

Commonwealth of Virginia Diversity Opportunity and Inclusion Report

William & Mary, June 2025

William & Mary's strategic plan, Vision 2026, sets goals for "inclusive excellence" in five areas. This values-based approach is grounded in the idea that a plurality of perspectives, experiences, talents, backgrounds and expertise contributes to the vitality of our community and the success of our core mission: teaching, learning and research. To prepare ourselves and our graduates for a globally competitive workplace, we seek to advance (1) access and success, (2) campus culture, (3) education and scholarship, (4) organizational accountability, and (5) community partnerships.

1. Access and Success

Goal: recruit and retain a talented workforce by improving hiring and onboarding processes

- Workday implementation July 1, 2025, will streamline onboarding of new employees: from eight separate systems and logins to one

Goal: increase the percentage of low-income Virginia students at William & Mary

- 20% of incoming undergraduates in 2024 come from Pell-eligible Virginia families

2. Welcoming and Respectful Culture

Goal: create and sustain a culture that welcomes and embraces diverse perspectives, independent thought, and respectful interactions to deliver optimal results for our students and employees

- Under W&M's Vision 2026 strategic plan, in 2024 our civics program ("Better Arguments") reached 80+% of W&M faculty and staff, and 100% of new students

3. Education and Scholarship

Goal: innovate in high-impact research and learning

- Launched Batten School of Coastal & Marine Sciences and School of Computing, Data Science & Physics, offering new degrees and research in high-value areas, spring 2025
- Bray School exhibition open and research published, fall 2024

4. Organizational Accountability

Goal: develop robust metrics (KPIs) for the university, enabling a culture of continuous improvement

- [W&M Key Performance Indicators](#) (KPIs)

5. Community Partnerships

Goal: via local partnerships, increase collective impact in advance of the U.S. quarter millennium in 2026

- November 2024: Bray School gloriously launched with a national media splash: [Washington Post front page featuring the Bray School](#); [TODAY Show - Discover Black Heritage: The Williamsburg Bray School](#); [TODAY Show - Historic building dedicated to educating Black children restored](#)
- June 2025: Bray School new discoveries covered in the [Washington Post](#), [New York Times](#), AP National Wire, and more