

# DIVE IN DIGEST

OFFICIAL NEWSLETTER OF THE VIMS DIVERSITY AND INCLUSION COMMITTEE



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## DEI Task Force Update From Dr. Wells

Dear VIMS Community,

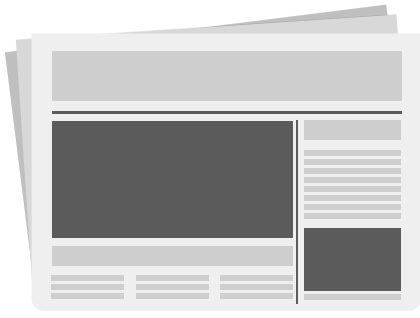
The Provost has asked that each dean make their respective full reports available for viewing by internal audiences only. This link will accomplish that: [https://www.vims.edu/intranet/councils\\_and\\_committees/divein\\_committee/docs/dei\\_task\\_force\\_report.pdf](https://www.vims.edu/intranet/councils_and_committees/divein_committee/docs/dei_task_force_report.pdf)

I also take this opportunity to again thank the Task Force committee for a job especially well done, and to let you know that I have asked DaNika Robinson to serve as the VIMS representative on the new Diversity & Inclusion Council at William & Mary. The new D&I Council will be tasked with envisioning, strategizing and implementing university-wide DEI efforts. I am pleased to report that DaNika has enthusiastically agreed to take on this role.

Best regards,  
John T. Wells

Diversity@vims.edu





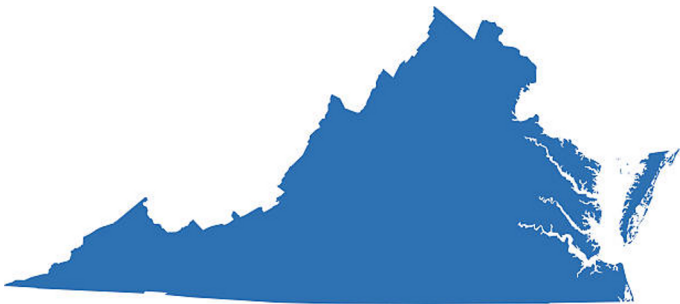
## Extra! Extra! Diversity News You May Have Missed!

COMPILED BY DIVE-IN COMMITTEES

### William and Mary Preferred Name Pronoun and Gender Identity Policy

Consistent with the university's commitment to the encouragement of self-expression and affirmation of identity, the W&M Office of the Registrar has proposed a new Preferred Name Pronoun and Gender Identity Policy. This policy provides students the ability to use names other than their legal name to identify themselves and provides the ability to identify preferred pronouns and gender identity. The policy is available for review and comment until October 9.

[https://www.wm.edu/offices/compliance/policies/proposed\\_policies/preferred\\_name2019/index.php](https://www.wm.edu/offices/compliance/policies/proposed_policies/preferred_name2019/index.php)



Information adapted from <https://www.governor.virginia.gov/newsroom/all-releases/2019/september/headline-846422-en.html>

### Governor Northam Announces Dr. Janice Underwood as Virginia's First-Ever Director of Diversity, Equity, and Inclusion

RICHMOND—Governor Ralph Northam announced that Dr. Janice Underwood, former Director of Diversity Initiatives at Old Dominion University, will serve as Virginia's first-ever Director of Diversity, Equity, and Inclusion. Governor Northam announced the creation of this senior-level position in May, kicking off an extensive candidate selection process that involved numerous state agencies, stakeholders, and highly-qualified applicants. "I am committed to making Virginia more equitable and inclusive, and that starts with my administration and our state government," said Governor Northam. "Dr. Underwood's background as an educator, leader and collaborator, as well as her experience promoting inclusive policies and directing a variety of diversity initiatives, make her the perfect person to fill this role. I'm thrilled to welcome Dr. Underwood to our administration, and I look forward to having her as a partner in this important work." As the Director of Diversity, Equity, and Inclusion in the Commonwealth of Virginia, Dr. Underwood will develop a sustainable framework to promote inclusive practices across Virginia state government; implement a measurable, strategic plan to address systemic inequities in state government practices; and facilitate ways to turn feedback from state employees, external stakeholders, and community leaders into concrete equity policy.



