



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

Annual Report 2023-2024



Land Acknowledgement

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

Statement on Slavery and its Legacies

The Board of Visitors acknowledges that William & Mary enslaved people, exploited them and their labor, and perpetuated the legacies of racial discrimination. The Board profoundly regrets these activities, apologizes for them, expresses its deep appreciation for the contributions made by the African and African American members of its community to the vitality of William & Mary then, now, and for all time coming, and commits to continue our efforts to remedy the lingering effects of past injustices.

Executive Summary

Dear W&M Community,

The Office of Diversity & Inclusion collaborates with colleagues across the university to center our values as we accelerate inclusion work toward achieving our mission. This year's annual report focuses on a team-based approach to Inclusive Excellence initiatives completed across the five areas of focus—Access & Success, Campus Climate, Education & Scholarship, Organizational Culture & Accountability, and Community, Engagement and Reconciliation. It does not reflect the work in totality but highlights that which makes the effort legible and visible—building a cadence and culture of accountability. Additionally, the Inclusive Excellence framework offers a way to evaluate and track our progress. (See [Inclusive Excellence dashboard](#))

The Inclusive Excellence framework provides an outline that guides campus leaders and enables them to demonstrate how their programs and research contribute toward reaching our university goals rather than being isolated activities. President Rowe has emphasized from the beginning that we must focus on whole institution thinking and implementation (no special title or leadership required) and move away from checklists and episodic and performative actions. It is vital as a path to our commitment of convening great hearts and minds to meet the pressing needs of society.

There is strength in diversity, and we must invest in and foster that strength. As we prepare 21st century student leaders through a robust curriculum and establish a competent and diverse workforce, I'm excited to share that in this report you will find the data-driven inclusion work completed by the Office of Diversity & Inclusion and academic/administrative units. I hope it will inspire you to become a member of the team and get involved!

As I look back over this year, I can say that I am truly grateful and blessed to work at a place that in my personal health challenges, really undergirded me and the work of the office by ensuring that all continued to move forward. Thank you to President Rowe and Senior leaders, Bobbi Jo Stevens, Shiyanna McLeod, Dr. Carlane Pittman-Hampton, the D&I Leadership Council, the Collective, and all employees and students for your support in making this an outstanding year for the work of inclusion. On a personal note, thanks for your support and concern for me! Thanks for being on this journey with us! Continue to let your light shine as we work together to nurture a world where all are valued, seen, and respected!

Fañchon Glover, Ed.D.
Chief Diversity Officer

Inclusive Excellence Plan 2023-2026

Inclusive Excellence is a framework designed to integrate diversity and inclusion efforts. As a model, it incorporates diversity efforts into the core of organizational functioning. Applying Inclusive Excellence concepts leads to infusing diversity into an organization's recruiting and hiring processes, into its training and into its administrative structures and practices. Inclusive Excellence means an organization has adopted means for the cohesive, coherent and collaborative integration of diversity, inclusion and equity into the organizational pursuit of excellence.

Accepting the **Inclusive Excellence model reflects the understanding that diversity, equity and inclusion (DEI) lead to organizational excellence** and are to be invited and integrated into the very core of the business enterprise and are not isolated initiatives. This framework moves DEI efforts from the margins as a moral imperative to an interwoven space where what is measured, gets done. It also creates a shared narrative across the university from academics through procurement. Read the plan and updated actions at <https://www.wm.edu/offices/diversity/documents/ie-framework-2023-final-updated.pdf>.

Dimensions of the Inclusive Excellence Framework



2023-2024 Diversity & Inclusion Leadership Council and Advisory Committee

Leadership Council



Brian Baines - Mason School of Business; Pam Eddy - Provost's Office; Cecilia Lewis – VIMS; Wanjiru Mbure - Arts & Sciences; Anna Mroch - Student Affairs; Arielle Newby - Law School; Daniel Ogunyemi - Virginia Institute of Marine Science; Leandra Parris - School of Education; Jasmine Perkins – Athletics; Debbie Ratliff – Advancement; Brian Wall - Law School

The Collective



Top Row: Marra Austin, Emily Avesian, Carla Costello, Brigid Cryan, T Davis
Second Row: Charlie Foster, Samuel Hayes, William Henderson, Kate Hoving, Yujie Huang
Third Row: LaToya Lawson, Jan McDowell, Gabby Saluta, Jason Simms, Sarah Thomas
Fourth Row: Alefunzo Uzzle, Candice Vinson, Kimberly Weatherly

IGNITE-Future Faculty Program

October 1 – 4, 2023



Keynote Speaker:
Kelebogile Zvobgo



Schedule

Sunday, October 1 st	
	Travel day. Arrive & Check-in at Hotel
5:30 pm – 6:30 pm	Welcome Gathering
Monday, October 2 nd – School of Business, Room 1019	
7:00 – 8:00 am	Breakfast – Hotel
8:15 am – 8:45 am	Welcome Session
8:45 am – 9:15 am	Keynote Speaker - Kelebogile Zvobgo
9:15 am – 9:30 am	Greetings - Provost Agouris
9:35 am – 10:45 am	Preparing for the Transition to a Faculty Role - Pam Eddy
10:45 – 11:00 am	Break
11:00 am – 12:00 pm	Lunch & Panel Discussion: Janise Parker, Michael Tierney & Jan McDowell
12:00 – 1:30 pm	Flourishing through Chronic Too-Muchness - Kelly Crace
1:30 – 1:45 pm	Break
1:45 – 2:45 pm	Overcoming Imposter Phenomenon - Cheryl Dickter
2:45 – 4:00 pm	Campus Tour
4:00 – 5:15 pm	Prepare for Dinner - Hotel
5:30 – 7:00 pm	Dinner & Group Photo
Tuesday, October 3 rd – School of Education, Holly Room	
7:00 – 8:00 am	Breakfast - Hotel
8:30 – 9:30 am	Tips for Successfully Preparing for the Job Search – Dr. Adrienne Petty
9:30 – 10:45 am	A Personal Strategy to Wellness - Martha Wescoat-Andes
10:45 – 11:00 am	Break
11:00 am – 12:00 pm	Leveraging Your Scholarly Impact with Open Access and Library Support - Dr. Carrie Cooper
12:00 – 1:00 pm	Lunch
1:15 – 5:00 pm	Scholar Presentations
5:15 – 6:00 pm	Prepare for Dinner - Hotel
Tuesday, October 3 rd Continued	
6:15 – 8:00 pm	Dinner
Wednesday, October 4 th – Embassy Suites, Meeting Room	
7:00 – 8:15 am	Breakfast - Hotel
8:30 – 9:00 am	Dean Suzanne Raitt: Closing
9:00 – 10:30 am	Wrap-up & Assessment
10:30 – 11:00 am	Hotel Check-Out
11:30 am	Departures



