

VOICES



October is National Disability Employee Awareness Month

October is National Disability Employment Awareness Month, and all members of the William & Mary community are encouraged to participate. The purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. Held annually, National Disability Employment Awareness Month is led by the U.S. Department of Labor's Office of Disability Employment Policy, but its true spirit lies in the many observances held at the grassroots level across the nation every year.

This year's theme is "My disability is one part of who I am." "This year's theme encapsulates the important message that people with disabilities are just that — people," (Jennifer Sheehy, acting assistant secretary of labor for disability employment policy). "The history of National Disability Employment Awareness Month traces back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week."

In 1962, the word "physically" was removed to acknowledge the employment needs and contributions

of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month. For specific ideas about how William & Mary employees can support National Disability Employment Awareness Month, visit www.dol.gov/ndeam <<http://www.dol.gov/odep>.

We all play an important part in fostering a more inclusive workforce, one where every person is recognized for his or her abilities — every day of every month. Throughout the month, the Office of Diversity and Equal Opportunity will be engaging in a variety of activities to educate its employees on disability employment issues and its commitment to an inclusive work culture. -www.dol.gov/odep/topics/ndeam/

VOICES is the monthly e-newsletter, and provides an update on the university's diversity efforts in facilitating and supporting diversity and inclusion. Each issue shares the good work of academic and administrative departments, students, affinity groups and more. Past issues are available at the Diversity & Equal Opportunity website: www.wm.edu/offices/diversity/voices/index.



WILLIAM & MARY

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY



Diversity at W&M

William & Mary is committed to inclusive excellence. Building on our core value of diversity, we strive to be a place where equity and inclusion are integral parts of all that we do. We work to create a community that is representative of individuals with different backgrounds, talents and skills. We work to ensure that William & Mary is a place where all faculty, staff, students and alumni feel supported and affirmed.

From classroom discussions and study abroad experiences, to equitable and transparent recruitment, hiring and promotion processes, inclusive excellence is our focus. This work is not aligned with a single office, but the shared responsibility of all. We define diversity in its broadest terms and celebrate how this makes William & Mary a better institution.

National LGBT History Month at W&M

As national LGBT History Month, October brings an opportunity to reflect on LGBT history at William & Mary. As a community, we continue to move forward and strive to create an inclusive atmosphere where all persons have the opportunity to feel a sense of belonging in being part of the W&M Tribe.

William & Mary hosts several student and faculty groups dedicated to LGBT support and to improve the LGBT representation, action, and community, as well as an active LGBTQ alumni association, William & Mary GALA.

October EVENTS

<i>Date</i> & Location		<i>Event</i> & Sponsor
Blow Memorial Hall, Rooms 201/236 at 2pm	7	WMSURE: The 1st Generation College Experience
Ewell Hall, Recital Hall, First Floor	23	The Sexuality of History: How Sapphic Subjects Shaped European Thought
Campus Center, Center for Student Diversity	24	WMSURE: A Conversation About Racism, Solo Status, Stereotype Threat, and Colorism
Blow Memorial Hall, Room 201	29	The 2015 Tyler Symposium: The World beyond Slavery

PROFESSIONAL DEVELOPMENT WORKSHOP SERIES

RETAINING EMPLOYEES FROM DIVERSE BACKGROUNDS

October 8 | 12:00 - 1:30pm | Sadler Center Tidewater B

Achieving diversity on campus does not necessarily mean that all employees will feel included and valued. This interactive workshop will identify tangible strategies for faculty and staff to cultivate a sense of belonging that contributes to higher satisfaction and increased likelihood to stay at an institution. Particular focus will be placed on the experiences of underrepresented racial and ethnic minorities in higher education in the United States.

Sign up at forms.wm.edu/21990 by October 5

MEASURING DIVERSITY EFFORTS

October 20 | 12:00 - 1:30pm | Sadler Center Tidewater B

Making an effort to cultivate a more diverse and inclusive campus environment does not always guarantee easy review or measurement of success. There are many areas to consider as institutions seek more tangible evidence for their efforts. Through this workshop, participants will identify strategies that best meet their needs and provide the greatest impact for future endeavors.