## Welcome New Students!

From L: Row 1 (seated): Kaitlyn Clark, Kayla Cahoon, Alexis Hollander, Christina Rarick, Abby Golder. Row 2 Evan Flynn, Rachel Dixon, Alex Challen Hyman, Shannon Smith, Ashley King, Savannah Mapes, Emily Goetz. Row 3: Luke Frankel, Elisa Aitoro, Alexandra Schneider, Malina Loeher, Xuqing Chen, Taylor Walker. (Missing are Julie Gross, Quinn Roberts, and Abigail Sisti).

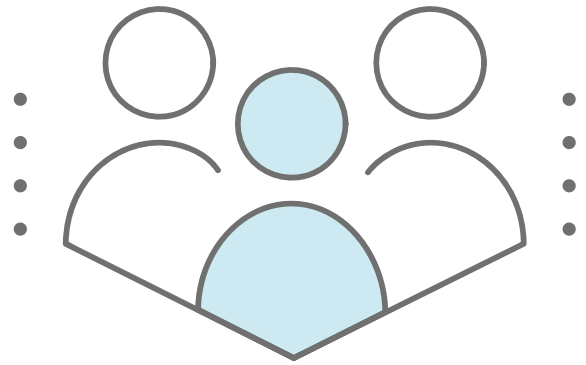
## Dive-In Subcommittee Updates

BY DIVE-IN COMMITTEES

This quarter, the **Policy Subcommittee** has been active in curating a list of resources on Diversity and Inclusion so that it is searchable by topic. The many topics included are issues of race, gender, LGBTQ+, mentoring, workplace culture, bias, and others. Links will be provided to these resources so that interested parties can view online articles. One such interesting article on bias is the following: "Ross, H. (2008). Proven strategies for addressing unconscious bias in the workplace: Exploring unconscious bias. *Diversity Best Practices*, 2(5), 1–16," available here:

[http://www.dphu.org/uploads/attachments/books/books\\_5073\\_0.pdf](http://www.dphu.org/uploads/attachments/books/books_5073_0.pdf)

A list of these resources will be added to the Dive-In website in the coming weeks. Our committee also has edited and updated a document that will be the Dive-In Bylaws, which will be voted on shortly.



The **Social/Community Building Subcommittee** has been actively maintaining the wonderful features provided here at VIMS such as the Community Awareness Board and the Galley. We would like to thank all the staff, faculty, and administration for their support in these endeavors.

Recently, we were involved in the Open House for the new Facilities Management Building. A successful tour and light lunch provided. Great fun for all who attended.

Check back on the Community Awareness Board mid-October for new features.

# Dive-In Subcommittee Updates

BY DIVE-IN COMMITTEES

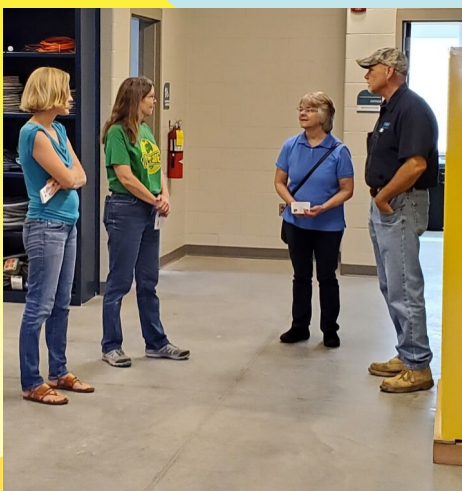
This quarter, the **Communication Subcommittee** has been developing the social media presence of Dive-in: follow us on Facebook (@VIMSDiveIn) and Twitter (@VIMS\_DiveIn) to keep up with the activities of the VIMS Dive-in Committee. We also post articles and links of interest concerning issues of diversity and inclusion, especially in academic life. We assisted with the Facilities Management Open House Pop Up social, and we are currently developing strategies to keep everyone informed of diversity-related events. Stay tuned!



The Social Committee prepares food to share

The **Training Subcommittee** has been working with the Associate Dean of Academic Studies, as well as with William and Mary personnel to plan this Fall's Lunch N Learn on Title IX issues. This topic was chosen based on the results of the Student Satisfaction Survey distributed in Spring 2018, as well as to address one of the main priorities coming out of the DEI Task Force Review, as identified by Dr. Wells. This Subcommittee is also looking forward to think about spring events, and welcomes suggestions and volunteers .

