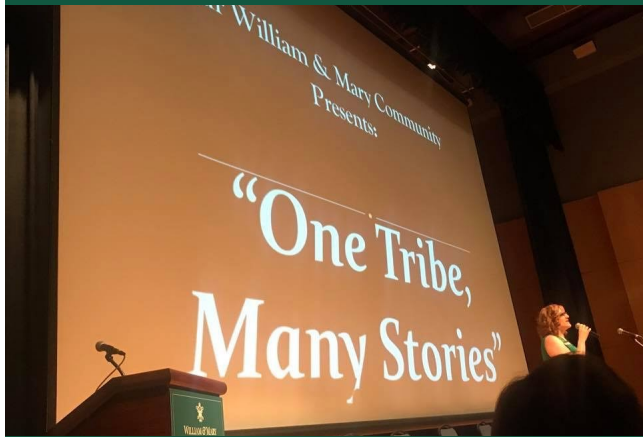




VOICES

October 2017



WILLIAM & MARY
OFFICE OF DIVERSITY AND INCLUSION

Who we are

Our Team

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**Please contact us if you
have ideas for future issues
of VOICES .**

Diversity Statement

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. We define diversity in it's broadest terms and celebrate how this makes William and Mary a better institution.

VOICES is a monthly e-newsletter that provides an update on the university's diversity efforts in facilitating and supporting diversity and inclusion. Each issue shares the good the work of academic and administrative departments, students, affinity groups and more. Past issues are available at <http://www.wm.edu/offices/diversity/> .

Did you know?

October is National Disability Employment Awareness Month (NDEAM)

If you want to learn more please go to <https://www.dol.gov/odep/topics/ndeam/>

October is National Disability Employment Awareness Month, and all members of William & Mary 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. Employers of all sizes and in all industries are encouraged to participate in NDEAM.

For specific ideas about how you can support National Disability Employment Awareness Month, visit www.dol.gov/ndeam. Suggestions range from simple, such as putting up a [poster](#), to comprehensive, such as implementing a disability education program. Regardless, 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.



NDEAM dates back to 1945, when Congress declared the first week in October "National Employ the Physically Handicapped Week." Learn more about the origins and evolution of NDEAM and other important events in disability employment history in our interactive [timeline](#).

Source: <https://www.dol.gov/odep/topics/ndeam/>

Announcements

*Nominate Someone Today
Who Makes a Difference!*

DIVERSITY RECOGNITIONS NOMINATE A COLLEAGUE!

The Office of Diversity & Inclusion 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 a member of faculty / staff, please fill out this [form](http://forms.wm.edu/32004) also available at: <http://forms.wm.edu/32004>

IDEA GRANTS—IT'S TIME TO APPLY!

IDEA—Innovative Diversity Efforts Award

Apply Now

The Office of Diversity & Inclusion funds grants for projects that further diversity on our campus! Faculty, staff, students and organizations are eligible to [APPLY!](http://forms.wm.edu/33078)

(<http://forms.wm.edu/33078>)

Please don't miss the opportunity to support diversity and inclusion across our campus. **Deadline** for proposals is **October 27, 2017**.

NEW THIS YEAR! THE IDEA UNITY GRANT

In order to encourage collaboration across diverse disciplines and schools, we have created the new **IDEA UNITY GRANT** for the 2017-2018 academic year. Organizations that collaborate with at least two other (three total) distinct academic departments/administrative units/professional schools will be eligible to receive up to \$2,500 (\$1,000 more than the up to \$1,500 available to individual organization proposals).

Collaboration and co-sponsorship must be substantial with each collaborators an active participant in the proposal's execution, not merely advertising.

Honors & Recognitions

Diversity Recognitions

Karla Beckman and Nancy Moul—Student Health Center



Karla Beckman

Karla and Nancy, both nurse practitioners, were nominated for their outstanding work with student groups that might be underutilizing the Student Health Center.

For example, Karla and Nancy noticed that many female international students were unfamiliar with the US health care system & might not be seeking the care that they need.

Karla and Nancy suggested a special health info session for female international students. This is the 4th year that the sessions are being offered and they have been very popular with the students. Karla and Nancy are great advocates for all the students they serve.



