



VOICES

March 2018

WILLIAM & MARY
OFFICE OF DIVERSITY AND INCLUSION

Who we are

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

Welcome to our new student worker, Vanessa Adkins!



Vanessa is a junior majoring in Government and minoring in Management and Organizational Leadership. She is the President of W&M's American Indian Student Association.

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/> .

Announcements

College Elects Katherine Rowe as 28th President

The College of William & Mary named an English literature scholar and senior administrator of a prominent women's college to become the first female president in the school's 325-year history.

Katherine A. Rowe, provost and dean of faculty at Smith College, was the unanimous pick of the governing board of the public university in Williamsburg, Va.

She will take office in July as William & Mary's 28th president, succeeding the retiring W. Taylor Reveley III.

Rowe, 55, is a scholar of Shakespeare, Milton, Renaissance drama and media history who has been the top academic officer at the women's college in Massachusetts since 2014. With an interest in how digital tools can deepen understanding of the humanities, she co-founded a company called Luminary Digital Media, which promotes interactive reading applications to help students engage with Shakespearean texts. Before coming to Smith, she served 16 years on the faculty of Bryn Mawr College in Pennsylvania.

Rowe holds a bachelor's degree in English and American literature from Carleton College, and master's and doctoral degrees in those subjects from Harvard. Among her passions outside the classroom is the disc-passing team sport of ultimate, a popular pastime on college campuses. For a number of years, she played and coached ultimate, and she co-founded the Boston Ultimate Disc Alliance.

Rowe said she was "so honored" to be the first female president. But she noted that a woman was central to the school at its inception. "It's worth remembering that this is an institution founded by a woman leader, as well as a man," she said.

Taken from The Washington Post. See the full article here: <https://www.washingtonpost.com/news/grade-point/wp/2018/02/20/after-325-years-college-of-william-mary-names-its-first-woman-leader/>



Photo Credit: Stephen Salpukas, William & Mary

Announcements

Transformative Dialogues: Circles of Change

Given the powerful conversations that occurred during our “After Charlottesville” dialogue, the Office of Diversity & Inclusion (ODI) is piloting a new initiative called “Transformative Dialogues: Circles of Change” which strives to provide opportunities and spaces to engage respectfully and thoughtfully with each other across our differences.

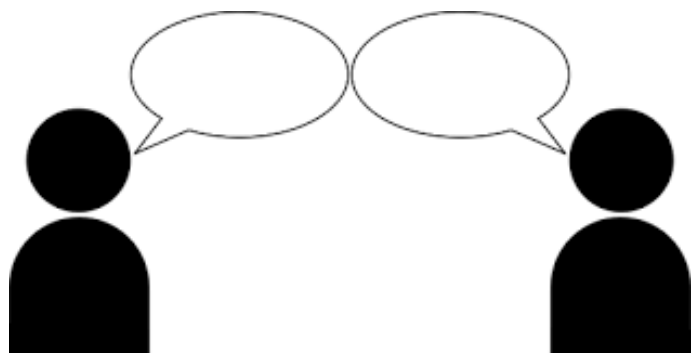
Starting in Spring 2018, we will be partnering across campus to bring such dialogues with actionable solutions.

The format will always consist of round tables (“circles of change”) with the intention that the participants at each table create their own actionable solutions to the topic being discussed and continue the work beyond the dialogue.

Please consider joining this critical work. The potential impact of this initiative depends on the contributions of many individuals across the breadth of the William & Mary community.

If you have any ideas on dialogues that we should be having at William & Mary as a part of this initiative, we welcome your thoughts [HERE](#).

For any additional questions, comments or concerns, you may contact Dania Matos, Deputy Chief Diversity Officer at dmatos@wm.edu.



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>



Honors & Recognitions

Diversity Recognition

Stephen Sheehi

Sultan Qaboos bin Said Chair of Middle East Studies, Professor of Arabic Studies

Dr. Sheehi's work as a leader in Asian and Middle Eastern Studies extends beyond the campus. He is actively involved in raising awareness about Islamophobia, a vital issue in these times. On campus, Dr. Sheehi has been responsible in helping students secure internships in Asia through the Freeman program. In developing APIA and AMES, he has also increased programming related to these fields of study and drawn more students to such scholarship.



