

# VOICES



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 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.

## November 11<sup>th</sup> is Veterans Day!

William & Mary's connections to the military date back to its earliest days as a College, when 17-year-old George Washington received his first surveyor's license through the College and returned after the Revolutionary War to become its first American chancellor. This month we honor all faculty, staff, students, and alumni who have served in the military.

***Thank you!***



*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 & Inclusion website: [www.wm.edu/offices/diversity/voices/index](http://www.wm.edu/offices/diversity/voices/index).*



**WILLIAM & MARY**

OFFICE OF DIVERSITY AND INCLUSION

# NATIVE AMERICAN ★ HERITAGE MONTH ★

## November is Native American Heritage Month

*Information courtesy of the Bureau of Indian Affairs,  
U.S. Department of the Interior*

What started at the turn of the century as an effort to gain a day of recognition for the significant contributions the first Americans made to the establishment and growth of the U.S., has resulted in a whole month being designated for that purpose. One of the very proponents of an American Indian Day was Dr. Arthur C. Parker, a Seneca Indian, who was the director of the Museum of Arts and Science in Rochester, N.Y. He persuaded the Boy Scouts of America to set aside a day for the "First Americans" and for three years they adopted such a day. In 1915, the annual Congress of the American Indian Association meeting in Lawrence, Kans., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as an American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

The year before this proclamation was issued, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 14, 1915, he presented the endorsements of 24 state governments at the White House. There is no record, however, of such a national day being proclaimed.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators



### Utes--Chief Sevara [i.e., Severo] and family

Library of Congress Prints and Photographs  
Division Washington, D.C. 20540 USA  
<http://hdl.loc.gov/loc.pnp/pp.print>

enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any recognition as a national legal holiday. In 1990 President George H. W. Bush approved a joint resolution designating November 1990 "National American Indian Heritage Month." Similar proclamations, under variants on the name (including "Native American Heritage Month" and "National American Indian and Alaska Native Heritage Month") have been issued each year since 1994.

Source: <http://nativeamericanheritagemonth.gov/index.html>

# From the Office of Diversity & Inclusion

## Professional Development Series

For the first time we are bringing the Lunch & Learn to VIMS:

**November 10, 2016, 12 - 1:30pm at VIMS Classroom A/B in Watermen's Hall. Topic: *Creating a Sense of Belonging***

"Achieving diversity on campus does not necessarily mean that all 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. This workshop will consider faculty and staff engagement on several levels, including campus-wide policies and practices." This workshop is facilitated by the Virginia Center for Inclusive Communities. Please [register](#) by November 8, 2016.

**Diversity Recognitions – Nominate a Colleague!**

The Office of Diversity & Inclusion welcomes every month 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 for the month of October, please fill out the [form](#)! A reception will be held in April '17 for all nominees!

## The Office of Diversity & Inclusion hosted the Inaugural Diversity Symposium – a first of many to come!

The Office of Diversity & Inclusion hosted the Inaugural Diversity Symposium on October 22 at the School of Education. President Reveley and Chief Diversity Officer Chon Glover kicked off the day with warm and welcoming words, followed by Dr. Ben Reese from Duke University who discussed "Implicit Bias in the Academy". The Student Performance Group Inside Out gave a powerful performance called "One Tribe. Many Stories". In the afternoon, workshop presenters Marta Perez, Anne Charity-Hudley, Vivian Hamilton, Max Blalock, Meriel Martinez, and Camilla Hill held sessions on various topics spanning from Understanding Gender to Religious Diversity to Teaching Difficult Topics to name a few.

A big thank you to all who contributed to make this event successful through your attendance.



## History made: W&M dedicates first buildings named for people of color



by Erin Zagursky | October 18, 2016 (Photos by Skip Rowland '83)

History was made at William & Mary over Homecoming weekend when the first two buildings named for people of color at the university — Lemon and Hardy Halls — were dedicated. More than 300 students, faculty, staff, alumni and community members gathered in a field embraced by one of the retitled residence halls for the Saturday morning ceremony in honor of Lemon, a man enslaved by the College in the 18<sup>th</sup> century, and Carroll F.S. Hardy, a longtime administrator who made monumental strides in diversity at William & Mary.

