

# VOICES

## Office of Diversity and Community Initiatives



November/December, 2011

Welcome to the third issue of VOICES. In Spring, 2010 as a part of the Strategic Plan, I worked with academic and administrative departments to conduct an internal review of current diversity programs and initiatives. In this issue several programs from Arts and Sciences, VIMS, Law, Education, and Business are highlighted. In addition you will find other diversity happenings from around campus. If you have information that you would like to share, please email [diversity@wm.edu](mailto:diversity@wm.edu). Have a great month!

Chon Glover

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### Homecoming 2011 Milestones



On the occasion of their 40th Class Reunion, the first three residential undergraduate African American students were recognized. They are Lynn Briley, Janet Brown Strafer, and Karen Ely. During a reception on Saturday, words of thanks and appreciation were shared by Rector Jeff Trammell, President Taylor Reveley, former Vice President for Student Affairs, Sam Sadler, and former William and Mary Dean of Admission and 1971 classmate, Virginia Carey. Earl Granger, president of Hulon Willis Alumni Association presented the women with a Torch award on behalf of the Alumni Association and Chon Glover, Assistant to the President for Diversity presented each with a replica of a plaque that will be placed in Jefferson Hall where they lived for three years.



The Gay and Lesbian Alumni Association (GALA) celebrated its 25th Anniversary during Homecoming. A full weekend of activities included a Birthday Party at Swem, a formal dinner in the Great Hall of the Wren Building, and a Sunday Brunch. The group was greeted by President Taylor Reveley, Rector Jeff Trammell and more. In addition, GALA presented its *Director's Cup* to Gary Cowling, '84. In the picture on the left, leaders of Lambda Alliance talk with President Reveley and Rector Trammell at dinner. Students pictured are Kim Green, Cassie Cole, and Cody Sigmon. Congratulations, GALA!



### News from the Reves Center

*International Education Week* is a joint initiative of the U.S. Department of State and the U.S. Department of Education. It is designed to allow schools, colleges and universities, embassies, international organizations, businesses, associations, and community organizations to celebrate the benefits of international education around the world. The first International Education Week was held in 2000, and today it is celebrated in more than 100 countries. The College of William & Mary is celebrating International Education Week across campus with a variety of programs, lectures, musical performances, special meals, and more. For full details on the 2012 IEW schedule, visit the Reves Center for International Studies website at <http://www.wm.edu/offices/revescenter/programming/educationweek/index.php>

### News from the Center for Student Diversity

The CSD is launching a new blog on our website called "Engaging Diversity." As a campus community, we believe in celebrating and engaging one another's uniqueness. This new blog is one more way we can celebrate the rich and varied cultures and experiences that make up the College of William and Mary. We are currently seeking individuals interested in contributing to our new blog. We really want to highlight a variety of voices, so we encourage students, faculty, staff, and even alums to consider blogging for the CSD. If you're interested, please contact Vernon Hurte ([vjhurt@wm.edu](mailto:vjhurt@wm.edu)) for more information.

## ***William and Mary Law School Lewis B. Puller, Jr. Veterans Benefits Clinic***



More and more heroes come home from military service with scars – seen and unseen. Their service takes a tremendous toll on their lives and their families. They need help dealing with bureaucracy and red tape. Help finding the right doctor. Help getting the benefits their service has rightfully earned.

When they need help, William & Mary Law School's Lewis B. Puller, Jr. Veterans Benefits Clinic is there. The Clinic is named in honor of Marine Lieutenant Lewis B. Puller, Jr., who lost both legs and parts of both hands when he stepped on a booby trap in Vietnam in 1968. After years of rehabilitation, he earned a law degree at William & Mary and served as an advocate for veterans. His Pulitzer Prize-winning autobiography, *Fortunate Son*, chronicled his struggle to overcome his physical and emotional injuries and his battle with alcohol, painkillers and depression, which claimed his life in 1994.