Sign up at forms.wm.edu/21782 by October 12

NAVIGATING RELIGIOUS/BELIEF SYSTEMS ON CAMPUS

November 10 | 12:00 - 1:30pm | Sadler Center Tidewater B

Navigating the diversity of religions and belief systems on campus can be a difficult feat, particularly for public institutions. This workshop addresses ways to acknowledge and include various religious faiths, practices, and identities in an effort to create inclusive classrooms and work spaces. Particular focus will be placed on the inclusion of underrepresented identities and faith traditions.

Sign up at forms.wm.edu/21780 by November 2

All sessions require a RSVP.
For more information, please call 221-1619.

Facilitated by the Virginia Center for
Inclusive Communities

Grants available for diversity and inclusion initiatives

Have a creative idea for a program or workshop that will enhance diversity and inclusion on campus? The Office of Diversity & Equal Opportunity is offering up to four grants ranging from \$500 to \$1500 to support selected proposals. Faculty, staff, students, and organizations across campus are eligible to apply for the grants. To complete the application, please go to <http://www.wm.edu/offices/diversity/idea-grants/index.php>. The deadline for proposals is October 26.

Monthly Diversity Recognitions

The Office of Diversity & Equal Opportunity welcomes campus community members to nominate a colleague to be recognized for a diversity-related program or project that furthers our commitment to inclusive excellence. To nominate someone for the month of October, please go to <https://forms.wm.edu/10936> and submit by October 10.



“I am all these things, and we are one Tribe...If you can play, you can play.”

I first became aware of the "If you Can Play Project" through social media a couple years ago when I was still a coach in the athletic department. Connecticut College, where I had coached previously, had posted a video on the Project site and I was truly inspired by it. Within the next year, after I had moved into administration, a young man from “William & Larry” one of the LGBTQ alliance groups on campus, asked me about Athletics producing a video. Department members and Administrators were supportive of it. The project took off in Spring of '15 after I presented the concept to the Student Athlete Advisory Council (SAAC.) Willie Shaw, a senior baseball representative, took it on as a SAAC project. Willie wrote and produced the video with some help from other student-athletes and guidance from coach Camilla Hill and Tony Vaughn, our Assistant director of media relations (video). Willie, well known among students as a talented musician, also wrote the music on the project. The video debuted at our Annual Griffy Awards Presentation last spring and was very well received. It has since been sent to the “If you can play project.”

Peel Hawthorne
Associate Athletics Director/SWA

Celebrating diversity at W&M, Tribe Athletics produced a video based upon, “If you can play, you can play,” movement. See the video at <https://www.youtube.com/watch?v=owqtwswoZCk&feature=youtu.be>

Recommended Reading

Emily Temple at flavorwire.com recommends the following books as "must reads" for LGBT-themed novels.

Hero
by Perry Moore

Our Lady of the Flowers
by Jean Genet

Giovanni's Room
by James Baldwin

Rose of No Man's Land
by Michelle Tea

The Color Purple
by Alice Walker

Fun Home
Alison Bechdel

Boy Meets Boy, by David Leviathan

Orlando, by Virginia Woolf

flavorwire.com/380601/10-lgbt-themed-novels-that-every-student-should-read/

LGBTQ Courses at W&M

The undergraduate course "Intro to LGBTQ" was offered for the first time in Fall 2015. Two sections of the course were immediately filled.

In Spring, Dr. Jennifer Putzi, the director of the Gender, Sexuality, and Women's Studies Program, will be offering a "Transgender Fiction" course to undergraduate students.

The First of His Kind

Emmy-award winning author Jeffrey Blount, and brother of W&M alum Brian Blount ('78), shares the experience of being the first in his family to attend college. Read more on his blog at jeffreymbountblogs.com/2015/09/16/the-first-of-his-kind/



<http://eliclare.com/>

Campus Visit from Poet & Activist Eli Clare

This fall, the Gender, Sexuality, and Women's Studies Program is bringing Eli Clare, a poet and activist who works at the intersection of transgender and disability politics to campus. He will be facilitating a workshop on broad issues of access on college campuses.

