



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

Board of Visitors Update

April 10, 2023

Recruitment and Retention

- √ In Y2 of the Faculty Hiring Pilot, led 11 workshops with a total attendance of 305 participants. In 2 years, 85% of faculty have completed the Implicit Bias in Hiring workshops. The assessment of Y2 will be conducted in May with Search Committee Chairs.
- √ Hosted 10 scholars for the 4th Annual IGNITE Future Faculty Program in November.
- √ Hosted annual Welcome Back Reception for new and returning faculty for networking-62 participants.
- In April, we will partner with the Offices of Admission, Alumni Engagement and the Center for Student Diversity to host 4 yield receptions for admitted students/families from underrepresented backgrounds in four regional areas (Norfolk, Northern VA, Roanoke, and Richmond).

Campus Climate

- √ Offered the 6th Annual D&I Symposium for employees as a day of professional development and it was attended by 150 people.
- √ In January, kicked off the semester offering DIB trainings for academic and administrative units to increase specific areas of competencies—a total of 5 completed thru April.
- √ Offered 2 university-wide workshops on "Cultivating Workplace Belonging for Faculty and Staff" led by Dr. Terrell Strayhorn and attended by 125 participants.
- √ Published 6 monthly editions of *VOICES newsletter* to highlight and support university-wide inclusion work.
- On April 27, we will recognize 35 individuals as "Diversity Champions" for 2022-23.

Education & Scholarship

- √ Offered 8 monthly Lunch & Learn professional development sessions for employees that were attended by 175 participants.
- √ With support of the Multicultural Endowment, awarded 4 IDEA grants from 12 submissions totaling \$6000.
- √ In collaboration with Director of Training, offered DIB training to 105 new employees as a part of their onboarding.



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Organizational Culture and Accountability

- √ Strengthened ongoing cultural competencies among Cabinet members through speakers, 9 monthly *Inclusive Leader Insights*, and creation of an electronic Inclusive Excellence Toolkit for Senior Leaders as a resource guide.
- √ 85% of Administrative and Academic units have completed an Inclusive Excellence Plan with SMART goals and aligned with Vision 2026.
- √ The university increased its score on the Campus Pride Index from 4.0-4.5 this year.
- In May, the second phase of the Inclusive Excellence (2023-26) will be plan will be completed.
- In June, the office will update the Diversity Dashboard to reflect the progress from the 2020-2023 Inclusive Excellence plan.
- In June, the office will produce its 2022-23 Annual Report and it will be posted on the website.

Innovation, Community, and Reconciliation

- √ Completed the final phases of Hearth: Memorial to the Enslaved with the addition of 13 recently discovered new names, the hand-crafted *Unity Vessel*, and the addition of the Donor plaque. The rescheduled Vessel Dedication is set for May 4th at 5:30 pm.
- √ Worked with Office of Alumni Engagement to host 4 quarterly Zoom sessions to introduce 13 campus partners and their work to the Alumni Inclusion Advisory Board Leaders.

Submitted by Fanchon Glover, Chief Diversity Officer