

DIVE IN DIGEST

OFFICIAL NEWSLETTER OF THE VIMS DIVERSITY AND INCLUSION COMMITTEE



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Spring into Action

BY COMMUNICATIONS SUBCOMMITTEE

This past spring was an eventful semester for the many diversity-focused groups at VIMS. In the second issue of the Dive-In Digest, we provide an update on the different events hosted by Dive-In and preview activities we have planned for the summer and fall. This issue also highlights the Society for Women in Marine Science VIMS chapter (SMWMS@ VIMS) during their first year at VIMS, as well as ways to get better connected with their events and activities moving forward! Finally, in honor of LGBTQIA+ pride month this past June, check out our *Pride Piece* outlining efforts to make the VIMS and William and Mary main campuses more inclusive of the LGBTQIA+ community! We hope you find this information useful and we welcome any feedback for future issues.



Dive-In Quarterly Update

BY DIVE-IN COMMITTEE

POLICY subcommittee members have been reviewing “current search processes and practices” (a directive from the VIMS Diversity Plan) to “recommend development or revision of institutional policies and practices that will help to ensure progress towards achievement of the goals [to increase and support diversity and inclusion at VIMS].” Given that VIMS is poised to advertise for a few faculty positions in the near future, this committee wanted to have some input at the beginning of the process and offered recommendations that support the goal of diversification of the faculty body at this time. Subcommittee members offered John Wells seven specific suggestions for modifying hiring practices that could be implemented immediately, and spoke to Sharron Gatling, the W&M Assistant Director of Diversity, about implementing some of the recommended changes. Plans are underway to go forward with some of the suggested changes in the next round of faculty hiring. We also are examining existing VIMS Policy and Procedure Documents (PPDs) to make sure they are consistent with promoting diversity and inclusion.

Subcommittee Volunteer Spotlight

The Dive-In committee has been fortunate enough to receive help with our events and activities from many members of the VIMS community who voluntarily serve on subcommittees. In this issue, we would like to acknowledge Emily Hein whose official role on the VIMS campus is Assistant to the Associate Dean of Research and Advisory Service. Emily has been actively serving on the Dive-In policy subcommittee offering recommendations to revise VIMS PPDS and hiring practices that would further enhance the diversity of the VIMS community. Emily has also been involved in efforts to increase the number of designated nursing/pumping spaces on campus. She has been an extremely valuable volunteer to the Dive-In committee and we can't thank her enough for all that she has done!



Communications and Social & Community Building subcommittee members were primarily involved with the development and implementation of the 3-workshop series: “Connecting Communities: Building bridges of support to ensure success in the graduate school environment.” These events were developed to connect faculty, staff, and graduate students across the four professional schools at William & Mary. Participants discussed and learned about the experiences of different self-identifying groups, and brainstormed ways of supporting and enhancing diversity, both at VIMS and on the W&M Campus.



Will Benton Facilitating Connecting Communities Workshop 3

Have suggestions on topics that Dive-In should address in upcoming events? Please email us at diversity@vims.edu

Training subcommittee members led efforts to better prepare members of the VIMS community on being more inclusive of diverse communities. This committee hosted a Lunch & Learn event: “Moving from Awareness to Action: Understanding Unconscious Bias”. This event, led by the Virginia Center for Inclusive Communities, was well attended by students, staff, and faculty. It provided practical tips on implementing bias-free decisions. The Training Subcommittee is planning a VIMS campus-wide Town Hall for the fall that will continue to enhance awareness and communication. It will energize and update the community on Dive-In initiatives. In addition, this committee will host a speaker to talk about Diversity and Inclusion and will have presentations from the W&M student theater group. Moreover, this committee will host another Lunch N Learn event focusing on one of the topics that the VIMS community has suggested.



SWMS@VIMS

BY PATRICIA "TRICIA" THIBODEAU

The Society for Women in Marine Science (SWMS) Chapter at VIMS has enjoyed celebrating women in marine science here at VIMS since established in Fall 2017. The national SWMS organization's primary mission is to bring together marine scientists of all career levels to promote science done by women marine scientists. Since establishing the VIMS chapter in 2017, many new chapters have joined SWMS at familiar institutions including Horn Point Laboratory, Monterey Bay, and University of Washington. SWMS at VIMS works to achieve the national SWMS' goals by creating opportunities on and off campus where SWMS at VIMS members can network and provide/receive mentorship in social settings, as well as more formally through engaged discussions about women's issues in the sciences. Membership in the national SWMS organization and SWMS at VIMS is open to all interested members of the VIMS community that are committed to diversity (in all its forms) and inclusion. To become a member or learn more about SWMS at VIMS contact our co-leaders, Tricia Thibodeau (psthibodeau@vims.edu) and Sarah Pease (skpease@vims.edu) and follow us on Twitter @vims_swms.



SWMS at VIMS co-founders (left to right): Dr. Emily Rivest, Tricia Thibodeau, Sarah Pease.

"I probably wouldn't have been able to do marine science research at all without this opportunity."