## Spotlight on Recent Events: FACILITIES OPEN HOUSE



VIMS Community members had the opportunity to tour the new Facilities Building, and talk with each department about their new space!

# 10 Tips for an Inclusive Workplace

## BY DIVE-IN COMMITTEES

Use these tips to help ensure your VIMS events are as inclusive as possible for everyone in the VIMS and Gloucester Communities.

- **Scheduling:** Avoid conflicts with major cultural and religious holidays by consulting the Provost's annual memo on Religious Accommodations.
- **Use Microphones:** Whether in a small or large room, always use a microphone for the speaker and audience members (as needed).
- **Gender Inclusive Restrooms:** Ensure availability of accessible and single stall restrooms. Please see the June 2018 Digest for a map of gender neutral bathrooms on the VIMS Campus.
- **Lactation Room:** Ensure availability of accessible lactation rooms. A VIMS lactation room is planned for Andrews Hall, CBH, Clayton House and the CBH replacement.
- **Food and Drink:** Provide a range of food that includes vegan/vegetarian, gluten free, healthy, and Kosher/Halal options, and ensure these options and ingredients are clearly labeled. Serve non-alcoholic beverages in a similar style as alcoholic drinks.
- **Addressing the Audience:** Avoid using "Ladies and Gentlemen" or any terminology that sets up a binary.

- **Accessible Presentations:** Provide presenters with guidelines for making content accessible, including PowerPoints and handouts. Sign language interpreters are highly recommended when requests are made in advance.
- **Off-site Participation:** If an event is being held off-campus, discuss inclusion issues with the venue managers, including emergency planning. For presentations, provide options for remote access, live streaming video and post-event recordings, including captions.



- **Transportation and Navigation:** Provide transportation information that includes exact street addresses, distances, and obstacles, directions for walking, car, or public transport, and information on accessible parking and entrances. Provide signage that includes graphics as well as text.
- **Event Marketing:** Include information about proactive measures in all event advertising and invite participants to identify accommodation needs, including food allergies and chemical sensitivities, before the event via email or phone. Promote and advertise using a variety of media.

# UPCOMING EVENTS

## 4th Annual Diversity & Inclusion Symposium

The 4th Annual Diversity & Inclusion Symposium will be held on November 1st at the W&M School of Education beginning at 9:00 am. The morning keynote speaker will be Dr. Claude Steele, noted scholar and author of *Whistling Vivaldi*. The afternoon will feature round table discussions and panels covering the most pressing inclusion issues facing universities. Participants must register in advance. Breakfast and lunch will be provided.

To register visit:

<https://forms.wm.edu/38934>

## Power Differentials and Grey Areas Lunch N Learn

Liz Cascone and Lindsey Mosvick from W&M will come lead interactive discussions on Title IX issues including sexual and gender-based harassment and discrimination.

VIMS Owens-Bryant Boardroom  
October 11th

12:00-1:30 pm

Register at:

<http://forms.wm.edu/43669>

## December Dilemma

Religion and spirituality show up in the workplace in overt and subtle ways. These expressions of faith can be opportunities to come together, or they can create deep divisions.

W&M Sadler Center, Chesapeake C

October 7th

12:00-1:30 pm

<http://forms.wm.edu/42910>

## Bootastic Halloween Advancement Suite Reveal

Join the Advancement team to celebrate Fall and enjoy some pumpkin-themed breakfast treats! Halloween costumes encouraged.

VIMS Advancement Suite

October 31st

9:00 am



# Stay Connected with DiveIn!

**DONATIONS  
FOR THE  
GALLEY  
COMMUNITY  
PANTRY**

Welcome Anytime

  
**@VIMS\_DiveIn**

  
**VIMS Dive-In**

**HAVE A  
SUGGESTION?  
LEAVE A NOTE  
IN THE  
SUGGESTION  
BOX IN  
WATERMEN'S  
HALL**

## **GET INVOLVED!**

Volunteer on one of our  
subcommittees by  
emailing  
[diversity@vims.edu](mailto:diversity@vims.edu)

### **FACILITIES MANAGEMENT OPEN HOUSE COOKOUT**