Raheen Correll

Facilities Management

"My colleagues share the same sentiment, but in my time here no one has done a more outstanding job. To add, he is also a friendly and genuine person which makes it a pleasure to bump into him. I first noticed when the sink glistened and had not ever seen it that clean. I am proud to know that this institution employs amazing people with his work ethic and am proud to call him a colleague." - Dania Matos, Deputy Chief Diversity Officer



Diversity Spotlight

The Inaugural Student Diversity & Inclusion Symposium at the Mason School of Business

Ken Bouyer develops and implements the global recruiting strategy for Ernst & Young, but he is the first to acknowledge that an emphasis on diversity was nearly nonexistent when he joined the firm in 1990.

“There was no focus on accepting and appreciating differences,” Bouyer said. “But I’m still here 28 years later, honored and thrilled to be leading the effort around diversity.”

Bouyer, Director of Inclusiveness Recruiting for the Americas, was the keynote speaker at the first Student Diversity Symposium at William & Mary’s Raymond A. Mason School of Business. The Feb. 16 event offered presentations and workshops on the importance of diversity and inclusion in the modern workplace. Representatives of the Mason School, the Counseling Center and the Office for Diversity and Inclusion held workshops and other presentations for students to further explore various aspects of diversity. Workshop topics included accessible activism, fostering “upstander” (as opposed to bystander) skills and more.

“It was an awesome opportunity to learn more about workplace diversity before I enter the workforce myself,” said marketing student, Samantha Kim.

Finance student, Clare Dabaldo, said the event was “a chance to reflect on, and practice, realistic ways of promoting diversity within the workplace. Mr. Bouyer did an excellent job of bringing the abstract concept of diversity into very tangible terms,” she said. “He did a great job of making people think to themselves, ‘What can I do to make sure everyone feels comfortable enough to be unique?’”

Taken from wm.edu. (<http://mason.wm.edu/news/2018/building-a-better-world-through-diversity-and-inclusion.php>) Photos from the Mason School of Business.



Recent Events

Lunch & Learn The New Majority: Understanding Demographic Trends

On January 22, 2018, the Virginia Center for Inclusive Communities lead a session exploring demographic trends in higher education as they relate to race and ethnic origin, considering how campus culture can be supportive of such changes.



Uniting the Tribe: Inclusive Excellence in William & Mary Athletics

On January 25, 2018, Dr. Derek Greenfield, a speaker and thought leader dedicated to inclusive excellence, spoke to the staff and student athletes of the Athletic Department about respecting, valuing, and understanding how diversity and inclusion makes all us of better individuals and



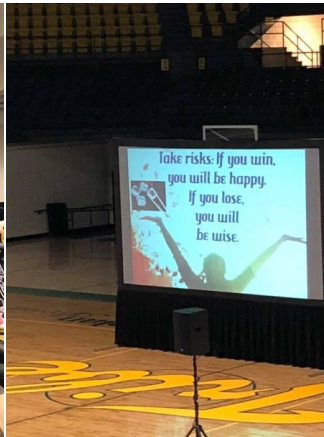
Religious and Spiritual Diversity and Pluralism: The Road Less Traveled

On February 15, 2018, the Rev. Dr. Jamie Washington, the President of the Social Justice Training Institute, facilitated a workshop focused on coming together across religious and spiritual differences.



Managing Hot Moments

On Thursday, February 22nd, our Deputy Chief Diversity Officer, Dania Matos, presented a professional development workshop on “Managing Hot Moments” for our law school faculty. A special thank you to Erin Hendrickson, Professor of the Practice of Law and Nancy Combs, Ernest W. Goodrich Professor of Law, Kelly Professor of Teaching Excellence, and Director, Human Security Law Center, for creating this opportunity for faculty. “enrichment.”



Recent Events

From Awareness to Action

On Friday, February 23rd, our Deputy Chief Diversity Officer, Dania Matos, presented an equity on “From Awareness to Action: Understanding Equity & Inclusive Excellence – the Urgency of Now!” to our American Studies graduate students. A big thank you to Dr. Leisa Meyer, Director of American Studies; Community Studies Professor of History, American Studies and Gender, Sexuality, and Women's Studies, for seeing the need and making this a possibility.



100 Years of Women at William & Mary

In 1918, 24 women were first admitted as undergraduate students at William & Mary. Today, women represent 58% of William & Mary students. On February 27, 2018, Jayne Barnard and Valerie Cushman presented the plans to celebrate the 100th Anniversary of women's Admission to the College during 2018-19.



Women in Leadership

On Wednesday, February 14th, our Deputy Chief Diversity Officer, Dania Matos, presented to the “Women in Leadership” class on leadership & identity, including bias training. Thank you to Elizabeth Miller, Assistant Director, Office of Community Engagement.

