

Strategic Plan for Diversity and Inclusion at William James College

Recommendations Progress

- In October 2015, the Black Mental Health Initiative was formed, its mission, the recruitment of Black faculty, staff and students. In addition, the Center for Multicultural and Global Mental Health <http://www.williamjames.edu/academics/centers-of-excellence/multicultural-and-global-mental-health/index.cfm> has been developed, which will offer coursework on issues related to African American mental health, among other topics.
- In October 2015, the Black Mental Health Initiative was formed, which has as its mission the recruitment of Black faculty, staff and students. In addition, the Center for Multicultural and Global Mental Health has been developed, which offers coursework on issues related to African American mental health, among other topics.
- In August 2016, WJC launched the Academic Prep Program: Ready, Set, Go. The 2016-2017 academic year also saw the launch of workshops led by the ARC as well as Writing Lab Drop-In sessions that occur every other week during the semester, along with special sessions dedicated to the BMHI.
- In August 2016, WJC increased accessibility on campus. The front of the building is 100% compliant for accessibility.
- In Fall 2016, the Dean of Students Office for the 2016-2017 academic year has doubled the offerings of their Brown Bag Discussion Series. Now meeting six times each semester (three programs; each repeated twice over a single week), and with support from the Diversity Faculty Committee, these discussions offer

the community conversations about diversity consistently throughout the academic year.

- In Fall 2016, the Dean of Students office provided opportunities for students who are first generation to attend college to come together and discuss their experiences during the 2015-16 academic year. Please also refer to the topic of the Brown Bag Discussion Series mentioned in the previous section.
- In September 2016, The Dean of Students Office launched a new website under Services and Resources that covers mental health resources, help lines, and even information for maintaining a healthy student work/life balance. The Dean of Students Office at the same time has solidified a partnership with Riverside Community Care to accept referrals to replace the outdated low fee referral list. They also continue to offer free yoga twice a week, and open access to a quiet room for meditation/prayer.
- In October 2016, the BMHI created their own mentor program. Also, the Diversity Faculty Committee is currently discussing how to do so on a broader scale.
- In October 2016, through the Black Mental Health Initiative, WJC developed a formal mentorship program for minority students, in which they can get support for being a person of color/GLBT within the WJC community.
- In November of 2016, the Dean of Students office added a space on the 3rd floor classroom hallway where the community can promote and celebrate multiculturalism and inclusion at WJC. Previously, there was one large pushpin

board on the 1st floor, and now that has doubled to increase visibility at the College.

- In the winter of 2016 the Dean of Students office along with the Faculty Diversity Committee launched a new webpage dedicated to Diversity and Equity at WJC which includes lists of events, programs, and academic areas at the College that contribute and celebrate culture and inclusion as well as resources for both faculty and students.
- In May of 2017 Jason Osher was appointed as Faculty Development Coordinator. In this newly created role, Dr. Osher will be responsible for advancing our college and our faculty's scholarship of teaching and learning. He will create a vision for faculty development that aligns with our college's core values, vision, mission and goals. As part of this role, Jason will support inclusive teaching for our diverse student body.
- As of July 2017, administrative employees will now have the opportunity to work remotely from home (telecommute) for up to 5 days per year fiscal year when properly requesting under new said policy.
- The fall of 2017 saw a new Student Leadership model that provides new clarity about the role of student government and how to communicate concerns at the departmental and school-wide levels.
- The Academic Resource Center has expanded its resources beyond tutoring. Along with the creation of the Academic Prep Program that occurs every fall during Orientation for new students, the administrators also lead workshops and in-class presentations. In October of 2017, the ARC also

launched a brand-new Research and Writing Resources webpage that was a major expansion in their offerings.

- In October of 2017 the new CARE (Crisis Assessment and Risk Evaluation) Team began to serve the school's need of hearing community concerns. Any member of the community can contact the team to help with unresolved offensive or discriminatory comments or actions, as well as any other type of serious concern. While the CARE Team's main function is to handle emergent safety and health concerns for individuals or the community at-large, the CARE Team will also be a direct channel to receive complaints of concern.