

VOICES

Office of Diversity and Equal Opportunity

February 2013

Catch the Energy!



The FISH Philosophy is based on four principles:

2

Be There—Play-- Make their Day--Choose Your Attitude!

Build stronger relationships with colleagues, team members, and students!

Lemon Project Update



Celebrating the Life and Legacy of Dr. Robert (Bob) Engs (1943-2013). Professor of History, Emeritus, University of Pennsylvania, Philadelphia, PA; Visiting Distinguished Professor of History, College of William and Mary, Williamsburg, VA Consulting Scholar for the Lemon Project.

3

Diversity Recognitions



Members of the College community are recognized for their work to further diversity initiatives on campus.

4

February is Black History Month

Black History Month is an annual observance in February created in 1926 by historian, Dr. Carter G. Woodson. The first recognitions were done the second week of February and known as “Negro History Week.” In 1976, the federal government acknowledged the expansion of Black History Week to Black History Month by the leaders of the Black United Students at Kent State University in February of 1969.

The 2013 celebration has special meaning since the year marks the anniversary of two significant events. It is the 150th Anniversary of the signing of the Emancipation Proclamation on January 1, 1863 by President Abraham Lincoln. The Emancipation Proclamation set the United States on the path to ending slavery. Additionally it is the 50th Anniversary of when Dr. Martin Luther King, Jr. delivered his famous “I Have A Dream Speech” to thousands of Americans after marching to the memorial of Abraham Lincoln on August 28, 1963. Please plan to attend some of the College’s events during the month. Several are listed below.

2013 Black History Events at W&M

Annual Tidewater Gospel Festival featuring Ebony Expressions Gospel Choir and other area choirs.

February 16, 2013 6:00 pm Chesapeake Rooms ABC

“The Role of Clergy During the Civil Rights Movement” by Rev. Robert B. Hunter, (Ret.) Rector of Episcopal Church of Atonement, Washington DC.

February 18, 2013 3:30pm Tyler 102

The Miseducation of the Black Greek Xperience: Featuring Rasheed Ali Cromwell, Esq., Executive Director of The Harbor Institute in Washington, D.C.

**February 21, 2013 7:00 pm Dogwood Room
School of Education**

Women's Network Expands to All Female Employees

The Executive Committee voted unanimously to include all female employees in response to issues raised at the highly successful W&M Women's Forum, which was held this past October. The Forum highlighted a number of challenges that confront women working at W&M, regardless of unit, office, or department.

Beginning this semester, our executive committee will include representatives from hourly, classified, and operational staff; faculty; professional faculty and professionals. Our events this semester, which include a tenure/promotion workshop (Feb 20th from 3-5pm), a financial wellness workshop, and a social networking event, will reach out to all of our constituencies--as will our listserv. For more information contact Rowan, Lockwood or Carla Costello.

Women's Network Event *Marry Rich: Women & Men Who Work in Non-Profits*

On February 8 at 12:00 noon, join a conversation about gender, work, and wages in the non-profit and volunteer sector. Women represent 75% of the non-profit workforce and 45% of non-profit leadership. Featuring Mary Lynch, Literacy for Life; Dr. Jocelyn Henry-White Head, Community Action Agency; Buzz Lambert, YMCA; Prof. Caroline Hanley, Sociology Department. The discussion will be held in Blow Hall Lounge on the 3rd Floor. Light refreshments provided. RSVP to efmiller@wm.edu.



FISH! is an interactive training program that provides fresh, new perspectives for approaching your work. Tuesday, February 19th in Tidewater A, Sadler Center. Training is from 1:30-3:30 pm. Catch the energy!

Potluck highlights international flavor of VIMS graduate students

Columbian rice pudding, Korean beef bulgogi, and southern fried okra are not dishes you typically find at your everyday potluck, but when paired with other unique dishes from around the world, you get a buffet à la VIMS.

Faculty, staff, and students took a trip around the globe last week at the Institute's 2nd Annual International Potluck Dinner. The event—held in Watermen's Hall on the VIMS campus in Gloucester Point—showcased the international flavor of the graduate students in William and Mary's School of Marine Science at VIMS.

VIMS' Dean and Director John Wells served as Master of Ceremonies and was joined by W&M's Vice Provost for International Affairs and Director of the Reves Center for International Studies, Stephen E. Hanson. "VIMS has been a world leader in forging vibrant international networks of students and scholars interested in marine studies," says Hanson. "The potluck is a wonderful celebration of the contributions of our students from around the world."

William & Mary Selected to Host 1st Annual VASCUPP Supplier Diversity Advocate Institute

The Virginia Association of State College and University Purchasing Professionals (VASCUPP) is planning a one-day event for Supplier Diversity Advocates across the Commonwealth. The conference will serve as an educational and networking opportunity for all supplier diversity professionals with breakout sessions to include: incorporating supplier diversity into your procurement, best practices from high volume agencies, holding prime contractors accountable, meet the experts that can help you, with representatives from Department of Minority Business Enterprise, Small Business Administration, Women's Business Enterprise National Council, and Virginia Minority Supplier Development Council. This conference will be the first of its kind for Virginia, and we are extremely excited William & Marv will be hosting the event!

