

DIVE IN DIGEST

OFFICIAL NEWSLETTER OF THE VIMS DIVERSITY AND INCLUSION COMMITTEE



In this issue

Subcommittee
Update - Page 2

100 Years of
Women - Page 3

Upcoming Events
Pages 4 & 5

Global Diversity Awareness Month BY DIVE IN

October is Global Diversity Awareness Month, the perfect time to demonstrate our commitment to diversity and inclusion. This is the time of the year to highlight and appreciate our differences, focusing on all aspects of diversity. It is an opportunity for us to recognize and appreciate that we all have something to contribute, and that we believe the variety of our contributions helps to ensure our institution's success.



Dive-In Subcommittee Updates BY DIVE-IN COMMITTEES

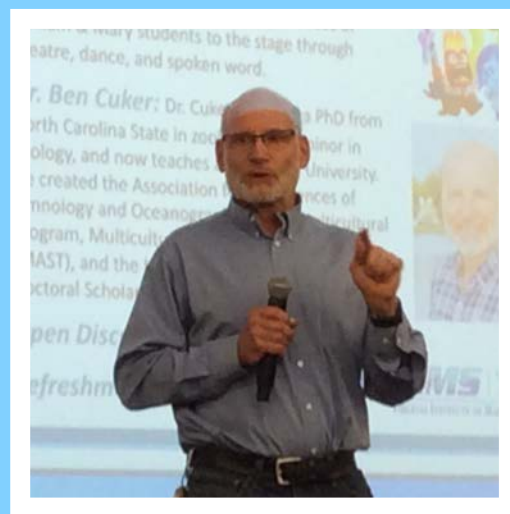
The [Policy Subcommittee](#) reviewed VIMS practices for hiring faculty to see whether improvements could be made to increase diversity. Our committee is working with the administration to make slight revisions of institutional practices to be implemented for the current round of hiring five new faculty members. Some changes include advertising the positions more broadly than we have in the past, asking applicants to comment on their commitment to diversity, including a longer preferred W&M Equal Opportunity tag line on the advertisement, and having interviewees meet with Sharron Gatling so that she can answer any confidential questions. Our subcommittee is also analyzing prior VIMS hiring data to determine where minority candidates are missed or being dropped.

Recent Event Recap

Turning Diversity Conversations Inside Out

A Forum on Diversity and Inclusion at VIMS

On September 28th, 2018, we hosted an event featuring Dr. Ben Cuker from Hampton University, as well as a performance from the W&M Student Theater group Inside Out. The W&M Associate Director, Center for Student Diversity, Roxie Patton, led an emotional and enlightening discussion following the student performances, helping us understand the lived experiences of others.



Over the past quarter, the [Social/Community Building Subcommittee](#) has worked tirelessly on officially obtaining a communal lunch space for the VIMS Community. On September 11, 2018, we revealed the new *Watermen's Kitchen and Meeting Room* for community usage. This space is available every day from 11:00 am to 2:00 pm for lunch gatherings, small meetings, and a special new edition "Craft Fridays." The subcommittee has also renovated the *Community Awareness Area* in Watermen's Hall by the stairs of the Library, and has unveiled the new *Staff Photo Board*. Stop by and share your thoughts on our Community Board.

The [Training Subcommittee](#) presented to the student body during Orientation and the GSA All-Hands Meeting. They hosted a Theater presentation and Forum (above), and are currently planning next month's Lunch & Learn event: "Welcoming International Communities" for November 6th. This event will be led by the Virginia Center for Inclusive Communities.



New Dive-In Member, Kathy Longmire, uses the new Community Lunch Room to study.



Women's Weekend at William & Mary came to VIMS, where they toured our campus and learned about some of the marine science research conducted by our many outstanding women. Here, Dr. Rivest shows off some of her study specimens with a tour group.

100 Years of Women

In the fall of 1918, 24 women were admitted as undergraduate students at William & Mary, making W&M the first public coeducational university in Virginia. The men of the Class of 1918 lamented that they would be "the last class to graduate from the old college before it is defiled by coeducation."



The Virginia Gazette editorialized that the admission of women had come "at the price of the womanhood Virginia had cherished as a sacred thing."

The women of 1918 began at once to change the university. Excluded at first from participating in most existing activities, the women initiated intramural athletic competitions and organized a Women's Student Government. They were not afraid to be "the first" or to advocate for themselves.

Today, women represent 58% of the students at William & Mary.

At VIMS, the story is slightly different. With the 2018 class, 65% of students were female, and 31% of faculty. Although there has been fluctuation in enrollment, there has been a steady trend towards an increasing presence of women in all roles across campus.

VIMS has awarded ~300 Masters degrees and ~100 PhDs to women since opening its doors to students in 1940.



1967

Front row: Unidentified, Sally Leonard, unidentified, Victoria Roy, Ella Wulff, unidentified (2), Gail MacKierman, Jim Amon. Second row: Ken Able, Don Boesch, Ken Beal, Nick Tseminides, Adrian Lawler, Carey Ingram, Jim Chambers. Back row: Unidentified (3), Mo Lynch, unidentified, Harold Cones, Barry Wulff, Jim Feeley, Mike O'Brien, Charles Barans.

Entering Class 1967 – Sally Leonard, the first female Ph.D. recipient is in the front row on the left, in the striped dress. Credit: VIMS

Upcoming DiveIn Events

LUNCH N LEARN

Welcoming International Communities
Nov. 6 | 12-1:30
Davis Hall

TOYS FOR TOTS

Pop-Up Social
Dec. | TBA

Follow Us
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VIMS DiveIn

COMMUNITY KITCHEN RE-NAMING

Oct. 31 | 10:30
Waterman's Kitchen





WILLIAM & MARY

CHARTERED 1693

3RD ANNUAL DIVERSITY AND INCLUSION SYMPOSIUM

*"Diversity Beyond the Buzzword:
Making Excellence Inclusive"*



The 3rd Annual Diversity & Inclusion Symposium will be a day-long event focused on advancing the conversation on diversity & inclusion within higher education. The day will feature a keynote address by Calandra Jarrell, Vice President of Diversity & Inclusion, Bank of America. The afternoon will feature round table discussions and panels covering the pressing diversity and inclusion issues facing universities. The symposium is free thanks to a generous gift from Ernst & Young. Participants must register in advance. Breakfast and lunch will be provided.

Register at <http://forms.wm.edu/38934> by November 1, 2018.

Workshops:

Resilience and Mental Health

What is Food Insecurity?

Microaggressions: Impact vs. Intent

Understanding Deaf Culture

Green Zone Training: Being an Ally to Veterans in our Community

Inclusive Teaching



Calandra Jarrell

*Vice-President of Diversity & Inclusion
Global Human Resources
Bank of America*

November 9, 2018

9:00 am

(Registration begins at 8:30 am)

School of Education