“We’ve come together to recognize, to honor, to celebrate a large group of William & Mary people who have never had a campus building named for them despite their importance to the College’s existence and success since literally 1693,” said President Taylor Reveley.

“For hundreds of years, they have worked to sustain our institution,” he continued. “They’re the William & Mary people, African Americans, who suffered the hammer blows of the College’s traffic in slavery, succession and segregation. And what we do today as part of our journey is remember them and repent for how badly they fared at the hands of Alma Mater of the Nation.”

President Taylor Reveley addresses the crowd gathered for the dedication. (Photo by Skip Rowland '83) W&M Chief Diversity Officer Chon Glover M.Ed.'99; Ed.D.'06, who credits any success she has had at the university to Hardy, thanked the Task Force on Race and Relations for making the renaming possible. Last semester, the task force, which Glover chaired, put forth a report and 51 recommendations, including one that buildings on campus be named to more fully reflect the diversity of the W&M community. In addition to the task force, Glover credited the realization of that proposal to Reveley, Provost Michael R. Halleran and the members of the Board of Visitors who unanimously and without hesitation approved the renaming of the Jamestown Residence Halls. “Today, we add a new chapter to the history books of William & Mary,” said Glover. “For the first time in our history, we are naming two buildings for African Americans. That in itself, is worth a celebration.”

### Remembering Lemon

Lemon worked at both William & Mary’s Nottoway Plantation near Emporia, Virginia, and on its Williamsburg campus. But he was also an entrepreneur, Reveley said, noting that Lemon farmed his own plot and sold produce to the College.

In 2009, W&M established a long-term research project in Lemon’s name to explore the College’s involvement in slavery and segregation and its continued relationship with the African-American community.

“The dedication of Lemon and Hardy Halls is a very special moment for William & Mary and for all the people who understand that what we communicate in our space matters,” said Jody Allen, co-managing director of the Lemon Project. “Having Lemon’s name on a building is an important step toward not only acknowledging but embracing the history of the black experience at the College. Lemon represents himself, but also a host of people whose names we don’t know and may never know, but their contributions helped to build and grow the College and they must be remembered.

“I like to think that Lemon’s name will always spark the question, ‘Why is this hall named after a lemon?’ And that the person asked will answer, ‘Well, let me tell you who Lemon was.’” In naming a building for Lemon, W&M joins a very small group of universities that have named buildings in recognition of enslaved people, Glover said. “That’s a really unique group, so I am very proud that we are in that group as we honor Mr. Lemon,” she said.

### Remembering the dean

Hardy, known to many as “Dean Hardy,” began working at W&M in 1980 and served in multiple roles until 1995, including dean of multicultural affairs and associate vice president for student affairs. She helped found the Hulon Willis Association, established the National Black Student Leadership Conference, created summer enrichment programs and helped launch 15 multicultural student associations at W&M, said Reveley. “Carroll Hardy worked tirelessly to increase diversity at W&M and to improve the experience of people of color who came here,” he said. “To those who were doing well, Dean Hardy was quick with an encouraging word. For those who were struggling, Dean Hardy pushed, pulled, cajoled until a degree was in hand. She cared for all, and she was beloved by all.”



Carroll F.S. Hardy Catherine Faddis '91, who attended Saturday’s event, was one of the many students at W&M who found a mentor and more in Hardy. She attended programs started by Hardy and worked as a student in Hardy’s office during all four of her years at W&M. When Hardy found out that Faddis, an accounting major at William & Mary, had been accepted into Harvard’s M.B.A. program, Hardy was beyond proud. “She was so elated,” said Faddis. “It was like her own daughter had gotten in. She was incredible.”