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Staffed by students and adjunct faculty, the Puller Clinic is dedicated to getting disabled veterans, including active duty service members, the help and compensation they deserve. The clinic's legal expertise is enhanced by a strong diagnostic and counseling partnership with the Center for Psychological Services and Development at Virginia Commonwealth University (VCU). In just three years of operation, the Puller Clinic has provided free assistance to more than 300 veterans who have provided service ranging from World War II to the current conflicts in Iraq and Afghanistan. Many are indigent and homeless. For those veterans who need financial assistance, the clinic's representation also includes the cost of medical evaluations and related transportation.

To expand its work across Virginia, the Puller Clinic has taken initial steps to broaden its cross-disciplinary approach by forming a consortium of specialists under the name "Helping Military Veterans through Higher Education (HMOVHE)." The goal of this consortium is to extend services by including more colleges and universities in Virginia and eventually replicate the model nationwide. The HMOVHE coalition has just received funding from the Jessie Ball DuPont Fund. Learn more at the clinic's website: <http://law.wm.edu/veterans>. Or contact the clinic at (757) 221-7443.

## ***Virginia Institute of Marine Science Hall-Bonner Scholar Program***



Studies show that the percentage of minorities in ocean sciences is far less than their percentage in the U.S. population overall. During the last decade, the Virginia Institute of Marine Science and neighboring institutions have helped to narrow this troubling gap through efforts such as the Hall-Bonner Program for Minority Scholars in the Ocean Sciences. The program is named for leaders in establishing Hampton's marine science program—the late professor Anita Hall and the retired dean of the HU School of Science, Dr. Robert Bonner.

Dr. Linda Schaffner, VIMS' Associate Dean of Academic Studies, says the Hall-Bonner program—established in 2004—has now helped seven promising minority students earn their master's or doctoral degree through the College of William and Mary's School of Marine Science at VIMS, with another four minority students currently pursuing their graduate research. In fact, the program has been so successful that, between 2000 and 2008, 5 of the 18 African Americans earning master's degrees in marine science in the U.S. graduated from VIMS. With the Hall-Bonner Program, VIMS also hopes to significantly increase the number of African Americans earning marine science doctorates—only 9 received PhDs nationwide between 2000 and 2008.

The success of the Hall-Bonner Program—a collaborative venture between VIMS, Old Dominion University, and Hampton University—led the National Science Foundation to renew the original 5-year grant award for another 3 years beginning in 2009. Leads on the continuing project are Schaffner, Dr. Ben Cuker of HU, and Dr. Greg Cutter of ODU. Schaffner says that she and her colleagues are using their renewed NSF funding to "reach a critical mass of minority students and to achieve sustainability of the program's infrastructure so that it can continue its success into the future."

## College of Arts and Sciences: *Hispanic Studies*



On Saturday October 8<sup>th</sup>, the Admission's Office, in coordination with the Washington D.C. Office and faculty and students in Hispanic Studies and Latin American Studies, organized the first ever *Encuentro Latino*. A faculty initiated event, *Encuentro Latino* was a successful effort to reach out to Latino families in the NOVA/ D.C. area and introduce them to the College of William & Mary. The event, which took place at the Ernst Community Cultural Center: Annandale Campus of NOVA Community College, featured presentations by Hispanic Studies faculty, Professors Jonathan Arries, John Riofrio and Silvia Tandeciarz, alongside student presentations on LASU (the Latin American Student Union), SOMOS and MANOS. The event provided Latino families interested in William & Mary an excellent opportunity to meet and mingle with students, faculty and

alumni from the College. Highlights included presentations about student-faculty teaching and research initiatives in Nicaragua and on the U.S.-Mexico border.

