



WILLIAM & MARY

Commonwealth of Virginia Diversity, Equity, and Inclusion Report

William & Mary, July 2026

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

The implementation of Workday for Finance and Human Resources in July 2025 served as a catalyst for significant operational transformation. Through comprehensive training initiatives and the strategic application of job aids, the organization has achieved greater process efficiency and expanded self-service capabilities. Furthermore, the resulting improvements in data integrity have empowered leadership to make more strategic, data-driven decisions, directly supporting our commitment to organizational excellence and national preeminence.

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

For Fall 2025, 21% of in-state (first-year and transfer combined) undergraduates were from Pell-eligible Virginia families. For the Fall 2026 application cycle, we saw an 18% increase in the number of students who applied using an application fee-waiver. We anticipate enrolling 105 new William & Mary Scholar recipients this coming fall--a 15% increase over last year. This is a scholarship awarded to outstanding first-generation and/or limited-income students.

Goal: recruit and retain outstanding faculty and staff

In alignment with the university’s commitment to inclusive excellence and the 'Vision 2026' strategic plan, W&M established eight university-wide leadership development programs specifically designed to support the professional advancement of faculty and staff. These initiatives emphasized the cultivation of perspectives and inclusive leadership competencies across all departments. In May, the university hosted a reception to celebrate the successful completion of these programs by 150 participants, marking a significant milestone in our ongoing efforts to strengthen organizational capacity and foster a more representative leadership cohort.

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, we launched the “*Year of Civic Leadership*” in February 2026. The first quarter demonstrated the significant opportunity to position civic leadership as a visible and unifying thread throughout the William & Mary experience. The work ahead will focus on translating the strong foundation established this spring into deeper engagement, broader participation, and sustained institutional impact.

Professional Development Day: More than 1,300 William & Mary faculty and staff members gathered in August for the university's second all-employee event devoted to the vital skills of conflict management. At a time when the nation is often described as polarized, William & Mary has committed to engaging across divides inside and outside the classroom.

<https://news.wm.edu/2025/08/19/conflict-as-a-catalyst-for-growth-wms-2025professionaldevelopment-days/>

3. Education and Scholarship

Goal: innovate in high-impact research and learning

School of Computing, Data Science & Physics, offering new degrees and research in high-value areas, spring 2025

Goal: develop a robust New Employee Orientation program to ensure a seamless onboarding

New Employee Orientation serves as a foundational introduction to William & Mary, encompassing essential information regarding institutional benefits and the campus community. These sessions are designed to facilitate a seamless transition by providing the necessary resources for employees to engage with colleagues and navigate university infrastructure with proficiency. To ensure flexibility, orientation curricula are delivered digitally via the Workday Learning platform, allowing for self-paced completion. The onboarding process consists of two distinct components: the Benefits Orientation and the University Orientation, both of which are required to fully integrate new personnel into the university environment.

4. Organizational Accountability

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

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

Goal: create and sustain an institutional infrastructure that effectively supports progress in achieving organizational excellence, via the university strategic plan.

In September 2025, the Board of Visitors formally approved the Campus Comprehensive Plan, a dynamic, long-term strategic document designed to advance institutional standards in accessibility, inclusion, mobility, wayfinding, campus character, land use, facility condition, utilization, sustainability, and resiliency. By integrating these priorities, the plan establishes a holistic framework for campus development intended to serve the university community for decades to come. Reflecting these modernization efforts, the university successfully opened five new residence halls this fall, followed by the launch of a new dining facility this spring, significantly enhancing the quality and capacity of campus living and dining services.

5. Community Partnerships

Goal: via local partnerships, increase collective impact for the 250th Anniversary

William & Mary received a three-year, \$2.8 million grant from the U.S. Department of Education to train teachers in conjunction with the nation’s 250th anniversary in 2026. It is the largest award to a Virginia institution of higher learning under the American History and Civics Education National Activities. The grant will launch “*We the Teachers: Preparing the Next Generation Through History & Civics.*” The initiative aims to strengthen K-12 history and civics education. It will equip teachers with deep content knowledge, evidence-based pedagogy and classroom-ready tools that connect America’s founding principles to civic life.

Advance and honor the history of African Americans in advance of the nation’s Quarter Millenium in 2026. <https://wydaily.com/latest/government/2026/03/09/city-of-williamsburg-receivescommonwealthhistory-fund-grant-to-open-williamsburg-african-american-trail/>