

# DIVEIN DIGEST

OFFICIAL NEWSLETTER OF THE VIMS DIVERSITY AND INCLUSION COMMITTEE

## International Potluck

February 4, 2019

Photo: Dick Walton



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## Celebrating International Diversity BY DIVEIN

In honor of the recent International Potluck Dinner, we want to highlight the international community here at VIMS. The dinner featured dishes from China, France, Brazil, and various regions of the United States. We currently have 14 international students coming from seven countries (France, Brazil, China, India, Nepal, Uruguay, and Portugal). We also are lucky enough to have five international faculty members, and nine international post-docs and staff.

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VIMS Diversity  
& Inclusion **In**

## Dive-In Subcommittee Updates BY DIVE-IN COMMITTEES

This quarter, the [Policy Subcommittee](#) developed a suite of recommendations to improve the faculty hiring policies at VIMS to improve diversity and inclusion. We recommended several new locations for advertising our faculty cluster hires, included in the job ads a request for candidates to detail a commitment to diversity, did some research on potential for including “search advocates” on search committees, gave all search committee members in-person implicit bias training, and analyzed prior VIMS faculty hiring data for patterns in diversity to see where the hiring process breaks down. We worked with the W&M Office of Diversity to learn about additional improvements in faculty hiring. We also created a list of metrics that a job applicant could show to demonstrate a commitment to diversity, and we hope that this will be valuable for search committee members to implement in their searches. Plans are underway to hold more sessions of the in-person implicit bias training for the rest of the faculty and potentially others in the VIMS community, since most will be involved in the faculty searches in one way or another. Our subcommittee is working closely with the new Diversity, Equity, and Inclusion Task Force to gather new data on the diversity climate at VIMS.

Since last fall, the [Social/Community Building Subcommittee](#) had a popup to reveal the new name of the Watermen’s Kitchen and Meeting Area voted on by the VIMS community: The Galley. In our efforts to support the community external to VIMS, we hosted a Toys for Tots popup for which we received a Certificate of Appreciation from the United States Marine Corps Reserve for supporting their program with the collection of two full boxes of donations.

Since the name reveal, we’ve also worked tirelessly renovating The Galley for the VIMS Community. Please stop by and have a look at our new features such as a second Photo Wall, cell phone charging station, smart television, a bulletin board for informal updates and soon to be revealed “Community Pantry” to be shared by one and all.

Popups continue to bring a boost of fun and excitement to

the winter months here at VIMS. The latest Popup, Speed Friending gathered more than 40 participants for 3 minute rounds of conversational togetherness. Stay tuned, more Popup events to come! Please let us know if your department or committee would like to sponsor a Popup in your area.



# Dive-In Subcommittee Updates

BY DIVE-IN COMMITTEES

This quarter, the [Communication Subcommittee](#) has been developing the social media presence of Dive-in: follow us on Facebook (@VIMSDiveIn) and Twitter (@VIMS\_DiveIn) to keep up with the activities of the VIMS Dive-in Committee. We also post articles and links of interest concerning issues of diversity and inclusion, especially in academic life. We are currently working to revise the community bulletin board in Waterman's Hall, and developing strategies to best keep everyone informed of diversity-related events and opportunities for professional and personal development. Stay tuned!



The [Training Subcommittee](#) has been working to plan this semester's Lunch N Learn with the Virginia Center for Inclusive Communities for the end of the semester. They also recently hosted the Allyship Training session led by Associate Director, Center for Student Diversity, Roxie Patton. By continuing to strengthen our ties with the Diversity Leadership at William and Mary, the training subcommittee hope to build on existing resources, and adapt them to best suit the needs of the VIMS community.

## Spotlight on Recent Events: Speed Friending





## Diversity, Equity, and Inclusion Task Force

We are excited to announce that a new VIMS Diversity, Equity, and Inclusion Task Force has been established to examine best practices and provide the VIMS Administration, the W&M Provost Michael Halleran, the W&M Chief Diversity Officer Chon Glover and W&M President Katherine Rowe with recommendations on ways to improve diversity at VIMS and W&M generally. This task force, and similar groups representing all schools at the college, is charged with developing and recommending tangible and immediately implementable products aimed at increasing diversity in faculty hiring and fostering a diverse and inclusive campus climate. We will work closely with the VIMS Dive-In Committee, formalizing many of the initiatives started by that committee, while also developing new strategies for furthering and maintaining diversity at VIMS. The DEI Task Force is a short-term ad hoc committee, with a draft report due to Dean/Director Wells by June 1, 2019. The DEI task force will complement the VIMS Dive-In committee, which is a standing committee that is charged with implementation of recommendations as approved by D/D Wells.