Campus Pride Index Assessment

For the fourth year in a row, William & Mary has voluntarily participated in the annual Campus Pride Index assessment. The Campus Pride Index is a tool created for "assisting campuses in learning ways to improve their LGBTQ campus life...to be more inclusive, welcoming and respectful of LGBTQ and Ally People" (Campus Pride Index, About Us, www.campusprideindex.org). This year the index implemented new rigorous LGBTQ national benchmarks and William & Mary scored a 3.5 out of 5 stars. The standards assessed include: LGBTQ Policy Inclusion, LGBTQ Support & Institutional Commitment, LGBTQ Academic Life, LGBTQ Student Life, LGBTQ Housing & Residence Life, LGBTQ Campus Safety, LGBTQ Counseling & Health, and LGBTQ Recruitment & Retention Efforts. Highlights from this year's assessment include a five star rating out of five for LGBTQ Student Life standards, and a four point five star rating out of five for LGBTQ Counseling and Health standards. Campus Pride commended William & Mary for having specific outreach to different communities. William & Mary was also recognized for the efforts made to address LGBTQ emotional and physical health needs. In an on-going effort to improve and support the LGBTQ community, a LGBTQ working group will be formed this Fall including stakeholders from all over the campus to create an action plan to best support LGBTQ and Ally people of the William & Mary community. -Melanie Lichtenstein, Graduate Assistant, School of Education

From Fights to Rights: The Long Road to a More Perfect Union

Oct. 3 to Dec. 31, 2015 at
Swem Library, Special
Collections Research Center

Visit Swem Library for exhibits from the "From Fights To Rights" project commemorating the 150th anniversary of the Civil War and the 50th anniversary of the Civil Rights Movement.

The "From Fights to Rights" project includes public programs, the digitization of theses and dissertations on Civil War and Civil Rights topics, and a volunteer effort to transcribe manuscripts from the Civil War era online.

LGBT Groups @ W&M

EqualityWM

THE FACULTY & STAFF LGBT ORGANIZATION

The purpose of EqualityWM is to improve the learning and working environment at the College for lesbian, gay, bisexual, and transgender faculty, staff, and students through representation, action and community.

Follow EqualityWM on Facebook:
<https://www.facebook.com/groups/EqualityWM/>

www.wm.edu/sites/equalitywm

LAMBDA ALLIANCE

<http://wmpeople.wm.edu/site/page/lambdalliance>

We are a student organization dedicated to creating a supportive environment for the Lesbian, Gay, Bisexual, Transgender, Intersex, Asexual, Queer and Questioning community and allies. Lambda has a weekly meeting every Wednesday at 8:00 in Blow 333.

Equality Alliance SCHOOL OF LAW

The Equality Alliance works to bring attention and awareness to gay, lesbian, bisexual, and transgender legal issues as well as provide a community and safe space for LGBT students and their allies.

<http://wmpeople.wm.edu/index.php/site/page/lglawm>



W&M Presents at Supplier Diversity Advocate Institute

The second Supplier Diversity Advocate Institute (SDAI) was held on Friday, August 7th at University of Mary Washington in Fredericksburg. Marra Austin and Staci Longest from William & Mary along with Teresa Anders from Radford University co- led two sessions, titled *Engaging SWaM Vendors*. The sessions highlighted opportunities for agencies and institutions to develop, maintain and promote SWaM suppliers at their respective agencies and institutions. The event and sessions proved to be a great success and brought visibility to what steps W&M is making to elevate our supplier diversity program.

-Marra Austin



*Supplier Diversity Advocate Institute
at the University of Mary Washington*

Reves Global Lectures

Reves Global Lectures are informal discussions between featured speakers, students, professors and other guest speakers on global affairs. The lecture series is part of the "The Global 21st Century" course taught by renowned Stephen Hanson, Vice Provost for International Affairs. This course is part of the Reves International House international living learning community experience (<http://www.wm.edu/offices/revescenter/globalengagement/hall/index.php>).