Nancy Moul

Diversity Spotlight

W&M community rallies in support of DACA students

The William & Mary Board of Visitors voted unanimously to approve a [resolution](#) in support of students attending the university under the auspices of the federal DACA program. The Board's resolution also calls on the nation's elected leaders to find a bipartisan solution allowing students studying under DACA's provisions to finish their studies uninterrupted.



The Board's resolution expanded the university's active and robust support of DACA students that began long before the Sept. 5 announcement that the federal government would phase out the program in the next six months. The White House has suggested that Congress may come up with an alternative for the Deferred Action for Childhood Arrivals (DACA) program, which provides temporary authorization for undocumented people brought to the United States as children to work or attend school.

"The Board stands with President Reveley, faculty, staff and students at William & Mary in supporting our DACA students," said Rector Todd A. Stottlemeyer '85. "William & Mary's roughly two dozen DACA students, and those who have come before them, have proven themselves to be among the hardest working students and of the highest caliber.

"As noted in the resolution, 'Who comes here, belongs here' remains a hallmark of the university community. Our goal has always been to graduate all who enter our campus and for them to represent themselves and their alma mater in the most honorable manner possible. That will never change."

Campus forum

There are 23 students attending William & Mary under DACA provisions; their identities are known only to a few administrators who work directly with them.

On Sept. 8, senior administrators and staff from many support offices on campus joined faculty and students in the Sadler Center for a community town hall to answer questions about the university's strategy regarding DACA and to field suggestions for how the campus community can support the students. Lisa Roday, chair of the Committee on Student Affairs for the W&M Board of Visitors, also attended the town hall and expressed her support for DACA students. Later that day, a rally affirming DACA students was attended by several hundred people in the Sunken Garden.

Steve Sechrist (left) and Kimberly Weatherly were among the administrators who spoke at the town hall. "Support for DACA students is a community effort," said Steve Sechrist, director of the Office of International Students, Scholars and Programs. "The Reves Center [for International Studies] has taken leadership roles in many aspects of support, but equally important is the work of the Office of Diversity & Inclusion, the Center for Student Diversity, the Office of the President and Provost, the Dean of Students Office, the Counseling Center and the efforts of many individual faculty, staff and students."

During the session at the Sadler, Kimberly Weatherly, assistant dean and director of the Center for Student Diversity, opened the forum by reading from the statement issued by W&M President Taylor Reveley shortly after the Sept. 5 DACA announcement.

"DACA students are important members of our community," reads the president's statement. "They belong here, and we strongly believe they should be allowed to finish their educations. William & Mary will keep doing all we can to support them."



Photo Credit: Stephen Salpukas

50TH ANNIVERSARY OF AFRICAN AMERICANS IN RESIDENCE

The 50th Anniversary commemorating the first African American residential students will occur during the 2017-18 academic year. The planning committee chaired by Dr. Jacquelyn McLendon has planned a series of events to highlight this significant milestone in the university's history.

Below find pictures reflecting the recent events.

For information on upcoming events, please visit the website at www.wm.edu/50.

Photo Credit: Chon Glover



Recent Events

Women's Network Fall Reception



On September 6, 2017, the Women's Network held its Fall Reception to welcome new colleagues and honor those who have been promoted or tenured during the last academic year.

Dania Matos, Deputy Chief Diversity Officer delivered the keynote remarks.

Understanding the Basics of Intersectionality Lunch & Learn

On September 13, 2017, the Office of Diversity & Inclusion sponsored a Lunch and Learn on "Understanding the Basics of Intersectionality" hosted by the Virginia Center for Inclusive Communities and led by Charm Bullard and Michael Jackson. Participants learned how to define and explain in depth the concept of intersectionality.