When Faddis started working as an auditor, Hardy took her shopping and made her buy the best suits possible. And when Faddis moved to Williamsburg to begin a new job as a chief financial officer, Hardy gave her a place to live. “She was just always there encouraging us,” said Faddis. “She had full confidence in each of us. She somehow knew we were capable of much more than we knew we were capable of.” Hardy was a selfless giver, Faddis said, “and I am proud of the school that they are honoring her in this way.”

Like Glover and Faddis, Ruth Jones Nichols’ life was never the same since her first interaction with Hardy over the phone as a high-school junior.

Speaking at Saturday’s dedication ceremony, the 1996 graduate remembered how Hardy opened the door to W&M with a scholarship for a pre-collegiate program at the university.

I knew that if I could just get to William & Mary, there would be a person who would look out for me,” Nichols said. “We all have our own unique story about how we arrived at William & Mary and the different ways that Dr. Hardy impacted our lives while we were here. The common thread in each, I’m sure however, is the manner of in which she embraced our diverse talents and potential to help mold us into future leaders.”

Building that legacy was Hardy's calling in life, Nichols added, the thing she lived for.

"The College has done its part to honoring Dr. Hardy by bestowing her with an honorary doctorate and naming a building in her honor," she continued, "but what will we do to continue Dr. Hardy's legacy at our institution of higher learning?"

Earl Granger III '92, M.Ed. '98, associate vice president for development and another person who worked closely with Hardy, has been looking to create an endowment in Hardy's name, Nichols noted, asking those gathered at the ceremony to consider how they might be a part of that effort.

"William & Mary is our institution, and it's our community to own," Nichols said. "At the end of every day, Dean Hardy would always remind her mentees and students that the only way we can repay her is to do for others what she did for us. I challenge all of you to think about what you can do not just in the communities where you live now but what you can do for the College of William & Mary.

"Dean Hardy, I know, is very proud of all that we are and all that we have become, but if she could say anything to us today or something to me, she would say, 'Sister girl, you know that your work is not done.'"

### Not in vain

At the end of the ceremony, people involved with the Lemon Project and several of Hardy's family members helped Reveley and Glover unveil plaques for the renamed residence halls.

John Stuart, Hardy's brother, recalled his sister's many attributes. (Photo by Skip Rowland '83) John Stuart, Hardy's brother, thanked the W&M community for the special recognition of his sister.

"Carroll was so encouraging, supportive — she treated all people with dignity and respect," he said. "That's something we all should do."

Stuart recalled the lyrics of a hymn they'd often sing: If I could help somebody along the way, my living shall not be in vain. "She really walked that," he said. "Her living shall not be in vain, right here. We thank you from the bottom of our hearts for this special occasion, this special moment for her."



## Diversity Recognitions for November

Ying Liu, who is the Associate Director of the Confucius Institute has been nominated twice this month!

She is recognized for her tireless efforts helping others understand the Chinese culture through teachings, but also through hands-on efforts that exceed her position at the campus. Helping international students to get around town, taking them to local events to show them the American culture, sending out emails to inform international students of local events, and introducing countless American students to the Chinese culture are only a few examples of Ying's efforts to support diversity. Ying – your efforts have been noticed and are appreciated! Thank you!



# William & Mary on the Move to Recruit Diverse Faculty



The Southern Regional Education Board (SREB) hosted the annual Institute on Teaching and Mentoring on October 26 - 29 in Tampa, Florida. Jody Allen, Lemon Project Director and co-chair, and Professor of History, Spencer Niles, Dean of the School of Education, and Elizabeth Harbron, Professor of Chemistry attended as representatives. The College has attended as a recruiter for the last four years.

Every year SREB hosts this event with the goal of connecting universities and scholars from diverse backgrounds. This year, 62 recruiters and 1280 scholars who are seeking post doctoral and entry level faculty positions were in attendance. Workshops, resume review sessions and speakers were also part of the event.

**Jody Allen:** “This was the fourth time that I’ve attended the Southern Regional Education Board Institute on Teaching and Mentoring – first as a doctoral candidate and now as a Recruiter – and once again I left inspired and hopeful that search committees across the country will recognize the opportunity to hire a diverse faculty that will be able to respond to the needs of a diverse student body.”