No Man's Land: Jamaican Guestworkers in America and the Global History of Deportable Workers

October 21, 2015, 3:30pm, Reves Room
<http://events.wm.edu/event/view/revescenter/59456>

The Credibility of the Nuclear Nonproliferation Regime

Nov. 4, 2015, 3:30pm, Reves Room
Presented by Cindy Hahamovitch, Class of '38, Professor of History and the Chair of the History Department at William & Mary and Jeffrey Kaplow, Assistant Professor of Government at College of William & Mary
<http://events.wm.edu/event/view/revescenter/59458>

For more info:
<http://tinyurl.com/RevesGlobalLectures>
Questions? Contact Eva Wong at ywong@wm.edu.

-Eva Wong



Faculty & Students Collaborate in Creating Minor Program in Asian Pacific Islander American Studies (APIA)

The importance of Asian Pacific Islander American Studies program (APIA) lies in its underscoring of the heterogeneity of the American populace on the one hand, but also its emergence from an epistemology deeply rooted in the U.S. Civil Rights movement that is historically linked to international movements for decolonization and Third World solidarity. In accounting for American and global cultural diversity, APIA is constituted as being interdisciplinary in nature, taught by a diverse faculty with diverse teaching and research portfolios in the Arts, Social Sciences, Humanities, Critical Race and Legal Studies, Languages, Gender and LGBT/Queer Studies, Disability Studies, Islamic Studies, among others.

At William and Mary, faculty and students committed to the creation of the Asian Pacific Islander American Studies Program have been collaborating since 2005. They have organized as Asian American Student Initiative and Asian American Studies Research Initiative. They are active on campus and on social media, especially on Facebook

where the AASI page has garnered 900 supporters. There is also a circulating petition requesting for a TE faculty in Asian American Studies with over 500 signatures. The students not only utilize the major for their academic study but also for their general advocacies on behalf of all students, from issues in the media to student mental health. There are also new social media projects engaging the Asian American community of Williamsburg.

Since 2005, Professor Francis Tanglao-Aguas has been advising various students in a self-designed major. The first graduate of the major was Edward Hong in 2009, followed by Hasan Ali and Abhay Ahluwalia in 2012. In 2014 Max Nikoolkan graduated consecutively with the degree after having organized AASI. Paul Atienza, Arya Espahbodi, and Jonathon Hsu completed the degree in 2015. Currently there are 6 students completing the self-designed major in APIA.

Core faculty involved in APIA include Professors Joanne Braxton (Medicine, Arts, & Social Justice), Bene Ferrao (Transnational Asian American Literature), Monika Gosin (Immigration,

Assimilation and Ethnicity, Jennifer Kahn (Peoples and Cultures of Polynesia), Stephen Sheehi (Arabs in America, and Islamophobia), Deenesh Sohoni (Asian American Studies gateway), Chinua Thelwell (Asian Pacific American History), and Francis Tanglao-Aguas (Acting Asian American & Filipino American Studies) and Lynn Weiss (Asian American Experience).

At present the proposed minor is under review for approval by the Committee on Honors and Interdisciplinary Studies. The APIA minor's focal mission is to educate students with skills in the critical analysis and creative engagement of the multidisciplinary contributions, transnational histories, and contemporary experiences of the complex and diverse Asian American and Pacific Islander communities.

Graduates of the program will be equipped for graduate study in diverse fields and leadership careers in public service, the health sector, law, education, international development, and business from the local sector to multinational companies.

-Francis Tanglao-Aguas

HALLOWEEN

Did you know Halloween originates from the Irish holiday of Samhain? Samhain (pronounced "SOW-in") is a Celtic holiday meaning "Summer's End," that has been celebrated for over two thousand years.

Halloween is celebrated October 31.

Irish Origins

A Time of Transition

Samhain celebrated the end of summer with feasting, bonfires, storytelling, and songs. The Celts believed the year was divided into two halves--the light (summer) and the dark (winter). Samhain marks the transition period between the light and dark seasons.