INCLUSIVE EXCELLENCE CHAMPIONS 2023 - 2024

Office of Diversity & Inclusion

The recognized 2023-2024 Inclusive Excellence Champions are: Chandler Agett, Jody Allen, Mary Bryan Barksdale, Babs Bengtson, Raven Beverly, Darryl Blackstock, Lindsay Blount, Teri Brandon, Taylor Locks, Elizabeth Burgin, Liz Cascone, Amy Colley, Kelly Conway, Kelly Crace, Val Cushman, Cheryl Dickter, Jennifer Dreyer, JD Due, Kay Floyd, Charlie Foster, Reginald Fox, Nihal Guennouni, Jason Hamlin, Amber Hardison, Shelie Harris, Kirk Havens, Peel Hawthorne, Emily Hein, Jeff Herrick, Mark Hofer, Bill Horacio, Dyamond Howell, Kathleen Jabs, Jajuan Johnson, Isaiah Johnson, Anthony “AJ” Joseph, Meredith Kier, Linda Knight, Gladys Krause, Danny Laporte, Cecilia Lewis, Eric Margiotta, Jessica Martin, Amaiya Mauney, Jan McDowell, Nicole Millette, Kim Momballou, Miguel Montalvo, Dawn Morris, Mike Murphy, Robert “Bobby” Oliver, Dot Osbourne, Iyabo Osiapem, Janise Parker, Katie Pelletier, Francisco Gonzalez Perez, Adrienne Petty, Raven Pierce, Jon Pineda, Gabrielle Pressley, Leah Glenn Prince, Steve Prince, Bella RaeAnne, Gina Ralph, Barbara Ramsey, John “Rio” Riofrio, Emily Rivest, Gabby Saluta, Ashley "Renee" Sanders, Jackson Sasser, Juliette Smith, Sarah Taylor, Sarah Thomas, Adrienne Tillman, Will Walker, Monet Watson, Kimberly Weatherly, Alisa Whitehead, Valerie Wilkins, and Doug Young

Congratulations and thank you! ([Website link](#))



Inclusive Excellence Champions Reception



Better Arguments - Student Affairs



The Lemon Project with Dr. Lonnie Bunch



Cesar Chavez Exhibit- Center for Student Diversity



Affinity Group Dinner - The Law School



Veteran Events - Office of Student Veteran Engagement



Fall Reception – The Women’s Network



The Lemon Symposium – The Lemon Project



Football Panel – Health & Wellness



Facilities Management Appreciation Gifts



Inclusive Excellence Lunch & Learn – Office of Diversity & Inclusion



FISH Drive – School of Education



Genealogy Research Initiative – The Lemon Project



Wellness Wednesday Break - The Law School



The Social Justice by Faith Initiative – Center for Student Diversity



Casual Get Together – The Women’s Network



Take a Break – The Women’s Network



NAPSA Presentation Team - Office of Student Veteran Engagement



PLUS – Center of Student Diversity



Art Therapy Lunch & Learn – Office of Diversity & Inclusion



Dr. Talapatra – School of Education



Health & Wellness Center



Wellness Wednesday Break - The Law School



Women's Health Panel - Health & Wellness



Women's Event – School of Education



Dr. Martin Luther King, Jr. Commemoration Speaker event, Alumna Tamar Lawrence-Akinyemi, JD '11 – The Law School



Annual Welcome Back Reception - Office Diversity & Inclusion



Poetry with Jon Pineda Lunch & Learn- Office Diversity & Inclusion



Water Pollution and its impact on Communities of Color
Lunch & Learn- Office Diversity & Inclusion



2023 IGNITE - Office Diversity & Inclusion

Whole-Institution Inclusive Excellence Work



You will see examples of whole-institution inclusion work by our academic schools, unit D&I committees and affinity groups.

D&I Units and Committees

Center for Student Diversity
Health Promotion & Center for Mindfulness & Authentic Excellence (CMAX)
Law School
Office of Student Veteran Engagement
Provost's Office
Reves Center for International Studies
School of Business
School of Education
Student Affairs
Studio for Teaching & Learning Innovation
The Lemon Project: A Journey of Reconciliation
VIMS
VIMS Diversity and Inclusion Steering Committee
W&M Athletics
W&M Libraries
Women's Network

Arts & Sciences

D&I Initiatives 2023-2024

Unit/Department Arts & Sciences

Submitted by Wanjiru Mbure

Initiative #1: Insights from Within (IfW) - The second annual Insights from Within (IfW) community conversation provided an opportunity to engage in internal conversations that reflect the broad experiences of Arts & Sciences stakeholders mentoring experiences. Arts & Sciences students, staff, and faculty explored “Innovative, Affirming, & Effective Mentoring” in breakout sessions and a panel featuring leaders and participants of mentoring programs in Chemistry, Physics, and Biology.

Initiative #2: Arts & Sciences Inclusive Inquiry Speaker Series - The 2024 annual Inclusive Inquiry Speaker Series featured a two-day film festival in alignment with W&M's celebration of 2023-24 as the Year of the Arts. The festival's keynote speaker was director/writer/producer & W&M alumnus, Omar Kamara '15 (Economics) whose talk “Storytelling as a Child of Immigrants” was preceded by a screening of his award-winning feature-length film African Giants. The first day of the festival featured Richmond-based Cadence Theatre Company's Sitelines BLM ACTION short films Bleach, Break and Still Fighting and Omar Kamara's Mass Ave.