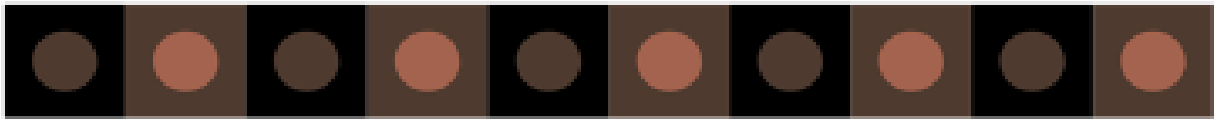
**Elizabeth Harbron:** “As a first-time attendee, I was struck by the relentlessly positive and energetic atmosphere of the Institute. From the undergraduate figuring out which graduate program to pursue to the doctoral candidate seeking a faculty position to the vice provost working to make an entire university more inclusive, the people I encountered were passionate about their work and its impact throughout the world of higher education and beyond. It was wonderful to get to share what I think is special about W&M with so many scholars and to hear about their own journeys and stories in return.”

**Spencer Niles:** “The SREB 23<sup>rd</sup> Institute on Teaching and Mentoring, the largest gathering of minority Ph.D. scholars in the United States, offers a fantastic opportunity for face-to-face interactions with outstanding Emerging scholars and graduate students. I was thoroughly impressed with the program, the students, and the chances for engagement. It was also very rewarding to be able to share some of the exciting opportunities that exist at William & Mary. The institute offered important connections that could not occur in any other venue. It was inspiring to share experiences with these amazing scholars and I look forward to participating in future institutes. I’m grateful to the Provost’s Office for the opportunity to participate this year.”

Next year the event will be held October 26 to 29 in Atlanta, GA. Faculty interested in attending should contact Chon Glover at [wfglov@wm.edu](mailto:wfglov@wm.edu). To find out more about SREB, please visit their link:

<http://www.sreb.org/>





# Save the Date

THE WILLIAM & MARY  
LEMON PROJECT SPRING SYMPOSIUM  
2017

**Theme: *Black Revolutionary  
Thought from Gabriel to Black  
Lives Matter***

When: March 17—18, 2017

Where: Mason School of Business

William & Mary Campus

**Please Mark Your Calendar and Spread the Word!**



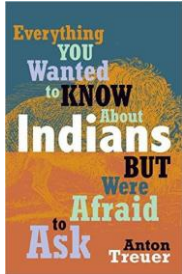
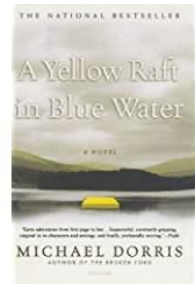


# Recommended Reading

**Mean Spirit**  
by Linda Hogan

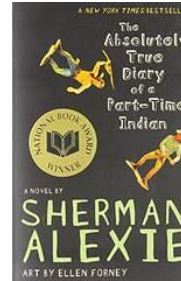


**Yellow Raft in Blue Water**  
by Michael Dorris



**Everything you Wanted to Know About Indians But Where Afraid to Ask**

by Anton Treuer



**The Absolutely True Diary of a Part-Time Indian**

by Sherman Alexie

## The Women's Network

The Women's Network cordially invites you to a free professional development forum in which all women who work at William & Mary can meet and discuss their common interests and concerns. We are pleased to announce that we will host a Women's Forum on **Wednesday November 9th from 11:30-2:00 p.m. in the Sadler Center**. *Lunch will be provided thanks to the generosity of Provost Michael Halleran and Sam Jones, who have approved employees attending this professional development opportunity during the workday.*

### [Register Now](#)

We will gather as a group in Chesapeake A for opening remarks by Chon Glover, Chief Diversity Officer, followed by two breakout sessions with concurrent interactive panel sessions.