Some of the resources shared were as follows:

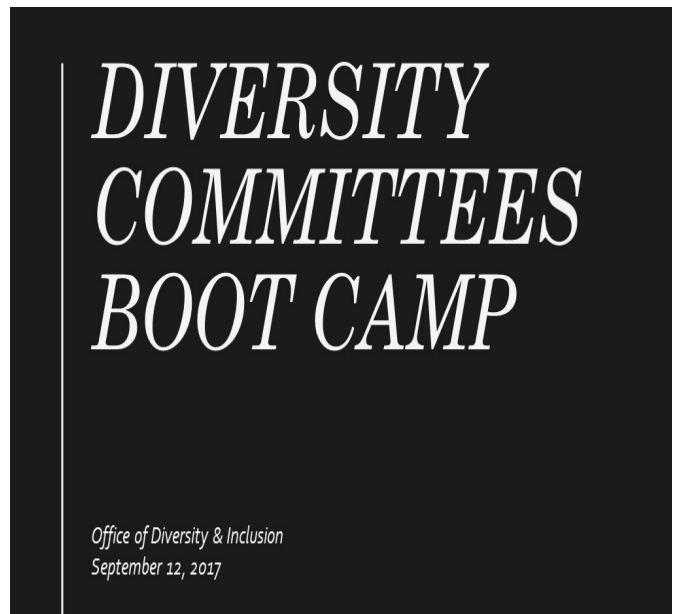
- Crenshaw, K. (2015, September 15) Why Intersectionality Can't Wait. The Washington Post.
- Yoshino, K. (2006) Covering: The Hidden Assault on our Civil Rights. New York: Random House.
- Wijeyesinghe, C. and Jones, S. (2014). Intersectionality, Identity, and Systems of Power and Inequality. In D. Mitchell C. Simmons and L. Greyerbiehl (Eds.), Intersectionality and Higher Education. New York: Peter Lang US.

Photo Credit for all on this page: Chon Glover

Diversity Committees Boot Camp

On September 12, 2017, the Office of Diversity and Inclusion hosted the first Diversity Committees Boot Camp. The purpose of the gathering was to help provide guidance and support to academic and administrative department diversity committee leaders.

Photo Credit: Chon Glover



Welcome Back Reception

On September 19, 2017, the Office of Diversity & Inclusion hosted its Annual Welcome Back Reception for new faculty and administrators. President Reveley and Provost Halleran were in attendance.

Photo Credit: Chon Glover



Upcoming Events

Lemon's Legacies Porch Talk

Self-Care during Painful Times: How to Use Mindfulness in your Every Day Life

October 3 at noon in Chesapeake B, Sadler Center.

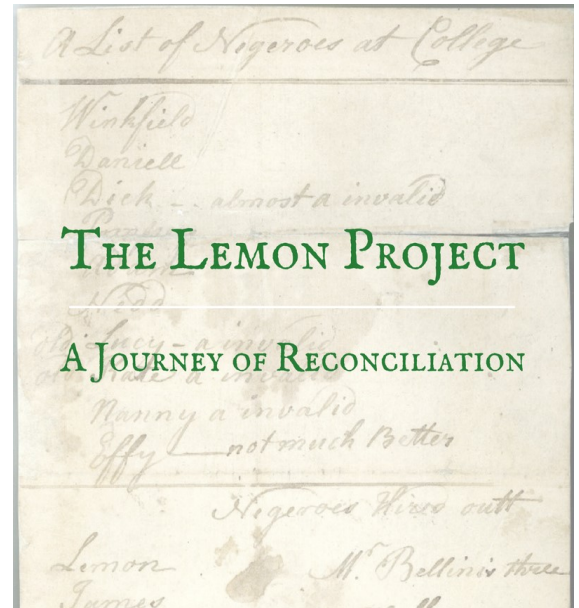
Please RSVP here <http://forms.wm.edu/33858>

<https://events.wm.edu/event/view/wm/92290>

Join the Lemon Project along with Dr. Becca

Marcus of the Counseling Center as she provides students, faculty, staff and community members with concrete ways to take care of themselves using Mindfulness techniques. As always, we will be providing delicious free food and beverages.

Part of the Lemon Project's purpose is to educate our community on the history of race on William & Mary—often times, those histories are painful to deal with and their legacies affect us every day. It is important to learn strategies to cope with the difficult feelings that come with learning about traumatic histories and simply existing in a time of racial strife. These strategies will not solve any of the structural problems we seek to dismantle, but it might bring some peace as African-American people navigate difficult situations.





