

2019 Claiming Williams Proposal

Event Title: A Seat at the Table: How do Staff Claim Williams?

Event Sponsor: The Williams Staff Committee

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Staff are the pulse of the college, the boots on the ground, the people behind the scenes making the day-to-day functioning of the college possible. They strive day-in and day-out to do their jobs well, knowing that their work is necessary to cultivate an enriched environment for higher learning which is vital to the success of the college's student population. The work of staff directly supports the well-being of students on many levels. But who looks after staff? Should staff have an avenue to voice their own concerns and to be part of decision making processes that can affect positive change? This session will examine the inequities present on campus among staff and in comparison to faculty and senior administrators. How do we go about building support structures for staff? How and where do we welcome staff voices to be heard? What would be needed for staff to be regularly included in important campus conversations? Historically, staff have had to rely on other college cohorts to notice and consider their best interests; when that isn't happening, what does happen? The under-representation of support staff across campus has had a direct affect on this constituency, resulting in feelings of being underappreciated and ultimately leading to a grave deficiency in overall morale.

We hope this session will help to generate ideas and momentum to addresses the inequities staff, as a group, face as employees of Williams College.