### [11:45-12:30: Breakout Session A](#)

- A. *Work-Life Balance* featuring Waretta Mann, Jennifer Taylor, & Ginger Ambler
- B. *Leadership in the Workplace* featuring Anne Arseneau, Janice Zeman, & Kate Conley
- C. *Organizational Climate* featuring Kiersten Boyce, Rita Metcalfe, & Tatia Granger

### [1:15-2: Breakout Session B](#)

- A. *Work-Life Balance* featuring Jeanne Face, Kelly Crace, Jennifer Taylor, & Ginger Ambler
- B. *Leadership in the Workplace* featuring Anne Arseneau, Kathleen Powell, Suzanne Raitt, & Sarah Stafford
- C. *Organizational Climate* featuring Kiersten Boyce, Rita Metcalfe, & Tatia Granger
- D. *Diversity & Inclusion* featuring Chon Glover & Sharron Gatling



We hope you will join us. Please respond **NO LATER THAN NOVEMBER 4th** using the following link

<https://forms.wm.edu/form/view/28982/b58ee47a6e92c117fe768ae52b7a16af>

## From the Office of Compliance & Equity

Compliance & Equity would like to share “Equity in Practice.” This document (see below) provides supervisors and employees examples of situations that may arise in the workplace in a ‘what would you do’ format.

The College also has a new website on campus access. This site <http://www.wm.edu/sites/campusaccess/index.php> serves as source of information for people with disabilities as well as other community members interested in promoting accessibility on campus. This site, which is still being built out, also provides members of the campus community with the ability to report barriers to access.

If you have any questions about the site or would like to provide feedback, please contact Carla Costello [cacostello@wm.edu](mailto:cacostello@wm.edu).

### **Equity in Practice** **What to do if...**

**The current election is stressful for many in our country. A co-worker is discussing something about current events or the election, and you find his or her comments offensive and distressing.**

Heated political debates or inflammatory conversations are best avoided in the workplace. Such exchanges could give rise to safety concerns or create a hostile climate. While it isn’t possible to avoid all controversial issues at work, and people have a right to their own opinion, managers should encourage employees to discuss such matters on their own time, rather than during the workday. If appropriate, managers should also remind employees as appropriate of W&M’s expectations-- that we treat one another with dignity and respect, without discrimination or harassment. (Want to read more? See <http://www.navexglobal.com/blog/handling-controversial-conversations-workplace> and collected articles referenced throughout.)

**You are a supervisor, and one of your employees tells you that he or she has a disability (a physical, mental, intellectual, or emotional condition that limits their ability to learn or do any other major activity) and offers to give you a doctor’s note or other detailed information.**

Say “I respect your privacy; you do not need to share medical records with me. If you would like an accommodation for any condition, please contact the Office of Diversity & Inclusion.” Only that Office can approve accommodations. To learn more, visit the [disability rights information site](#) for faculty, staff, and administrators.

**You are a supervisor, and an employee asks you for some modification or change relating to his or her job – whether time off, a schedule change, or a change in duties – and you have reason to believe the request is related to a disability.**

You can grant the request if you normally would (that is, if you would grant it regardless of the disability). If not, please say “This is not a change that I would normally make. If you are asking as a disability accommodation, please contact the Office of Diversity & Inclusion.” Only that Office can approve accommodations, except for leave requests, which involve Human Resources. Visit <http://www.wm.edu/offices/diversity/access-and-inclusion/index.php>

**A student discloses to you that he or she has experienced sexual assault, sexual harassment, or any other form of sexual misconduct (such as relationship violence or stalking).**

Your role is to support and report. Visit [www.wm.edu/sexualviolence](http://www.wm.edu/sexualviolence) and click on the “Faculty and Staff” page for detailed guidance on your legal obligations.