## Mason School of Business Diversity Ambassadors Program

This fall, the Mason School of Business Undergraduate Program successfully launched Mason Diversity Ambassadors, an initiative designed to promote and sustain a learning community at the College of William and Mary that values and supports diversity initiatives. The students recruited to the Diversity Ambassadors program have access to unique opportunities and inspirational speakers who are true role models for diversity. Our events kicked off with a breakfast with Esther Hahm ('80) before Meet the Firms. Esther was the first female practicing CPA in South Korea and is currently a Partner with the Human Capital Practice of Ernst & Young. Esther discussed with our students how leading companies have developed strategically aligned and integrated ways of managing talent on a global level. Most recently, the Mason Diversity Ambassadors participated in a luncheon with James Ambrose ('07), a Finance Rotation Analyst at Microsoft Corporation. These students had the chance to hear James's personal story, having served as a Multicultural Recruitment Intern at W&M and as the Student Assembly's liaison to the Board of Visitors. James, who is involved with Microsoft's Finance African-American Employee group, offered the Mason Diversity Ambassadors both a unique perspective on diversity in the workplace and an invaluable networking opportunity. Mason Diversity Ambassadors also held an Open House at the Center for Student Diversity, in order to discuss the admissions process to the Undergraduate Business Program with freshmen and sophomores. These networking opportunities enable our Ambassadors to better understand the dramatic impact of diversity in the workplace and the potential to transition their interest in diversity from student life at William & Mary into professional life. The Mason School of Business plans to expand the presence of the Diversity Ambassadors program in the years to come, while continuing to connect William and Mary students with diverse perspectives to alumni and professionals who can offer them advice and opportunity.

## News from the University Ombudsperson

Beginning in November, the University Ombuds will establish office hours at VIMS on the second Wednesday of each month from 10 a.m.—2 p.m. The employees at VIMS have full access to services offered by the College, but sometimes the distance between the Gloucester Point and Williamsburg can present a challenge around access. Several other functional units maintain office hours at VIMS as well. Woody Hobbs, Director for Operations, Support Services and Special Programs & Associate Professor of Marine Science at VIMS, extended the invitation. Ombuds Tatia Granger hosted a presentation about the services available through her office on Wednesday, October 26 in Watermen's Hall and will be available for appointments in Room 101, Sowers House. For additional information, please contact Tatia Granger at [ombuds@wm.edu](mailto:ombuds@wm.edu).

## News from the Office of Admission

On November 19<sup>th</sup>, the Admission Office's Multicultural Recruitment Team will hold a collaborative outreach program in Southwest Virginia along with UVA and Virginia Tech. The program will educate parents and students about the admission process and life on a college campus.

## *School of Education Diversity Competencies and Curriculum Audits*

The School of Education (SoE) in the College of William and Mary seeks to prepare education professionals who can serve as leaders in creating inclusive learning environments that promote equity of opportunity for diverse learners. In this context diversity denotes “racial, ethnic, cultural, and linguistic heritage, national origin, socioeconomic status, age, gender, sexual orientation, philosophical, religious, and spiritual beliefs, as well as physical, social, and intellectual attributes and abilities,” according to the School of Education’s Diversity Statement, which was adopted by the faculty in April 2008. Inclusive, responsive practices for diverse learners represent one of four school-wide “focal areas” that SoE faculty identified and selected in 2006-2007 for ongoing work.

Two multi-year Federal grants that the SoE received helped to fund comprehensive diversity curriculum audits and the development of diversity student competencies in the SoE’s teacher licensure programs. The U.S. Department of Education awarded a Teachers for a Competitive Tomorrow (TCT) grant (84.381B) in 2008 and “Preparing Inclusive Educators” (PIE), a Special Education Preservice Program Improvement grant (84.325T) in 2009. Both helped to support the SoE’s diversity initiatives, especially, but not exclusively, in the Curriculum and Instruction (C&I) Area. C&I developed a model for addressing SoE students’ diversity competencies in elementary, secondary, and special education teaching licensure programs. During the spring semester of 2010, PIE project leaders contracted with Dr. Brenda Williams, a faculty member within the School of Education with a specialization in cultural and linguistic diversity and special education, to conduct a status review of the current implementation of the model, beginning with the secondary education curriculum. During the fall semester of 2010, a similar audit of the elementary education and special education curricula was completed. The TCT grant funded secondary and elementary education faculty workdays during summer 2009 and summer 2011, respectively, to develop specific C&I student diversity competencies that are currently being integrated into all teacher licensure coursework. The primary objective of the curriculum audit was to determine the extent to which diversity competencies (knowledge, skills and dispositions) are articulated in C&I programs. The primary question that was addressed was: How and where is diversity reflected across the (elementary, secondary, special) education teacher preparation curriculum? Syllabi for 45 different SoE courses were assessed in all.