Our charge from D/D Wells is copied below. In order to provide the best, most thoughtful advice, in the coming months we will hold informational sessions with members of the VIMS community to collect data, and will work to synthesize this information, as well as externally derived data. We are open to receiving advice, thoughts, and information directly from the VIMS community as well.

DaNika Robinson and Eric Hilton, DEI Task Force co-chairs

DEI Task Force Members: Rochelle Seitz; Jeff Shields; Emily Hein; Will Benton; Tricia Thibodeau, and Laur Ferris

See next page for specific Charges.



## Charge to VIMS DEI Task

- Identify, analyze and update issues that are most important at VIMS in the areas of diversity, inclusion and equity as produced in the detailed 2016 Diversity Report. This can be accomplished through feedback from the VIMS community using, for example, additional targeted focus groups, a VIMS-specific climate survey, and formal and informal meetings with faculty, staff and students.
- Recommend on the basis of the above work the high priority and high value actions that are achievable and measureable for advancing diversity, inclusion and equity. Include discussion of any recent steps at VIMS that have already shown positive outcomes.
- Ensure that one component of the high-priority and high-value actions applies specifically to hiring underrepresented minority faculty at VIMS. Determine categories of excellence for sorting candidates that go beyond standard metrics for research, education and advisory service.
- Engage Chon Glover, Chief Diversity Officer at W&M as a resource when needed, and utilize ongoing work by the VIMS Dive-In Committee recognizing that they are responsible for long-term, ongoing work and the Task Force is an ad hoc committee working on a short timeline.
- Keep the Dean and Director informed of your progress through monthly meetings. Complete and submit a report to the president, provost and Chief Diversity Officer no later than June 30, 2019.

### *Your DiveIn Committee*



Back row (L to R): Shanna Williamson, Will Benton, Karinna Nunez, Andrew Wargo, Grace Tisdale, Eric Hilton, David Wilcox, Sidne Pressey. Front Row (L to R): Michael Ivey, Rochelle Seitz, Valerie Woodard, Darlene Johnson. Additional members not pictured: Joseph Zhang, Katherine Longmire, Lauren Ferris, Gail Schwieterman

# Upcoming DiveIn Events

## LUNCH N LEARN

World Day for Cultural Diversity  
May 21

  
@VIMS\_DiveIn

  
VIMS Dive-In

CHECK OUT  
NEW PHOTOS  
IN THE  
GALLEY

## NEW FACILITIES BUILDING

Pop-Up Social  
TBA

Speed Friending in Davis Hall





# WILLIAM & MARY

CHARTERED 1693

## SPARK LEADERSHIP: EACH ONE TEACH ONE - WHAT SCIENCE TELLS US ABOUT RACIAL BIAS

MARCH 13, 2019

9AM - 11AM

SADLER CENTER, CHESAPEAKE AB

A primary reason that progress toward racial equity appears stuck is that many people have outdated notions of how racial bias works in our minds hearts, and institutions. Not only is racism denial a problem, but often well-intended people use conversational strategies to combat denial that only make things worse. To move forward, we all need to understand some basics about how bias functions and about how persuasion works. This lively interactive talk will leave you with greater knowledge about bias and some practical strategies for talking about it more effectively.

For more information  
on William & Mary  
Diversity events, visit  
[https://events.wm.edu  
/index.php/go/  
diversity](https://events.wm.edu/index.php/go/diversity)

## "THE LONG SHADOW" FILM SCREENING, PRESENTED BY THE LEMON PROJECT: A JOURNEY OF RECONCILIATION

March 14, 2019

6:30pm - 8:30pm

SADLER CENTER, Commonwealth Auditorium

Join the Lemon Project for a screening of a film by Frances Causey, "The Long Shadow." From New Orleans to Virginia, Mississippi and Canada, The Long Shadow follows two white Southern filmmakers as they travel the roads of oppression and suppression to reveal the connections of slavery and strong-arm Southern politics to the current racial strife in America. The film is a disturbing story about the lingering human cost of ignorance, intolerance and inaction in the US, casting a long shadow over our national identity and imperfect democracy.

## WMSURE MINORITIES IN MEDICINE WORKSHOP: FEATURING CLAY W. SINGLETON, MD

MARCH 15, 2019

1PM - 2PM

BLOW MEMORIAL HALL, Room 333

WMSURE and MIMs will be hosting Clay W. Singleton, MD on Friday, March 15th. Dr. Singleton will discuss minorities in medicine, his duties as a physician, and the great tradition and historic legacy of Meharry Medical College in Nashville, TN.  
Register online