**Someone else tells you about or you otherwise become aware of actual or alleged discrimination (including discriminatory harassment or retaliation).**

Almost all W&M employees (faculty and staff) are “responsible employees,” which means that if you are aware of an alleged or potential civil rights violation, the university is assumed to be aware of it as well. You must ensure that the appropriate administrative office is actually aware of such violations (actual or alleged) by bringing them to administrative attention. The central office is Compliance & Equity. To learn more about this reporting obligation and options, visit [http://www.wm.edu/offices/compliance/topics/mandatory\\_reporting/Other\\_Discrimination\\_Reporting/index.php](http://www.wm.edu/offices/compliance/topics/mandatory_reporting/Other_Discrimination_Reporting/index.php).

**You believe that you have experienced discrimination, harassment, or retaliation.**

There are a variety of options for you to seek confidential advice or to file a report for investigation. To learn more, visit [www.wm.edu/offices/compliance/reportdiscrim](http://www.wm.edu/offices/compliance/reportdiscrim) or contact the Office of Compliance & Equity.

## ***Facilities Management Focus Groups are completed!***

As a follow-up to a recommendation by the Task Force on Race and Race Relations, the university hired an outside consultant, Amediate LLC to conduct focus groups with members of the Facilities Management Team.

A written report will be submitted to Associate Vice President Van Dobson and Chief Diversity Officer Chon Glover that highlights the findings.

Thank you to everyone who participated!



## Supplier Diversity Corner

### ***W&M Supplier Diversity leads Lunch and Learn Session hosted by Office of Diversity & Inclusion.***

W&M procurement recently led a session titled the **Value of Supplier Diversity** as a lunch and learn session. The session gave an overview of what supplier diversity and SWaM (Small, Women-, and Minority-owned) businesses are, why supplier diversity is important and the value it brings to our local economy. The session generated great questions/ideas for potential options to utilize SWaM businesses from the attendees as well as requirements to get vendors certified. Thank you all who came out to learn more about W&M's supplier diversity program and the procurement office looks forward to collaborating with your departments to build a stronger and more diverse supplier base for your areas' needs!

### ***VASCUPP's SWaMfest 12 a Great Success***

The Virginia Association of State College and University Procurement Professionals (VASCUPP) of which W&M is a member of, held its 12<sup>th</sup> annual SWaMfest event on October 12<sup>th</sup> and 13<sup>th</sup>.

The event provides an opportunity for Small, Women-, and Minority-owned businesses to connect with the 11 VASCUPP schools as well as non-SWaM businesses looking for SWaM subcontractors for their state contracts. Staci Longest, Associate Director of Procurement Operations co-led two sessions for vendors to learn more about how VASCUPP schools operate and do business with suppliers. The event brought in a record number of almost 400 attendees for the evening networking event, making VASCUPP's SWaMfest event the Commonwealth's largest supplier diversity event.

For more information on the event, visit: [www.swamfest.com](http://www.swamfest.com)

### *Celebrate Diversity of Faith November and December 2016*

Tuesday	1-Nov	National Native American/Alaska Native Heritage Month Begins
Tuesday	1-Nov	Feast of All Saints (Christian)
Wednesday	2-Nov	Feast of All Souls (Christian)
Thursday	24-Nov	Thanksgiving Day (American Holiday)
Sunday	27-Nov	Advent (Virgil for the birth of Jesus, Christian, 11/27 - 12/24)
Saturday	3-Dec	International Day of Persons with Disabilities
Thursday	8-Dec	Bodhi Day (Buddha's Enlightenment; Budist)
Thursday	8-Dec	Feast of the Immaculate Conception of Mary (Christian)
Wednesday	14-Dec	Mawlid an Nabi (Islamic)
Thursday	22-Dec	Yule (Winter Solstice, Wiccan/Pagan)
Friday	23-Dec	Joseph Smith's Birthday (LDS)
Sunday	25-Dec	Chanukah (Festival of Lights, Jewish, 12/25 - 1/1)
Sunday	25-Dec	Christmas (Birth of Jesus, Christian)
Monday	26-Dec	Kwanzaa (African-American, Pan-African Cultural Holiday, 12/26 - 1/1)

A publication that highlights diversity initiatives on campus. To submit information, please email Sandra Patrinicola at [sipatrinicola@wm.edu](mailto:sipatrinicola@wm.edu).