

## 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 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 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 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, increased accessibility on campus. The front of the building is 100% compliant for accessibility.

- 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Office at the same time has solidified a partnership with Riverside Community Care to accept referrals to replace the outdated low fee referral list.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 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 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 Fall 2016 the College announced the Serving the Mental Health Needs of the Underserved Scholarship.
- 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 the Fall of 2017 this became a monthly meeting led by Susan Powell.

- In November of 2016, the Dean of Students office added a space on the 3<sup>rd</sup> floor classroom hallway where the community can promote and celebrate multiculturalism and inclusion at WJC. Previously, there was one large pushpin board on the 1<sup>st</sup> floor, and now that has doubled to increase visibility at the College.
- In January of 2017 ARC services were expanded to include a full time position in which Matt Kramer was appointed Research and Writing Specialist.
- In May of 2017 Jason Osher was appointed Faculty Development Coordinator. Part of his responsibilities are to support inclusive teaching for our diverse student body.