Sea-Change Workshop

On Wednesday, February 28, Deputy Chief Diversity Officer Dania Matos, led a workshop and action planning to help VIMS diversity their Sea Change educational outreach to include more underrepresented groups and get people more excited and involved in Marine Science. Thank you to Dean Wells and Associate Dean Schaffner to inviting D&I into their space and seeing the need for this!



Recommended Reading

More pressing issues exist for Native Americans than revising “Tribe” moniker (Vanessa Adkins, ‘19)

What is a tribe? According to the Merriam-Webster Dictionary, one definition of tribe is, “a social group comprising numerous families, clans, or generations together with slaves, dependents, or adopted strangers.” Another definition is “a group of persons having a common character, occupation, or interest.”

The use of “tribe” as a description for the College of William and Mary community has generated much controversy. Some call it a link to the College’s past usage of a Native-American mascot and the feathers present on a previous logo.

In a time when the Washington Redskins are constantly urged to change their name — which is a racial slur — and the Cleveland Indians have removed their controversial mascot, many call on the College to follow suit. The debate has garnered input from both sides, but it is most vital to bring forward the perspectives of indigenous students.

I am an enrolled member of a local Virginia tribe, and I am not offended by the use of the word “tribe.” I would not be attending the College if I was. Furthermore, Native Americans do not have a monopoly on the word. There are many groups around the world that call themselves a tribe; it is a generic term. I believe that there are larger issues to be dealt with regarding the College’s history with Native Americans. Most notable is the Brafferton, which housed the College’s Indian School, and the College’s current lack of Native-American faculty and coursework related to Native Americans outside of the history and anthropology departments. I asked other Native-American students on campus their opinions to gain a larger perspective.

Emily Martin ’18, who is a member of the Kickapoo Tribe of Oklahoma, believes that if people want to advocate for Native Americans, there are other issues to focus on that are affecting Native-American communities on a much larger scale.

“The anger over the use of the ‘Tribe’ mascot is well-meaning, but misplaced. “Tribes” are not synonymous to American Indians. Those who want to do their part to improve the current issues facing our people can direct this anger and energy to far more productive things: educating themselves on Native issues, standing up for actual injustices like Standing Rock or rampant domestic violence on reservations, and supporting federal tribal recognition. Arguing about the semantics of the word “tribe” does nothing to help the human beings actively suffering through some of the worst poverty in the U.S. today,” Martin said.

Mackenzie Neal ’18, who is a member of the Quapaw Tribe of Oklahoma and has Osage, Seneca and Choctaw descent, believes that while “tribe” in and of itself is not offensive, the College does little to support Native-American students on campus.

“I would say that William and Mary has taken appropriate steps to distance itself from racial caricatures and harmful stereotypes of indigenous peoples ... for the most part. Removing the Indian mascot but keeping the word “tribe” was a compromise that allowed the college to keep cultivating a lucrative sense of nostalgia among alumni while projecting an image of “progressivism” to the new generation of university students,” Neal said.

Neal further writes that, “‘Tribe Pride’ is also a little laughable when you consider how invisible Native-American students and indigenous social issues are to the administration, the faculty and the non-Native student body. Sure, it can be a catchy hashtag, but when your Native-American students are reluctant to show their own ‘Tribe Pride’ because of (unintentional) community ignorance, you have an institutional problem. William and Mary took a step in the right direction, but now it’s time to keep moving forward.

We can do so much more to remove vestiges of colonial mind sets and accurately inform the college community. Instead of removing the word ‘tribe,’ focus on recruiting indigenous professors, offering a broader range of courses related to Native politics and history, and collaborate more with local Native-American communities.”

The College’s usage of “tribe” as a rallying cry is not offensive in and of itself, but when placed in a historic context and when considering the current lack of Native-American professors and courses, the word becomes problematic. Instead of changing the College’s catchphrase, adding more support for Native-American students on campus and increasing course offerings would have a greater impact on Native-American communities.

It’s important to note that the opinions expressed in this article represent the opinion of the person who gave them and no one else. Often-times, members of minority populations are asked to speak for their entire ethnic or religious group. Just as Native-American communities, tribes and clans are diverse, they also have diverse views and opinions. Just because someone is or isn’t offended by something does not mean that other members of the same group feel the same. Engaging in inclusive dialogue that engages all opinions on controversial issues, like our shared mascot, is the best way to foster a more diverse and welcoming community for all.