*Critical Lyricism in Postwar East Asian Cinema: Fei Mu's *Spring in a Small Town* and Ozu Yasujiro's *Late Spring**



Dr. Satoru Hashimoto

Assistant Professor of Chinese Studies
University of Maryland, College Park

Washington Hall 301, W&M
Tuesday, October 3, 2017, 5:00-6:20pm

Dr. Hashimoto will examine two films produced in the immediate aftermath of the Second World War in China and Japan.



Kwame Alexander visits W&M

Kwame Alexander is a poet, educator, and the *New York Times* Bestselling author of 24 books, including *The Crossover*, which received the **2015 John Newbery Medal** for the Most Distinguished Contribution to American literature for Children, the **Coretta Scott King Author Award Honor**, the **NCTE Charlotte Huck Honor**, the **Lee Bennett Hopkins Poetry Award**, and the **Paterson Poetry Prize**.



Kwame writes for children of all ages. Some of his other works include picture books, *Animal Ark*, *Out of Wonder* and *Surf's Up*; and novels *Booked*, *He Said She Said*, and the forthcoming *Solo*.

Born in New York City, Kwame moved to Chesapeake, VA as a child. He graduated from Great Bridge High School in 1985. He attended Virginia Tech, and now lives in Northern Virginia.

MARK YOUR CALENDARS

Kwame will visit W&M on **Friday, October 6, 2017**.

- **WMSURE Lunch with Kwame**
 - 12-1:30PM, Swem Library Ford Classroom
 - Open to WMSURE scholars only
- **Student Writing Workshop**
 - 2-3:30PM, Swem Library Ford Classroom
 - Open to W&M students, any major
 - Limited spots, register today!
 - RSVP: <http://forms.wm.edu/33816>
- **"The Crossover" Talk and Book Signing**
 - 7-9PM, Williamsburg Regional Library
 - Open to the public
 - W&M Bookstore will have books for sale at event
 - Sponsored by William & Mary Libraries, Williamsburg Regional Library and Williamsburg Area Reading Council
 - RSVP: <http://forms.wm.edu/33814>

JAVIER ÁVILA

ONE-MAN SHOW



THE TROUBLE
WITH
My Name

OCT 10, 2017
7:00 PM

TUCKER HALL 127A

**105 Jamestown Rd.
Williamsburg, VA 23185**



WILLIAM & MARY

CHARTERED 1693

Supported by the
Center for Student Diversity



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W&M SCHOOL OF EDUCATION
2017-2018

DIVERSITY LECTURE SERIES

OCT 11



JERLANDO JACKSON

Vilas Distinguished Professor of Higher Education, University of Wisconsin-Madison

**Diversity Prism Imperative:
Advancing Organizational Ownership of
Disparities in Higher Education**

NOV 16



CIRECIE WEST-OLATUNJI

Associate Professor of Counseling
Xavier University of Louisiana

**Revisiting the Promise of
Multiculturalism in Education**

FEB 5



Hornsby Distinguished Lecture

ALBERTO CARVALHO

Superintendent
Miami-Dade County Public Schools

Free and open to the public. All events will take place at 6:00 p.m. in the William & Mary School of Education. Find more details and RSVP at education.wm.edu/diversity-series-2017.



William & Mary
School of Education



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

Annual Diversity & Inclusion Symposium

October 14, 2017

"It's Not Just Black and White:

Understanding the Breadth & Depth of Diversity and Inclusion"

Featured Speaker: Dr. Judy Kertész



Judy Kertész is an Assistant Professor of History at North Carolina State University who specializes in the intersections of Native American and African American history, Early American history and Public history. Much of her research focuses on constructions of indigeneity, as well as silences and asymmetries in the historical record. She is the recipient of fellowships from the Ford Foundation, Woodrow Wilson National Fellowship Foundation, American Philosophical Society, Harvard University's Charles Warren Center for Studies in American History, and Dartmouth's School of Graduate and Advanced Studies.

Given her abiding interest in the perceptual gaps between how academics think and narrate *history* and competing public narratives of this nation's past, Judy Kertész has curated a number of museum exhibits, most notably, "IndiVisible: African-Native Lives in the Americas" for the Smithsonian Institution's National Museum of the American Indian.