The review was completed following approximately two years of focused diversity-related program planning by faculty in the Curriculum and Instruction Area that was supported by the SoE Dean’s Office. Concurrently, the standing School of Education Diversity Committee worked with faculty to develop and refine school-wide student diversity competencies. Faculty in the Educational Policy, Planning, and Leadership (EPPL) Area have announced their plans to conduct a curriculum audit in 2012 that is similar to the one completed by C&I faculty. Faculty in the School Psychology and Counselor Education (SPACE) Area completed diversity-related curriculum audits in preparation for their successful accreditation reviews by the National Association of School Psychologists (NASP) and CACREP, the Council for Accreditation of Counseling & Related Educational Programs.



***Dr. Gloria Ladson-Billings***

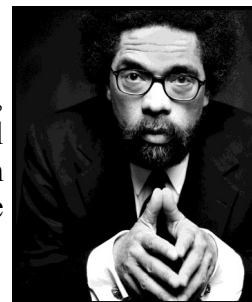
The 2011 Hornsby Lecture Series will be held on Thursday, November 10 at 7:00 pm in the Matoaka Woods Room at the School of Education. Gloria Ladson-Billings will be speaking on "Blues & Abstract Truth: Why We Need Diversity." She holds the Kellner Family Endowed Professorship in Urban Education and is a Faculty Affiliate in the Departments of Educational Policy Studies, Afro American Studies and African Studies at the University of Wisconsin-Madison. The event is free and open to the public. Call 221-2315 with questions.

### **PIE Grant Project**

*Preparing Inclusive Educators, PIE is a grant project at the School of Education at the College of W&M. The primary goal of this five year grant, funded by the US Department of Education is program improvement – to ensure W&M is best preparing special educators to meet the needs of students with disabilities and their families. Additionally, PIE aims to increase diversity in the field of special education by recruiting culturally and linguistically diverse students to W&M's graduate programs in special education.*

## *Dr. Cornell West to speak at William and Mary*

The Center for Student Diversity will host Dr. Cornell West on Thursday, January 19, 2012 for the Annual Dr. Martin Luther King, Jr. Commemoration Program. Dr. Cornell West is the Class of 1943 University Professor in the Center for African American Studies at Princeton University. The program will begin at 7:00 pm and is open to the public. More details to come!



## *Student Spotlight—Erica Holloman*



VIMS doctoral student Erica Holloman and the Greater Southeast Development Corporation, a local non-profit, have received a \$100,000 CARE grant from the U.S. Environmental Protection Agency to work with community groups and residents in the city of Newport News. Their goal is to identify and reduce risks from toxic pollution in the Southeast Community, a historically African-American and highly industrialized area of the city. On October 18th, 2011 the EPA held a ceremony to honor the winners of these highly competitive grants at the White House. Only 100 CARE grants were awarded nationwide during this year's funding. Erica successfully defended her dissertation on November 8th. Congratulations, Dr. Holloman!

## *IPAX presents A Lesson Before Dying*

During November 4-6 IPAX (International Performing Arts Exchange) presented an adaption of Ernest Gaines' novel *A Lesson Before Dying* by Romulus Linney. The performance was directed by Professor Artisia Green and featured the collective talent of Jerome Carter, '12, Ricky Coston, '12, Adriana Hillas, '14, Jamar Jones, '14, Keniona Jones, '14, and Marvin Shelton, '15. On the one hand, *A Lesson Before Dying* is a 20<sup>th</sup> century *Ars moriendi* on how to die with dignity and hope in the face of racism. But on the other it speaks to the role of a quality education from a compassionate teacher has in building "intelligence and character" as Martin Luther King, Jr. states but, also in strengthening communities. IPAX felt that this particular play was a timely choice for their fifth season as the nation watched the trial, conviction and execution of Troy Anthony Davis.