Initiative #3: AFFURM Faculty Network - Launched in fall 2023 as a 2-year pilot the AFFURM Faculty Network is comprised of about two dozen faculty (TTE, TF and post-docs) who joined A&S in 2020-present. In its first year, this mentoring, networking, and faculty success initiative featured workshops on various topics including teaching and life in Williamsburg , preparing for tenure and promotion for faculty, history of Diversity, Equity, and Inclusion at W&M, and balancing home and work.

Law School

D&I Initiatives 2023-2024

Unit/Department Law School

Submitted by Arielle Newby

Initiative 1: The Student Bar Association (SBA) and the Office of Student Affairs & Academic Support co-sponsored an affinity group dinner on Monday, October 9, 2023. Zulekha Tasneem, a 2L and SBA Diversity Chair, spearheaded the event bringing together the Law School's student affinity groups to foster more collaboration and to strengthen comradery among the organizations. The event had approximately 40 attendees to include Dean Benjamin Spencer, Vice Dean Kami Chavis, faculty and staff members.

Initiative 2: The Office of Student Affairs & Academic Support hosted several Wellness Wednesday Breaks throughout the school year as designed and implemented by the coordinator, Kameryn Pritchett. Each break was curated to support students flourishing and belonging. The students were met with PositiTEA, Cider and hot chocolate for the fall, and parfaits and dirt cups for

the spring. This initiative gave students time during the lunch break to socialize and enjoy some midday snacks and beverages.

Initiative 3: The Law School hosted its third Dr. Martin Luther King, Jr. Commemoration Speaker event on January 17, 2024, featuring Alumna Tamar Lawrence-Akinyemi, JD '11. She is a Managing Attorney, Immigration Legal Program at Northern Virginia Family Service in Falls Church, VA. She represents clients in family-based, humanitarian, and removal defense matters before the U.S. Immigration Courts, U.S. Citizenship and Immigration Service, and various U.S. Consulates abroad. Attorney Lawrence-Akinyemi holds a Bachelor of Arts degree in History and Spanish Literature from Cornell University. She shared her career path and reflected on her experiences in the legal field.

Provost's Office

D&I Initiatives 2023-2024

Unit/Department Provost's Office

Submitted by Pamela Eddy

Initiative 1: Faculty Search Guide: An online Faculty Search Guide was written to provide search committees resources and relevant information for conducting faculty searches. This guide includes not only practical information on the search process regarding timeline, approvals, and order of steps, it also includes information on how to assure a wide pool of diverse applicants, inclusive teaching questions, and an outline of appropriate questions the committee can ask. How to address implicit bias, interview accommodation requirements, and inclusive search practices are included.

Initiative 2: Benchmark Data: In 2023-24, a first look at faculty data occurred to determine the number of women faculty in areas of study relative to the number of Doctoral student graduates in the areas. With the exception of Education, all areas at W&M had lower representation for women relative to 2022 earned doctorates, albeit in many areas the percentage difference was a few percentage points. Three areas had wider gaps: Psychology & Social Sciences ('22 earned docs (ED)=61% women; W&M faculty=42% women; Engineers (ED=27%; W&M=14%; Humanities & Arts (ED=51%; W&M=42%). Some of these gaps are due to the number of senior faculty at William & Mary, who tend to be men. The new hiring patterns over the past several years have begun to address these gaps, and intentional work in recruitment can only improve efforts.

Initiative 3: Launching of the Faculty Affairs Website: Providing information to new and continuing faculty serves as a means to improve a sense of belonging. The new Faculty Affairs website (<https://www.wm.edu/offices/facultyaffairs/>) provides information on awards, policies, and processes to help make opportunities more open and transparent. The website also helps with onboarding of new faculty and serves as a conduit for sharing information on college operations and processes.

School of Business

D&I Initiatives 2023-2024

Unit/Department School of Business

Submitted by Brian Baines

Initiative #1: The Mason School reevaluated its committee and created the Inclusive Excellence Committee with a subgroup called the Community of Practice. The IE Committee consists of individuals who are donating their time to imagine and facilitate events and programming around inclusive practices. The COP helps to carry out the events by helping as needed.

Initiative #2: The Mason School expanded its inclusion events to focus on areas such as:

1. Hosted an awareness and recognition event during Rosh Hashanah to bring awareness to the event.
2. A Day of the Dead event occurred providing the opportunity for people to learn about the meaning of the day.
3. A lunch and learn on Neurodiversity took place with John Elder Robison.

Initiative #3: The school is offering a free event to the campus to view a private screening of Ezra, a movie about a kid who has a neurodivergence and a father who is helping him to feel like other kids. This is being done in conjunction with a speaker coming to talk to a course taught by a MSOB faculty member and with Neurodivergence Awareness Month.

School of Education

D&I Initiatives 2023-2024

Unit/Department School of Education

Submitted by Leandra Parris

Initiative 1: We hosted two civic engagement events during the 23-24 school year. The Fall event was a Food Drive for the Pineapple House in Williamsburg. We collected and donated a total of 332 food items. The Spring event was a clothing/housewares drive for the FISH Pantry and Closet, also in Williamsburg. We collected and donated a total of 366 items, from clothing, linens, kitchen supplies, and shoes. These events are supported by the SOE ODI and the SOE Diversity Committee to increase the community and civic engagement of the SOE community.

Initiative 2: To Celebrate International Women's Day, we collaborated with the community agency Inner Peace Coalition, Inc to host a women's day event. This summit was designed to engage and create affinity spaces while providing intersectional awareness and discussion across the community. We hosted a keynote panel with Dr. Amber Price (President of Sentara Williamsburg Regional Medical Center), Dr. Towanna Portor Brannon (President of Virginia Peninsula Community College) and Terry Banez (President, CEO of Williamsburg Chamber of Commerce). Speakers included W&M SOE faculty as well as local leaders such as Connie Harshaw, Johnette Weaver, Laure Hill, Deborah Fabian, Kimberley Hundley, Dr. Kate Slevin, Tearanie Parker, Guisela Torres, and Dr. Dionne Gibbs. There were over 100 attendees to this empowering hybrid event, which concluded with a networking reception and affirmation activities.

Initiative 3: The Training and Technical Assistance Center (T/TAC) and the Department of School Psychology and Counselor Education hosted Dr. Devadrita Talapatra, a national expert on Disability Justice and Disability Studies in Education. Over a series of workshops held January 25th and 26th, Dr. Talapatra provided training on Disability Justice for over 200 teachers, special educators, school-based mental health professionals, and administrators.

