

DEI Plan– Office of Fellowships

Mission:

The Williams Office of Fellowships helps students extend their learning outside of the classroom. A national fellowship or a Williams College award may help a student fund graduate study in the US or abroad, or support travel, study, and experiential learning as an undergraduate. From the initial inquiry to the nomination and selection stages of a national competition, the Fellowships Office works with undergraduates, seniors, and alumni to prepare competitive applications.

The office is open to all students and recent alums, regardless of GPA, graduation year, age, provenance, nationality, or state of residence. While some fellowships are competitive at the national or international stage, or have specific selection requirements, internal funding is accessible to all enrolled students. Everyone in the Williams community is welcome to visit and consult with the office of fellowships.

Objectives for the coming year:

- Maintain a website that promotes access and opportunities for all students
- Minimize barriers by making opportunities transparent for all student populations including deadlines and application procedures
- Assemble selection committees and mock interview committees that reflect the diversity of faculty on our campus
- Assess and improve our physical space with Study Away colleagues
- Focus on outreach to MA students and transfer students, including non-traditionally aged students

Fellowships Office main projects and how they relate to DEI:

- Data collection and analysis (Diversity: who is applying, who is not applying and why)
- Making collected application data accessible to all users through Peoplesoft
- Summer Funding Initiative – together with Clinton Williams write a proposal to senior staff on how to make more efficient, transparent, and equitable the College's summer opportunities (Improving access, equity, and inclusion)
- Collaboration with other SLACs for virtual programming (Access and connection to other campuses. Expanding our community.)

Action Items:

- Continue training on DEI issues and accessible advising strategies, including through our professional organization, NAFA
- Learn more about available resources for undocumented and DACA students
- Review, understand, and share with stakeholders our partner programs' DEI initiatives