## *Cultural Student Organization Spotlight - SASA*



SASA is a student led organization that works to promote awareness of the South Asian culture to all members of The College of William and Mary and its community. SASA also provides social and educational activities for all interested individuals; to promote identity and unity among the South Asian students of The College of William and Mary. Their annual program, Expressions of South Asia will be held on **Friday, November 11 at 5:30 pm in Commonwealth Auditorium.**

## Religion and Culture—Did you know?



**Eid al-Adha** or "Festival of Sacrifice" or "Greater Eid" is an important religious holiday celebrated by Muslims worldwide to commemorate the willingness of Abraham (Ibrahim) to sacrifice his son Ishmael (Isma'il) as an act of obedience to God, before God intervened to provide him with a ram to sacrifice instead. The meat of the ram is divided into three parts. The family retains one third of the share; another third is given to relatives, friends and neighbors; and the other third is given to the poor and needy. Eid al-Adha is celebrated annually on the 10th day of the 12th and the last Islamic month of Dhu al-Hijjah. Eid al-Adha celebrations start after the Hajj, the annual pilgrimage to Mecca in Saudi Arabia by Muslims worldwide. The date is approximately 70 days (2 Months & 10 days) after the end of the month of Ramadan, i.e. Eid-ul-Fitr. Ritual observance of the holiday lasts until sunset of the 13th day of Dhu al-Hijjah.

### ***Native American Heritage Month***

November is Native American Heritage Month and Alaska Native Heritage Month. It is a time to celebrate the Native American history and culture in the United States. The celebration originally began in New York State in 1916. On August 3, 1990 President George Bush declared the first National Native American Heritage Month. Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against the odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence. Tribal America has brought to this country certain values and ideas that have become ingrained in the American spirit: the knowledge that humans can thrive and prosper without destroying the natural environment; the understanding that people from very different backgrounds, cultures, religions, and traditions can come together to build a great country; and the awareness that diversity can be a source of strength rather than division.



**Pre-Kwanzaa.** The name Kwanzaa is derived from the phrase "matunda ya kwanza" which means "first fruits" in Swahili. Each family celebrates Kwanzaa in its own way, but celebrations often include songs and dances, African drums, storytelling, poetry reading, and a large traditional meal. On each of the seven nights, the family gathers and a child lights one of the candles on the Kinara (candleholder), then one of the seven principles is discussed. The principles, called the Nguzo Saba (seven principles in Swahili) are values of African culture which contribute to building and reinforcing community among African-Americans. Kwanzaa also has seven basic symbols which represent values and concepts reflective of African culture. An African feast, called a Karamu, is held on December 31. The candle-lighting ceremony each evening provides the opportunity to gather and discuss the meaning of Kwanzaa. Each day of Kwanzaa emphasizes a different principle. The seven principles are Umoja, Kujichagulia, Ujimaa, Ujamma, Nia, Kuumba, and Imani.



**Hanukah.** Also known as the **Festival of Lights**, Hanukah is an eight-day Jewish holiday commemorating the rededication of the Holy Temple (the Second Temple) in Jerusalem at the time of the Maccabean Revolt of the 2nd century BCE. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December in the Gregorian calendar.

The festival is observed by the kindling of the lights of a unique candelabrum, the nine-branched *Menorah*, one additional light on each night of the holiday, progressing to eight on the final night. The typical Menorah consists of eight branches with an additional raised branch. The extra light is called a *shamash* and is given a distinct location, usually above or below the rest. The purpose of the *shamash* is to have a light available for use, as using the Hanukkah lights themselves is forbidden.