Student Affairs

D&I Initiatives 2023-2024

Unit/Department Student Affairs

Submitted by Anna Mroch

Initiative 1: Student Affairs hired William & Mary's inaugural Director of First Generation Student Engagement. The role will support our students from First Generation / Limited Income backgrounds.

Initiative 2: The Student Affairs Diversity Committee coordinated with the Student Veteran Engagement office to facilitate Green Zone training at the February Student Affairs Division Meeting. William & Mary's Green Zone Training provides a facilitated curriculum about military and veteran students, their challenges, and what they bring to William & Mary. It also consisted of a panel of military and veteran students, faculty, and staff who reflected on their experiences as they transitioned from the military to the university. To date, this was the largest audience trained by Student Veteran Engagement.

Initiative 3: The Democracy Initiative's expanded the presentation of the Better Arguments programming. This year they presented to new student orientation, university leadership boards, alumni, and parents and families. This is part of a national civic initiative, The Better Argument's Project, created to help bridge divides – not by papering over those divides but by helping people have Better Arguments. In this sense, arguments don't have to drive us apart. Better Arguments can bring us together.

Virginia Institute of Marine Science

D&I Initiatives 2023-2024

Unit/Department Virginia Institute of Marine Science

Submitted by Daniel Ogunyemi

Initiative 1: VIMS hired its first Director of Inclusive Excellence & Belonging in November 2023. Prior, the inclusive excellence/D&I functions were carried through a volunteer D&I committee that served at the charge of the Dean & Director.

Initiative 2: VIMS/SMS will create an inclusive campus climate that recognizes the contributions of individuals from all backgrounds and promotes success in learning, research, and community engagement. * No standardized assessment has been completed. We are in the process of realigning the Dive-In committee due to the establishment of the Office of Inclusive Excellence & Belonging at

VIMS. *Dive-In continues to post updates via social media that highlight relevant cultural and religious celebrations (i.e., affinity months, new years, etc.). Dive-In also has completed or scheduled community building and training opportunities for the institute.

Initiative 3: VIMS/SMS will build stronger partnerships with Commonwealth HBCUs, minority serving institutions, community organizations, and similarly situated entities to increase our visibility and impact and enhance our education, research, and outreach programs. * In addition to collaborative research endeavors, VIMS is currently negotiating a contract with Kenah Consulting to

assess its practices related to partnering with Indigenous/Native cultures. This will include an internal audit and plan to centralize outreach and partnerships with local tribes. * VIMS has contacted several higher education and community partners including Hispanic Access Foundation, Black in Marine Science, Minorities in Aquaculture, Virginia State University, and Norfolk State University with the goal of assessing needs and building capacity for future collaborations.

Athletics

D&I Initiatives 2023-2024

*Unit/Department **W&M Athletics***

Submitted by Jasmine Perkins

Initiative 1: SAAC - Diversity, Equity & Inclusion Committee:

The Student-Athlete Advisory Committee (SAAC) consists of 2-3 student-athlete representatives from each team. SAAC's D&I subcommittee has focused on important initiatives for this year that include department wide D&I campaigns, collaboration with the Black Student-Athlete Alliance & cross campus partners.

The subcommittee oversaw the 2023-2024 NCAA D&I Social Media Campaign.

This 3-day campaign was an opportunity for student-athletes, coaches, administrators and the athletic community across the country to use their platform to create a dialogue surrounding diversity, equity, inclusion and belonging. Engaging in opportunities such as this campaign helps foster inclusive environments within intercollegiate athletics.

The SAAC D&I subcommittee was also responsible for collaborating with the Black Student-Athlete Alliance. The groups have made an impact on the community and to other student-athletes. The two groups worked with Title I local elementary schools supporting food drives, school supplies drives, and monthly reading.

Initiative 2: Student-athlete representation at leadership summits, specifically focusing on inclusion efforts.

1. Black student-athlete summit. This is Year 2 Tribe Athletics will sponsor four student-athletes, and one professional to attend the three-day summit hosted on the campus of USC in Los Angeles, California. The goal of the Summit is to empower Black Student-Athletes to maximize their college experience. Professional staff are empowered to go back to their campuses and

create innovative initiatives to ensure that Black Student-Athletes are competitive in the global workforce upon graduation.

2. Athlete Ally Activism Summit

Tribe Athletics will sponsor one student-athlete to attend the 2024 Athlete Ally Activism Summit in June 2024. Over the course of four days, college athletes, coaches, and administrators

from across the country will convene to build community, gain knowledge, and commit to actions to help expand LGBTQI+ inclusion and ally ship on their campuses.

Athlete Ally staff and event co-hosts will share how they are using education, policy reform, athlete activism, and groundbreaking research to champion LGBTQI+ inclusion in and through sport. Student-athletes will hear from other athletes & activists on how visibility and representation can shape collective power, and from QTBIPOC athletes & allies on intersectional activism. Attendees will cycle through breakouts on storytelling and campus advocacy.

Initiative 3: Athletics Department, Social Heritage Committee.

Monthly meetings with representatives from various units within the department (coaches, administrators, media relations, marketing, etc.) to identify different opportunities to support the values of the university.

The committee oversaw the first LGTBQ+ Athlete & Alumni Panel. The panel included 3 former student-athletes, and 3 current student-athletes. The panelists discussed their experiences, shared perspectives, and offered a Q&A portion for the audience. This program took place prior to the Women's Basketball Belonging Game.

D&I Initiatives 2023-2024

Unit/Department Center for Student Diversity

Submitted by Kimberly Weatherly

1. The Social Justice by Faith initiative allows students, faculty/staff to experience the history of different faiths, cultures, identities, and races. After understanding history through another lens, other than their own, they can partner with other students, student organizations, and the CSD to advance social justice through the tenets of their faith and culture.

(Stonewall) A visit on November 4-5, 2023, to New York City.