This article originally appeared in The Flat Hat. <http://flathatnews.com/2018/02/26/more-pressing-issues-exist-for-native-americans-than-revising-tribe-moniker/>

Recommended Reading

Introduction to Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) History in the United States

By Dr. Leisa Meyer and Dr. Helis Sikk

LGBTQ history is an umbrella term that captures the stories of strength and struggle of diverse individuals, cultures, and communities that have been considered non-normative. It is the story of movements for justice; of moments of triumph and tragedy that people we now understand as LGBTQ have faced—and often continue to face—in our daily lives and

demands for the right to live, love, and thrive. In the modern era, sexual and gender identity and expression have been central to Americans' understandings of themselves, even as they have been shaped by—and shaped—broader structures and attitudes toward race, ethnicity, class, gender, ability, and nation. Major institutions, governments, courts, churches, and the medical profession, have served as arbiters, constructing normative and deviant sexualities and providing criteria for defining the range within each. Therefore, the study of LGBTQ history is the study of cultural, social, and legal politics in the United States and who and what is considered part of the “national” narrative. The National Park Service LGBTQ Heritage Initiative is a testament to how America’s perception of who is seen as part of the nation has shifted over the years.

Taken from National Parks Services. Read more here: <https://www.nps.gov/articles/lgbtqtheme-history.htm>

Photo from: wm.edu.



Upcoming Events

Circles of Change

Transformative Dialogues: Circles of Change with
Ericka Huggins, American Activist and Educator

Friday, March 9

2:00pm – 3:30pm

Sadler Center, Tidewater AB

Join us for a workshop that will provide a deep dive into issues of diversity and inclusion in a transformative dialogue format that will help you create circles of change!

Sign up at: <http://forms.wm.edu/36224>

Lunch and Learn:

A Kink in the Rainbow

LGBTQ Quality of Life from the Black Cat Riots to the Pres(id)ent

Thursday, March 15

12:00-1:30 pm

Sadler Center, Chesapeake C

Join Linda Knight and Eric Garrison, Co-Chairs for EqualityWM, for this enlightening Lunch and Learn to uncover the oppression, liberation, and yes... oppression that LGBTQ persons in America have faced under five decades of post-Kennedy Presidents.

Sign up at: <http://forms.wm.edu/33054>

Learning from the Past to Shape the Future

Thursday, March 15

6pm - 7:30pm

School of Education, Holly Room

Join the W&M Higher Education Program in the School of Education as we host alumni and emeritus faculty who were among the first African Americans to join William & Mary as students and faculty.

Hornsby Distinguished Lecture

Freeman A. Hrabowski

Wednesday, March 21, 2018

6pm - 7pm

School of Education, Matoaka Woods Room

This year's final talk in the School of Education's Diversity Lecture Series will feature Freeman A. Hrabowski, president of The University of Maryland, Baltimore County.

Eighth Annual Lemon Project Symposium



Friday - Saturday, March 16-17

Mason School of Business

This year The Lemon Project and the 50th Anniversary of African Americans in Residence Committee have teamed up to present Desegregating Higher Education in Virginia: William & Mary

in Historical Context. Register at forms.wm.edu/34470. Nikki Giovanni is the keynote speaker. For the program schedule go to www.wm.edu/lemonproject.

Fourth Annual William & Mary

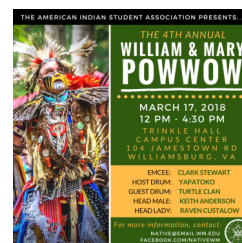
Powwow

Saturday, March 17

12 - 4:30pm

Campus Center, Trinkle Hall

Join W&M's American Indian Student Association for their fourth annual powwow to include Native American dancing, singing, and drumming, vendors, and more!



Religious/Cultural holidays

March 2018

March 1: National Women's History Month Begins

March 1: Holi (Festival of Colors and Arrival of Spring, Hindu)

March 2: Hola Mohalla (Sikh)

March 8: International Women's Day

March 17: Feast of St. Patrick (Christian)

March 20: Ostara (Vernal Equinox, Feast of Oestre, Wiccan/Pagan)

March 21: Nowruz (Baha'i, Persian New Year)

March 21: International Day for the Elimination of Racial Discrimination

March 21: Shubun-sai (Equinox Day, Shinto)

March 25: Annunciation of Our Lady (Christian)

March 25: Palm Sunday (Beginning of Holy Week, Christian)

March 29: Holy Thursday (Commemoration of the Last Supper, Christian)

March 30: Good Friday (Death of Jesus, Christian)

March 30: Passover (Jewish)

March 31: Magha Puja (Celebration of Buddha's Teaching, Buddhist)

April 1: Easter (Resurrection of Jesus, Christian)

Stay Connected with Office of Diversity and Inclusion on social media!

Facebook: <https://www.facebook.com/WMDiversity/>

Twitter: @wmdiversity

Instagram: @wmdiversity