During our first year we enjoyed hosting several social and networking events on and nearby VIMS campus many of which were co-sponsored by the VIMS GSA and Office of Academic Studies. Kim Couranz from NOAA's Chesapeake Bay Office met with SWMS at VIMS members this spring 2018 to discuss women's issues in the workplace and comparisons between work environments at academic and government agencies. SWMS at VIMS received funding from the William & Mary 2018 Innovative Diversity Efforts Award (IDEA) Grant to bring an outside speaker to W&M/VIMS to speak about women in marine science and to provide a competitive fellowship to a W&M undergraduate that would support a research experience at VIMS. We invited VIMS alumna Paula Jasinski, owner and CEO of Chesapeake Environmental Communications and GreenFin Studio, to give a seminar at VIMS. As a small business owner, Paula offered a fresh take on career options in marine science. The SWMS at VIMS undergraduate research fellowship was awarded to William & Mary first-year, Joseph Nguyen to work with mentor and SWMS at VIMS member, Serina Wittingham. The overarching goal of his research was to understand how plant properties can affect the susceptibility of plants to herbivory. When Joseph described his experience working with Serina he said, "I met some new people at VIMS, got the chance to learn more about VIMS (I hadn't been to VIMS before this opportunity), and gained exposure to an interesting area of science fairly new to me (marine science). I probably wouldn't have been able to do marine science research at all without this opportunity." SWMS at VIMS is also excited about the new events and opportunities planned for fall 2018. SWMS at VIMS will collaborate with VIMS Outreach to sponsor an event in honor of the 100 Years of Women at W&M in September. In October, SWMS at VIMS will host Dr. Elizabeth (Libby) Jewet, Director of NOAA's Ocean Acidification program. She will present a seminar at VIMS as well as participate in planned discussions surrounding women's issues in science.

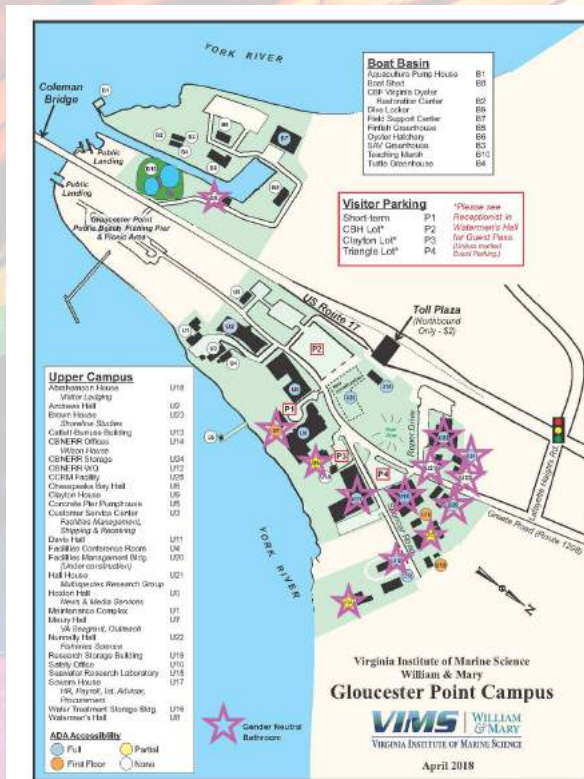
Pride Piece

BY DIVE-IN COMMITTEE

Dive-In supports the LGBTQIA+ community all year, but the month of June offers the opportunity to highlight the resources available to the LGBTQIA+ community at the College of William and Mary in celebration of pride month. First, The College of William and Mary's Sexual Misconduct Policy and Policy on Discrimination, Harassment, and Retaliation protects LGBTQIA+ faculty, staff, and students from discriminatory treatment. The College of William and Mary also supports a student's preferential name and gender identity which may be recorded in Banner via the Personal Information Questionnaire by logging into my.wm.edu. Additionally, the college offers housing accommodations (i.e. Flexible housing), and there exists several programs and organizations focused on establishing communities for the LGBTQIA+ community. These include but are not limited to the Ally Program (Safe Zone), Lambda Alliance, Equality Alliance, Center for Student Diversity, William & Mary Gay and Lesbian Alumni Organization, and EqualityWM. A more extensive list of internal and external resources available to the LGBTQIA+ community is available at https://www.wm.edu/offices/compliance/discrimination_overview/lgbtq_resources/index.php

Gender Neutral Bathrooms on VIMS Campus

Both the W&M and VIMS campuses offer many gender-neutral restrooms. Please see check out the campus map below which outlines the buildings that have gender-neutral bathrooms on the VIMS campus. Descriptions of where to locate gender-neutral bathrooms in each building are also outlined below.



Nunnally – Fisheries Science Lab - Enter through the main door, take the first left towards the bathrooms. Make a right at the drinking fountains, and then a left down a short hallway past the vending machine. Enter a garage-like space, and cross to the door on the wall opposite. The bathroom is located down the hall and to the right.

Maury - Enter through the front door (on Waterman's circle), and the bathroom is located on the first floor on your left as you move towards the back hallway.

Davis - Enter through the front door, take elevator or front steps to the second floor. Take a left and the All Gender bathroom is on facing the wall.

Sowers - Enter through the carport and a bathroom is located through the kitchen and on your left (beside the couch). Another is located down the hall towards the Human Resources offices.

Seawater Research Lab - Enter the main room (the one with windows into the hallway), turn right towards the large garage doors. The bathroom is on the right.

CCRM Trailer - Bathroom is about halfway down the hall

CBNERR Storage Trailer - Enter the trailer from the door at the end facing fisheries. The second door on the left is the bathroom OR enter the trailer from the side using the deck connecting the trailer to Brown House and follow hallway around. The bathroom is then the fifth door on the right.

Brown House - Enter through the door on the porch facing the parking lot. Head towards stairs and turn left into Kitchen. One bathroom is in the kitchen to your right. Another bathroom is at the top of the stairs on the right.

Wilson House - Enter through the main door with the wheelchair ramp. Turn right then left and go up the stairs. The bathroom is down the hall on the right.

CBNERR Water Quality Trailer - Enter through the door facing Spencer Rd. The bathroom is the first door on the left.

Hall House - Enter through the door facing Grete Rd. The bathroom is down the hallway on the right.

Clayton House - Enter through the door by the parking lot. The bathroom is straight ahead on the right.

Dive Locker - Enter through the door on the boat basin side of the building and take an immediate left.