As part of a collaborative effort to deepen the understanding of LGBTQ+ history and activism, the Center for Student Diversity recently embarked on an inspiring overnight trip to New York City to commemorate LGBTQ+ History Month. The centerpiece of this trip was a visit to the Stonewall Inn and the adjacent park dedicated to the Stonewall Uprising, a landmark event in the fight for LGBTQ+ rights in the United States. On June 28, 1969, the Stonewall Uprising began, marking a pivotal moment when LGBTQ+ individuals stood against police brutality and discrimination. The ensuing events spanned six days and galvanized a movement that would reshape the landscape of LGBTQ+ activism.

The Stonewall Uprising was not just an isolated incident, but the culmination of years of resistance and activism by LGBTQ+ communities. Despite police raids being a common occurrence at the time, this particular uprising drew significant media attention and eventually led to the annual Pride traditions we know today. However, it's important to recognize that the shift in activism after Stonewall was primarily experienced by white cisgender people, while people of color and gender non-conforming individuals often remained on the front lines, challenging the constraints of multiple layers of marginalization.

During the visit, participants were reminded that while the term “Stonewall riots” is often used, many Stonewall veterans prefer to call it the Stonewall uprising or rebellion, as “riot” carries a connotation that was used by authorities to justify their violent response. Through this trip, students gained a deeper appreciation for the history and resilience of LGBTQ+ communities, understanding that the fight for equality and justice is ongoing and requires the efforts of diverse voices. This journey served as a powerful reminder of the progress made and the work that still lies ahead in achieving true social justice for all.

Continuing the exploration of LGBTQ+ history and culture, the Center for Student Diversity's trip to New York City included visits to several iconic LGBTQ+ sites, further enriching the understanding of the LGBTQ+ experience. Following the visit to the Stonewall Inn and park, the group made their way to the Leslie-Lohman Museum of Art in SoHo, Lower Manhattan. This unique museum, originally known as the Leslie-Lohman Museum of Gay and Lesbian Art, is dedicated to preserving and exhibiting visual arts created by LGBTQ+ artists, as well as art that explores LGBTQ+ themes, issues, and people.

At the Leslie-Lohman Museum, students experienced a diverse range of art forms, from paintings and photographs to sculptures and installations. The exhibits reflected the rich tapestry

of LGBTQ+ identity and history, highlighting the creativity and resilience of LGBTQ+ artists throughout the years. This museum visit underscored the importance of visual art as a medium for LGBTQ+ expression and storytelling, allowing visitors to engage with the narratives and struggles that have shaped the LGBTQ+ community.

To add a touch of celebration and fun to the trip, the group also attended the LIPS New York City Drag Brunch Show. This lively event provided an opportunity to experience a vibrant aspect of LGBTQ+ culture through the art of drag performance. The show featured talented drag artists who combined humor, music, and theatrical flair to entertain and connect with the audience. For many students, this was a chance to witness LGBTQ+ expression in a joyous and inclusive setting, reinforcing the idea that LGBTQ+ identity encompasses a spectrum of creativity and individuality.

The combination of educational and entertaining experiences during the trip to New York City allowed students to appreciate the breadth of LGBTQ+ culture, history, and activism. From the solemnity of the Stonewall Uprising to the creativity at the Leslie-Lohman Museum and the exuberance of the drag brunch show, this journey was a meaningful exploration of the LGBTQ+ community's past, present, and future.

April 20, 2024

The Center for Student Diversity's second social justice trip took us to Farmville, Virginia, where we visited the Moton Museum, formerly the Robert Russa Moton High School. This National Historic Landmark is a beacon of American civil rights history and the site of the 1951 student-led strike that became a catalyst for the modern civil rights movement, igniting a fire that would forever transform the landscape of American education.

The trip began with a guided tour of the museum's permanent exhibition, "The Moton School Story: Children of Courage." As we walked through the halls that once echoed with the voices of determined students, we learned about the Prince Edward County student strike that occurred in April 1951. Fed up with the unequal conditions they faced in their segregated school, 16-year-old Barbara Johns led her classmates in a bold protest, demanding better facilities and an end to educational discrimination. The courage and tenacity of these students were palpable, and their actions inspired subsequent civil rights movements across the country.

The exhibition showcased compelling artifacts, photographs, and oral histories that brought the Moton School story to life. We saw the humble conditions of the school that fueled the students' resolve, and we listened to personal accounts of their struggles and triumphs. What made this trip particularly impactful was the emphasis on the role of young people in advancing social justice. It served as a poignant reminder that even the smallest voices can spark significant change.

The trip to the Moton Museum was both educational and inspiring. It provided an opportunity to connect with a pivotal moment in civil rights history and underscored the power of collective action. As we returned home, we carried with us the legacy of the Moton students—a legacy that continues to inspire future generations to fight for justice and equality. The visit reminded us that the journey toward social justice is ongoing and that each of us has a role to play in shaping a more inclusive and fair society.

2. The PLUS program (Preparing for Life as a University Student) at William & Mary is a dynamic summer transition initiative designed for incoming first-year students. It offers participants the opportunity to integrate into campus life with the support of a small cohort group. Over a week, students live together in a residence hall, fostering connections and building a sense of community. During the day, attendees benefit from a series of workshops covering essential college skills, including time management, financial planning, academic writing, choosing a major, and much more. These sessions are tailored to ease the transition into university life, equipping students with the tools they need to succeed.

The evenings are equally engaging, filled with networking events that allow participants to interact with upperclassmen and student leaders and social activities. This year, we're especially proud to announce that, thanks to generous funding from donors, the program has expanded from 32 to 64 students. This growth has allowed us to welcome a more diverse group, including student-athletes, creating a richer and more varied experience for everyone involved.

The photograph captures a memorable moment from our journey to the Washington, D.C. campus, a trip that was part of the PLUS program's activities. This visit offered students a broader perspective on the university's reach and the opportunities available to them. The expansion of the PLUS program not only demonstrates our commitment to student success but also reflects the positive impact of donor support in shaping the experiences of our incoming class. We're excited to see how these new connections and skills will shape the college journey for each of our participants.

3. William & Mary's CSD celebrated the university's Latinx Heritage Month with a photo exhibition and two events commemorating the life of late labor leader Cesar Chavez.

Chavez, who died 30 years ago, was a civil rights icon who used non-violent activism to organize farm workers seeking better working conditions. His efforts led to the formation of the United Farm Workers union to address problems facing farm workers, the Latinx population, working families, and other marginalized communities.

