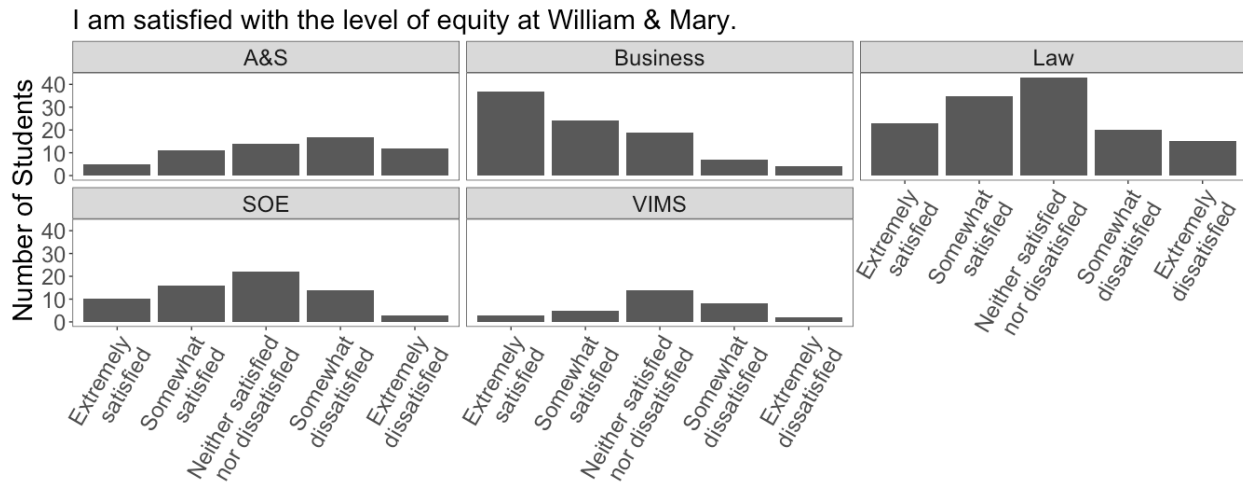


Figure 6b. Responses to satisfaction level with equity by school from 59 A&S students, 91 business students, 136 law students, 65 SOE students, and 32 VIMS students.

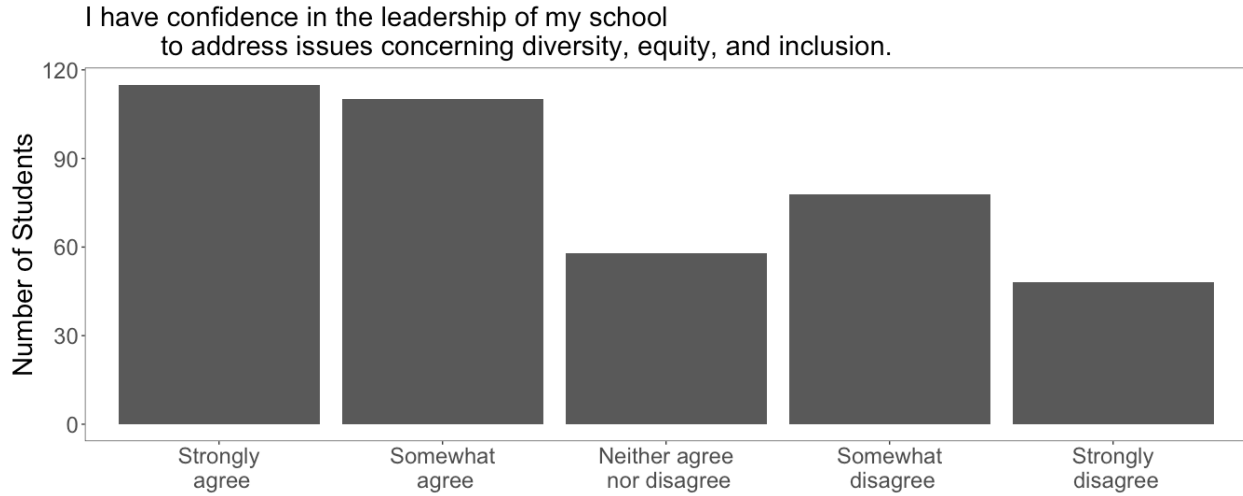


Figure 7a. Responses to confidence level in leadership to address issues of DEI from 409 graduate students across W&M.

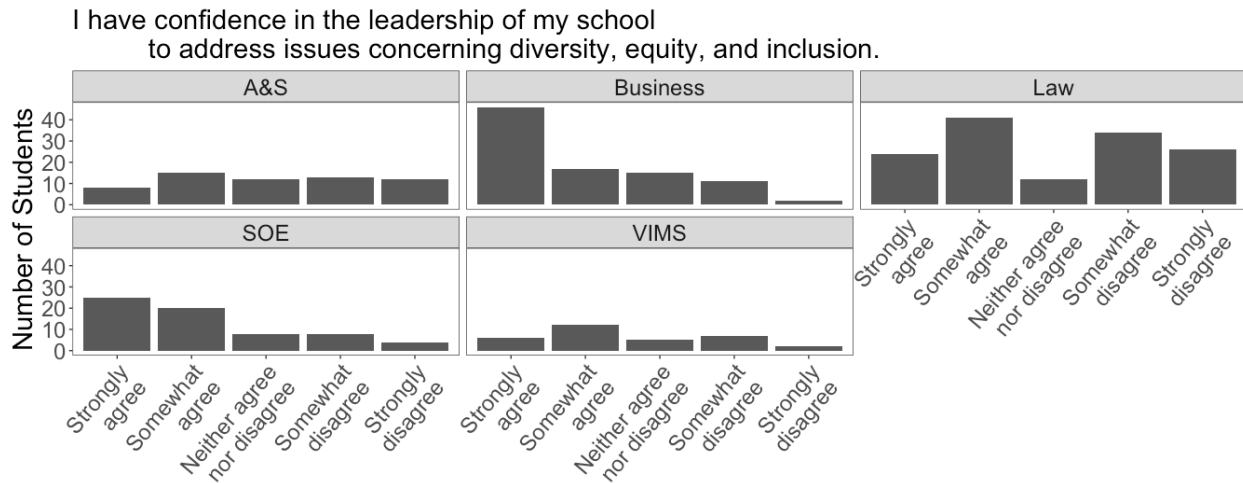


Figure 7b. Responses to confidence level in leadership to address issues of DEI by school from 60 A&S students, 92 business students, 137 law students, 57 SOE students, and 32 VIMS students.