8:30 am - 3:00 pm
School of Education

Who Should Attend?

The second annual Diversity & Inclusion Symposium will be a day-long event focused on advancing the conversation on diversity & inclusion within higher education. The day will feature a keynote address, round-table discussions, and panels covering the most pressing diversity and inclusion issues facing universities. Faculty and staff, especially those who have roles related to advancing diversity initiatives with their departments, administrators on diversity committees, or positions related to access, support, and retention for students, faculty, and staff. The symposium is free thanks to a generous gift from Ernst & Young. **Participants must register in advance.** Breakfast and lunch will be provided.

To register, go to <http://forms.wm.edu/27394> by **October 3rd**. For more details, please go to wm.edu/diversity.

QUESTIONS? Please contact Chon Glover, Chief Diversity Officer, at wfglov@wm.edu or 221 -7940.

Workshop Topics

Hate Speech vs. Free Speech: Divergent Dialogues

Including Neurodiversity

Teaching and Facilitating Difficult Topics in the Classroom

50th Anniversary of African American Students in Residence: Reflections

Achieving Success through Inclusion

The Impact of Discrimination in the Workplace

The symposium is free thanks to a generous gift from Ernst & Young.

PROFESSIONAL DEVELOPMENT SERIES: COME “LUNCH & LEARN”



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

Professional Development Workshop Series

Fall 2017

It's Not Just Black and White:

Understanding the Breadth and Depth of Diversity and Inclusion

Thursday August 24	12:00-1:30 pm	Sadler Center Little Theatre	Supplier Diversity <p>Come learn how to find SWaM vendors with W&M contracts, ways you can contribute to increasing supplier diversity at W&M and providing potential opportunities to our local businesses through education and outreach.</p> <p>Sign up at http://forms.wm.edu/33044.</p>
Wednesday September 13	12:00-1:30 pm	Sadler Center Chesapeake C	Understanding the Basics of Intersectionality <p>This sessions will define and explain in depth the concept of intersectionality.</p> <p>Sign up at http://forms.wm.edu/33046.</p>
Tuesday October 3	12:00-1:30 pm	Sadler Center Chesapeake C	Microaggressions: Prevention and Processing <p>This session will define microaggressions and give participants the opportunity to learn more about preventing and processing microaggressions.</p> <p>Sign up at http://forms.wm.edu/33048.</p>
Monday November 6	12:00-1:30 pm	Sadler Center Tidewater A	Fireside Chat with President Reveley <p>President Reveley will reflect back on his legacy of Diversity and Inclusion at W&M.</p> <p>Sign up at http://forms.wm.edu/33182.</p>
Friday November 17	12:00-1:30 pm	VIMS Campus Watermen's Hall: Class A-B	Proactive Planning Supporting and Including LGBT + Students and Employees <p>This session will review best practices for supporting Lesbian, Gay, Bi-sexual and Transgender student and employees. Participants will explore what policies, practices, and procedures should be reassessed.</p> <p>Sign up at http://forms.wm.edu/33050.</p>

Religious/Cultural holidays

October 2017

- 10/01/2017** National Disability Employment Awareness Month
- 10/01/2017** Ashura (Rememberance of the Exodus or Matrydom of Huseein ihn Ali, Mohammed's grandson)
- 10/05/2017** Sukkoth (Feast of Tabernacles, Jewish, 10/05—10/11)
- 10/10/2017** International World Mental Health Day
- 10/15/2017** National Hispanic Heritage Month Ends
- 10/19/2017** Diwali/Lunar New Year/Festival of Lights (Festival for Goddess Lakshmi, South of Health and Her consort, God Vishni, The Preserver, Hindu, Jain, 10/19-10/23)
- 10/31/2017** Samhain (Pagan/Wiccan New Year, 3rd Harvest)

*Follow the Office of Diversity and Inclusion on
these social media platforms!*

Follow Us



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WMDiversity/](https://www.facebook.com/WMDiversity/)



<https://twitter.com/WMDiversity>



<https://www.instagram.com/wmdiversity/>