Democracy, one of the pillars of W&M's Vision 2026 strategic plan, was at the heart of Chavez's efforts. Steve Prince, director of engagement and distinguished artist in residence at the Muscarelle Museum of Art, and Kevin Gilliam, facilities and exhibitions manager at the Muscarelle, curated the exhibition.

It is the CSD's intent to feature important historical figures during the cultural and identity national celebration months. We are eager to work with the Muscarelle and faculty on this project.

The CSD worked with the Cesar Chavez Foundation in California for six months and was excited to see the plans come to fruition as part of our William & Mary Latinx Heritage Month celebration from Sept. 15 through Oct. 15. Our Latinx students, faculty, and staff continue to advance and enrich our William & Mary community, and Latinx Heritage Month allows us to recognize their achievements and contributions to not only our campus community but our national story.

“Cesar Chavez: Legacy of a Leader,” an exhibition of 30 black and white photographs from the National Chavez Center archives showing an overview of Chavez’s life and work, was displayed in the Slice and upper hallways of the Sadler Center from Sept. 5 through Oct. 30.

“Partnerships like this are an opportunity for us to re-introduce Cesar Chavez to modern audiences and in modern contexts,” said Andres Chavez, executive director of the National Chavez Center and Cesar Chavez’s grandson. “The legacy of Cesar is widespread and nuanced, and we are excited to share it with students and scholars across the U.S. as we lead up to the centennial of my grandfather’s birth in 2027.”

4. The chronological photo exhibit included an overview of the life and work of Cesar Chavez from his early life on an Arizona homestead to his efforts to unite farm workers through the lens of his community organizing and the labor strikes, marches, and boycotts associated with the 1965 Delano, California, grape strike.

D&I Initiatives 2023-2024

*Unit/Department **Health Promotion & Center for Mindfulness & Authentic Excellence***

Submitted by T. Davis

1. The Office of Health Promotion collaborated with student groups ESSENCE: Women of Color, and Student Assembly to celebrate Women’s History Month, with a focus on Women’s Health. The theme was “My Health is My History”. The event consisted of a panel of women health and wellness professionals in the areas of mental health, pelvic health, health and physical wellness, accessibility services, and gynecological health. The panelist answered questions about women’s health in their area of expertise, and the session culminated with an African Dance Healing Circle, led by Umfundalai African Dance Instructor and live drumming.
2. The Office of Health Promotion supported the Football team in their Real Talk series. Real Talk is an educational series for the student athletes to encourage healthier lifestyle choices throughout their college experience and beyond. Health Promotion WM Football collaboration Real Talk focuses on establishing and maintaining healthy relationships. This session included panelists from multiple offices, departments, and schools of the WM community to answer questions regarding relationships, consequences of unhealthy relationships, resources on campus and navigating endings.
3. Wellness professionals provide a variety of classes and series to meet a variety of community needs. In an effort to provide support for students managing chronic illness, we launched the FitWell Series Movement & Breath for Chronic Illness & Stress. Participants had space to connect with students and explore adaptive practices to support their well-being. A collaborative effort, participants also had the opportunity to receive auricular acupuncture to explore potential benefits related to their condition.

D&I Initiatives 2023-2024

*Unit/Department **Office of Student Veteran Engagement***

*Submitted by **Charlie Foster***

1. W&M presented three sessions entitled “7 Ways to Celebrate Military Kids on Your Campus,” “Moving Beyond Being Veteran Friendly: How Institutions Can Transform into Veteran Empowering Organizations,” and “Engaging Military Veterans Early in the Onboarding Process.” Presenters included representatives from the Raymond A. Mason School of Business, the Office of Student Veteran Engagement, and Student Engagement Transition Programs.
2. OSVE Graduate Assistant Brandon Parker is working with W&M Associate Vice President for Health & Wellness Kelly Crace to create a 1-credit course for student veterans that integrates Health & Wellness into college life, by veterans for veterans that is set to be offered for the first time ever in Fall 2024.
3. OSVE Director Charlie Foster taught the Military-to-Civilian Transition course in the Military & Veteran Family Counseling program in Fall 2023. He is tentatively scheduled to teach the course again in Fall 2024.

D&I Initiatives 2023-2024

*Unit/Department **Reves Center for International Studies***

*Submitted by **Kate Hoving***

1. Global Engagement: Associate Director for International Communications received Development Support Funds from W&M for an online course developed by the Public Relations Society of America (PRSA) entitled Advancing Your Communication Strategy In DE&I Certificate Program. The course equips management-level communicators with the tools to build a strategic approach to communication planning that advances diversity, equity and inclusion issues in our workplaces to achieve more effective outcomes for internal and external stakeholders. She completed the course successfully and received her certificate. We also continued to feature diverse subjects and individuals in all events, news stories and publications.
2. The Office of International Students, Scholars & Programs (ISSP) at the Reves Center increased our engagement with VIMS international students, scholars, and their families. Our goal was to be more intentionally inclusive of under-reached groups within the international community and to help promote diversity of cultures and experiences within the international community. Some of our inclusion efforts include holding at least one outreach/engagement activity at the VIMS campus every semester, providing transportation so that students can attend events at both the VIMS and W&M campuses, and including information about VIMS and Gloucester on our webpages.
3. This year the Global Education Office (GEO) continued increasing outreach and resources for students, including through public presentations to student groups, in support of making study abroad accessible, visible and relevant for students. The team, together with the International

Studies Advisory Committee (ISAC) has been working to increase faculty engagement across disciplines and career paths and intentionally develop new study abroad programs to meet unmet academic and student interests. GEO also identified supporting Pell eligible and FGLI students as an area for process review. As a result, GEO mapped out a process for reducing application barriers to make study abroad more accessible, with changes beginning for the 2024-25 application cycle. In addition, GEO reviewed Pell-grant eligible student enrollment trends and modeled the necessary funding goals to address financial barriers for the future and provide guaranteed scholarships for students with demonstrated financial need.