The Origin of Costumes

It was believed that during this transitory period, the veil between our world and the spirit realm was at it's thinnest. While spirits (the Aos Si) could be helpful or benign, they were also mischievous and dangerous. Costumes were worn to confuse any spirits that had broken through the veil and were roaming the earth.

Roman Influences



Samhain became sprinkled with Ancient Roman traditions. Bobbing for apples was taken from the Roman holiday celebrating the silvan goddess Pomona. Roman armies occupied many Celtic lands by the 1st century A.D.

Christianization



As Christianity supplanted pagan Celtic religions, Samhain was associated with the Christian holiday of All Souls' Day, which is celebrated Nov. 1, and remembers the deceased.

An American Holiday

These days, the United States celebrates Halloween at a grander scale than any other country. Halloween sales topped \$8 million in 2014--including almost \$400 million for pet costumes!

Halloween arrived with the surge of Irish immigrants in the 19th century in the wake of the potato famine in Ireland (25 percent of Ireland's population would die from starvation during the Great Hunger).

Halloween's "trick-or-treating" reflects the mischievous spirit of Samhain, where puckish spirits could bestow luck or ills.

Samhain in Irish History

Samhain is a significant day in Irish history. In medieval Ireland, Samhain was a pivotal holiday, when the royal court at Tara hosted an annual assembly, while smaller courts held tribal gatherings. The royal assembly traditionally lasted three days, and signaled the end of the trading season. The festival started with alighting the bonfire on the Hill of Tlachtga, which served as a beacon to light smaller bonfires across all of Ireland. These gatherings are a traditional setting for Irish tales.



In the Táin Bó Cúailnge ("The Cattle Raid of Cooley"), perhaps the most famous ancient Irish epic poem, the Queen Medb of Connacht in her war against Ulster is recounted. Queen Medb waits until Samhain to launch her war against Ulster's king.

Stories of Service and Sacrifice on Veterans Day

Veterans and their stories will be the focus this Veterans Day when The College of William & Mary hosts Stories of Service and Sacrifice on Veterans Day on campus. Alma Mater Productions (AMP) (www.facebook.com/AlmaMaterProductions) has invited the Armed Services Arts Partnership (ASAP) (<http://www.asapasap.org>) and Student Veterans of William & Mary (SVW&M) (www.facebook.com/wm.veterans) to produce a night of storytelling that will bring veterans and their stories to the campus community.

Veterans and their family members have been invited to submit stories that capture the experience of military service. The performances that result will recognize the service and sacrifice of members of the United States military on the day that the nation honors its promise to veterans that their service is not forgotten. These stories from William and Mary veterans and their families will allow the campus community to share in the experiences of the men and women veterans they work and learn alongside.

- * Who: William and Mary Campus Community
- * What: Stories of Service and Sacrifice on Veterans Day
- * When: Veterans Day, Wednesday, November 11th, 2015 [time TBD]
- * Where: Lodge 1
- * Why: To honor U.S. military servicemembers and their families on Veterans Day
- * How: Veterans, family members, and all others who would like to tell a story related to military service should complete this form to reserve a spot in the audition/review session (https://docs.google.com/spreadsheets/d/1Z-rW-dnNCWLwnnK-aZiZxy_l0cV5XYTPHr1O8hEcq1s/edit?usp=sharing).

The review session will be from 4PM to 8PM on October 7th, 2015.

All logistics-related questions should be directed to Reagan Hedlund at rhedlund@email.wm.edu.

Diversity Recognitions



The Office of Diversity & Equal Opportunity recognizes colleagues for their efforts toward diversity initiatives. For October, please congratulate the following individuals: *Verasak Singhasei* (pictured left), Facilities Planning Design and Construction and *Jennifer Dahnke* (pictured right), Mason School of Business. Congratulations!



VOICES Newsletter

A publication that highlights diversity initiatives on campus. To submit information, please email Chon Glover at wfglov@wm.edu. Designed by Kate Broderick, Student Assistant, Diversity & Equal Opportunity