LEMON PROJECT UPDATES



Celebrating the Life and Legacy of the “Father of the Lemon Project,” Dr. Robert Engs

For the last few months, the Lemon Project Corner has been devoted to sharing news about something uncovered as part of the Lemon Project research. Sadly, this month, I have the task of sharing that Robert (Bob) Francis Engs, in many ways, the “Father of the Lemon Project” passed on Monday, January 14, 2013. He was an outstanding scholar and a gracious human being.

Bob authored and edited several books and reports, and in *Freedom’s First Generation: Black Hampton, 1861-1890* he told the story of the African Americans who freed themselves and solidified their freedom when they arrived at Fortress Monroe. This first generation of free men and women in Hampton, Virginia went on to build businesses, educate themselves and their children, engage in governance, and organize their communities. Indeed, theirs is the story of “what race relations in postbellum America ‘might have been.’”

While Bob’s personality will insure his legacy among his family and many friends, his scholarship will insure his legacy in the academy. *Freedom’s First Generation* was a tremendous addition not only to the historiography of African American history, but also to the historiography of the United States. Bob found and honored the people who had been heretofore ignored and because of Bob, these individuals live on and because of these individuals, Bob Engs will live on.

All Lemon Project events for the remainder of 2013 will be dedicated to the memory of Robert Francis Engs.

-Prepared by Dr. Jody Allen, Managing Director, Lemon Project

Upcoming Events

Lemon Project Celebration of Dance

The Lemon Project and the Center for Student Diversity presents the 2nd Annual Celebration of Dance on February 10th at 3:00 p.m., Kimball Theater.

The Celebration of Dance 2013 is an hour-long performance featuring choreography by Leah Glenn, Associate Professor of Dance at the College of William & Mary. The concert showcases the talent of current William & Mary students, alumni, adjunct faculty and guest artist, Jamal Story. This is the kickoff event leading up to the third annual Lemon Project Symposium.

This is a free performance but tickets are required. Unclaimed ticketed seats will be given away 10 minutes before show time. Call 1-800-447-8679 for tickets.

3rd Annual Lemon Project Spring Symposium

March 15 & 16, 2013

“Campus & Communities: The African American Experience Along the Peninsula”

This is a free event and open to the public, but registration is required.

Please register at:
forms.wm.edu/form/view/7534.

For More Information on the Lemon Project, please visit:
www.wm.edu/sites/lemonproject

Neurodiversity News



The William & Mary Neurodiversity Working Group will host David Black, Ph.D. from the National Institute of Mental Health Pediatrics and Developmental Neuroscience Branch. His talk entitled, *"Navigating College and Beyond with an Autism Spectrum*

Disorder" will be held in Morton 20 at 4:00 pm on Wednesday, February 6.

David Black, Ph.D. is a licensed clinical psychologist and pediatric neuropsychologist. He specializes in the neuropsychological assessment and diagnosis of children with autism spectrum disorders. Dr. Black received his PhD in clinical psychology from George Mason University and completed his post-doctoral training at UCLA.

Hudson Taylor Visits Campus

Hudson Taylor founded Athlete Ally in January of 2011. An athlete all his life, Hudson experienced demeaning humor in high school and college athletics, but befriended LGBT people when studying theater and Interactive Performance Art at the University of Maryland. Seeing the juxtaposition between the theatre department and the locker room, Hudson felt it was imperative that he confront a side of sports that no athlete should be proud of: sports marginalize LGBT athletes, coaches and others through systemic homophobia and transphobia.

Taylor spoke to a packed audience on January 28th and then presented to the Athletic and Campus Recreation staffs on Tuesday. Additionally, he spoke with SAAC and other student groups. For more information or to get involved, please go to athleteally.com.

Diversity Recognitions

The College Diversity Advisory Committee members have been recognizing colleagues for their efforts toward diversity initiatives. For the spring semester, colleagues will be recognized in the monthly issue of VOICES. Please congratulate the following individuals: Jean Brown, American Studies; Francis Brown, ISC Housekeeping; Rowan Lockwood, Women's Network; Carla Costello, Women's Network; Janice Zeman, Psychology; Danielle Dallaire, Psychology; Sharron Gatling, Equal Opportunity; Anne Charity-Hudley, WMSURE; Cheryl Dickter, WMSURE; Jacqueline McLendon, English/Africana Studies; Jennifer Mendez, Latin American Studies; Karin Wulf, History; Tiffanie Rossier, Career Center; Sandy Turnage, Mason School of Business. Congratulations!