D&I Initiatives 2023-2024

*Unit/Department **Studio for Teaching & Learning Innovation***

Submitted by Yujie Huang

1. STLI launched two new courses through Academy, a professional learning platform for short courses. These two courses are College Teaching Essentials (CTE) 1 & 2. These courses guide learners through foundational practices in teaching and learning from writing learning objectives, enhancing student engagement, and planning class sessions to creating your syllabus and assessments. CTE 1 course introduces Universal Design for Learning and culturally responsive teaching as a framework for the course. CTE 2 focuses on UDL throughout the micro course as a means of inclusive engagement of variable learner populations.
2. In collaboration with the Office of Diversity and Inclusion, STLI provided a lunch & learn session focusing on inclusive teaching practices in higher education. Participants learned about useful strategies to engage diverse learners and were able to connect with each other to exchange ideas and practices. STLI also provided an interactive workshop focusing on inclusive teaching and mentoring for a cohort of faculty from the Diversity Equity and Inclusion Teaching & Mentoring Program led by Andrew Wargo and Dana Lashley through the Virginia Institute of Marine Sciences (VIMS)
3. Adam Barger, STLI's executive director, presented at the D&I symposium in Fall 22 and shared his perspectives and approaches with the conference attendees.

D&I Initiatives 2023-2024

*Unit/Department **The Lemon Project: A Journey of Reconciliation***

Submitted by Sarah Thomas

1. The Lemon Project hosted the 14th Annual Lemon Project Spring Symposium on March 22-23, 2024, at the William & Mary School of Education and at Lodge 1, Sadler Center. We had our largest number of in person attendees (340+ registrants), and our virtual audience was more engaged than in previous years. Queen Quet, Priestess of the Gullah Geechee Nation, provided an impactful healing circle as the symposium's keynote. The theme was "Taking Our Time: Healing Through Black History, Family, and Communities." The symposium featured over 25 panel sessions, four poster and exhibition tables, and free breakfast and lunch, as well as a Friday

evening performance of “The Yard” and a Saturday evening collaboration with the student-run Black Poets Society for a Spoken Word event. Panelists presented from across the country and the world, including the UK. We continued to hold this as both an in-person and virtual event with the hope of making our programming as accessible as possible.

2. The Lemon Project Genealogy Research Initiative, led by Dr. Jajuan Johnson, continued into its fourth year, offering monthly programming and community-building genealogy roundtables. The Summer Sankofa Series continued in Summer 2023 with workshops by Nicka Sewell-Smith, Renate Sanders, and Tim Pinnick. From September 2023 through May 2024, Dr. Johnson hosted monthly roundtables for people to come together, share their findings, and learn tips and tricks for doing genealogical research. Dr. Johnson continues to develop strong relationships with members of African American communities in Williamsburg and beyond.
3. The Lemon Project team continues to fulfill our mission to “build bridges between William & Mary and African American communities through research, programming, and supporting students, faculty, and staff.” One way we do this is by hosting groups and giving tours of Hearth: Memorial to the Enslaved and William & Mary's historic campus. The Lemon Project team has hosted groups and individuals, such as Envision Lead Grow (50 middle-school aged girls), Dr. Lonnie Bunch and Dr. Maria Marable from the Smithsonian, travel bloggers and writers, alumni groups, Colonial Williamsburg Teacher's Institute, National Institute of American History and Democracy students, class groups, Osher Lifelong learners, Traditions Weekend guests, and many others. These tours and programs allow us to share our findings and have conversations about this journey of reconciliation.

D&I Initiatives 2023-2024

*Unit/Department **VIMS Diversity and Inclusion Steering Committee***

Submitted by Gabrielle Saluta

1. Amplifying and supporting marginalized voices
 - Minorities in Aquaculture CEO, Imani Black presentation and reception
 - VIMS hosted Imani Black, founder and CEO of Minorities in Aquaculture (MIA). MIA's mission is to educate minority women about the environmental benefits provided by local & global aquaculture in order to promote a more diverse, inclusive aquaculture industry. 42 participants.
 - Supporting gender identity at work workshop
 - In collaboration with the Atlantic Estuarine Research Society, this two-part interactive workshop included a training through the organization “He, She, Ze and We” and a panel discussion with the authors of “Navigating Gender at Sea.” Approximately 50+ participants.
 - Alumnae mentorship program
 - Funded by W&M Society of 1918, and in collaboration with the Society for Women in Marine Science (VIMS chapter), 5 VIMS students were awarded travel grants to visit Alumnae mentors at their place of work.
 - S.A. Cosby writing shaped by experience discussion and social (TBD)
 - The committee is in contact with award-winning local author, S.A. Cosby, whose recent

work, Razorblade tears touches on themes of homophobia and racism. Due to high cost, this event may not be feasible, but we are exploring partnerships.

- Future events in nascent stages (in progress)
 - Lemon Project
 - Guest speaker from the Lemon Project potentially paired with documentary screening
 - Land acknowledgement statements
 - Lecture and discussion on respectfully and accurately construct these statements for place research, while also discussing data rights and sharing protocols with tribal communities.

2. Providing pathways towards inclusivity

- Enhanced social media presence
 - In order to draw more attention to the highlights and resources we share, Dive-In has extended our reach to over 1600 accounts on Instagram alone through enhanced content, increase posting frequency and smarter timing.
- Diving Deeper newsletter - Inclusive Hiring Practices and Campus Belonging
 - This valuable compilation of 9 articles provides everything from policy suggestions to highlighting bridge and pipeline programs in marine science. Launch is tentatively set for release with VIMS' new Inclusive Excellence Plan.
- Policy memos for VIMS administration and/or applicable units
 - Recommendations for the faculty cluster hire nominating committee
 - Best practices for incorporating D&I activities into faculty and staff evaluations
 - Recommendations for best hiring practices (In Progress)
- Field safety (In Progress)
 - Provided advice on D&I considerations in small boat operator guiding documents.
 - Disseminate information to the broader community on how to acquire VIMS field safety shirts, VIMS identification cards and magnetic VIMS decals for vehicles without the logo.
- Welcomed Daniel Ogunyemi, VIMS' Inaugural Director of Inclusive Excellence and Belonging
 - The committee looks forward to working with Daniel in the upcoming year.

3. Creating bridges and forging connection across the community and beyond

- Dive-In welcome event
 - This annual event and subcommittee membership drive serves as a forum for the VIMS community to learn about who we are and what we do. More voices can translate to greater inclusivity. Our 34 full and subcommittee members are made up of faculty, staff and students spanning all departments and centers on VIMS campus.
- VIMS community pantry relaunch
 - Dive-In manages, collects donations, monitors supply and restocks this essential hunger safety net for the VIMS community. This year, the pantry found a new home and can now stock healthy freezer meals.
- VIMS voter preparation event
 - Members were on hand to assist the community in all things voting-related (registration, voting status checks, and information eligibility, types of voting, and steps to becoming Officers of Election).

- Consideration of the VIMS Graduate Student Association (GSA) belonging survey
 - This survey, run by GSA, takes an annual pulse of the VIMS student body. Past results have helped guide Dive-In activities, such as the establishment of the Alumni Mentorship ad-hoc subcommittee. This year's results are anticipated for release in May. 40 participants.
- Continued spotlight features
 - Each semester, a VIMS community member's integration of D&I into their work is highlighted on easels and table-top displays around campus. This year Jenny Dreyer and Cirse Gonzalez were featured.
- Winter Charity Event
 - Each winter, Dive-In provides the community with a platform to contribute to multiple charities. The Salvation Army Angel Tree Program (16 children supported), the Avalon Domestic Violence Center (\$300 plus household goods) and LGBTLife Center (4 large boxes of food) were recipients in December 2023.
- W&M collaboration events
 - Center for Mindfulness & Authentic Excellence
 - A Mindfulness Experience Event: Becca Marcus shared strategies and led practices centered on mindfulness to combat stress. 20 participants.
 - Art Therapy Event: Sarah Balascio, a nationally board-certified art therapist, guided participants to explore various aspects of their identity through making art. 22 participants.
- Muscarelle Museum of Art
 - Communal Quilt Project Event: Dive-In and VIMS' Marine Advisory Program jointly hosted Steve Prince, who led participants to share their stories through the art of quilting. 12 participants.

D&I Initiatives 2023-2024

*Unit/Department **W&M Libraries***

Submitted by Mary Oberlies

1. Recognizing that the W&M Libraries archival, digital, and physical collections may contain harmful language or difficult subject matters, a team comprising of our Head of Digital Services, Head of Cataloging & Metadata, and Head of Archival Processing crafted a Harmful Language and Content Statement for the W&M Libraries. This statement strives for transparency as we make these collections available, acknowledges that these materials do exist within our collection and that previous methods of describing collections perpetuate their harmful nature. It concludes by describing how we are acting to address the problem and help our users understand the content. <https://libraries.wm.edu/policies/wm-libraries-harmful-language-and-content-statement>
2. The W&M Libraries held its second Living Library event on March 22, 2024, with 17 storytellers and over 120 people listening to the stories shared. Storytellers praised the event and shared how much it meant to them to have a chance to share their stories. Led by Liz Bellamy and Jessica Ramey, the Living Library concept borrows from traditions like NPR's The Moth Radio Hour, TEDx Talks, and the Human Library Organization's events sharing "human books." The goal of our Living Library event was to foster connections, celebrate diversity, and allow

attendees to find unity through the power of conversation and active listening. During the event, Storytellers are stationed throughout the space, ready to share their stories with a small group of attendees within a 20-minute time slot. Attendees can select which Storyteller they'd like to listen to based on the Storyteller-provided title and description of their story. On the hour and half-hour marks, Storytellers launch into their tales, while also allowing time for reflection, questions, and conversation within the given period. Attendees and Storytellers are provided with ground rules to ensure the best dialogue possible and to ensure that stories are treated with the care they deserve. More information about the Storytellers and the event can be found at: <https://guides.libraries.wm.edu/living-library/start>

3. W&M Libraries offered a Beginner American Sign Language, a pilot program generously supported by the Office of Diversity and Inclusion's 2023-2024 IDEA Grant. This course spanned 11 weeks during the Spring 2024 semester, with classes offered on Tuesdays at 4 pm for 2 hours and was open to everyone in the William & Mary community – students, staff, faculty, and community members. The class was held in the Kyle Classroom on the ground floor of Swem Library and we filled all 20 of the available class spots, with a waitlist of 33 students. Our instructor was Kristin Froehlich, a special education instructor with the Williamsburg-James City County Public School System. Since this was a pilot program, we worked together to shape the curriculum for adult learners. After the final class on April 30,

2024, we will be handing out certificates of completion to participating students. Overall, the program was successful, and we hope to continue offering the course next semester and indefinitely if possible.

D&I Initiatives 2023-2024

Unit/Department William & Mary Women's Network

Submitted by Sarah Thomas

1. On September 7, 2023, the Women's Network hosted our Fall 2023 Reception in Hunter Hall at the Alumni House. Over one-hundred women attended this event, which was generously sponsored by the Society of 1918's Investing in Women grant. William & Mary employees and alumni came together to celebrate the women who work at William & Mary. It was a nice occasion of fellowship, food, and fun.
2. The Women's Network continued to host our "Take a Break" Book Chats in the summer and fall of 2023. They were a place where we could gather virtually to discuss a book, share life updates, and take a break from our daily lives. The books we read in Summer/Fall 2023 were:
 - While Justice Sleeps by Stacey Abrams
 - Spoiler Alert by Olivia Dade
 - Romantic Comedy by Curtis Sittenfeld
 - The Change by Kirsten Miller
 - The First Ladies by Marie Benedict and Victoria Christopher Murray

3. In Spring 2024, leadership of the Women's Network decided to start offering informal gathering times/spaces for William & Mary employees to come together in person and have conversations. These gatherings took place February through May 2024 in Blow Hall, the Wellness Center Patio, and at Merchant's Square. We hope that these informal gatherings provide time for women learn from each other and work to build our community together.

4. Exploring Leadership Series: the Provost's office sponsored a series of workshops, in conjunction with the Women's Network, for a cohort of women faculty and staff on campus to further develop their leadership. This series provided an opportunity to increase the network of women on campus, to develop leadership skills, and to provide mentoring opportunities. A second cohort series will occur in Fall 2024. Topics included Leadership and Wellness, Conflict Resolution, and Reflective Leadership.