



VOICES

September/October 2018

Welcome to VOICES, a monthly newsletter from the Office of Diversity & Inclusion. Our office works closely with academic and administrative departments to further our efforts to create an affirming and respectful climate for all members of our community. We are a stronger community when we can listen and learn from those around us who may have different religious and political views, cultural perspectives, or philosophical thoughts. You are invited to view our website at <http://www.wm.edu/diversity> for additional information on the programs and services offered by the office. We look forward to working together to advance a culture of inclusive excellence at William & Mary. If you have upcoming programs or events you would like to share, please send it to Jade Bayless at jmbayless@wm.edu by the first of each month.

- Chon Glover

HEED Award

William & Mary Receives Insight Into Diversity Award 2018 HIGHER EDUCATION EXCELLENCE IN DIVERSITY (HEED) AWARD

William & Mary received the 2018 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education. As a recipient of the annual HEED Award — a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion — William & Mary will be featured, along with 95 other recipients, in the November 2018 issue of INSIGHT Into Diversity magazine. This is the first year William & Mary has been named as a HEED Award recipient.



“William & Mary has accomplished much in advancing diversity and inclusion and should be rightfully proud,” President Katherine A. Rowe said. “This recognition affirms the hard work the university has undertaken in recent years. At the same time, it energizes us to do more to ensure that William & Mary is welcoming, equitable and innovative in all of the right ways. As we celebrate this honor, let’s also excitedly greet the coming phases of our diversity and inclusion efforts.”

“It is an honor to receive this award and it my hope that it will serve as affirmation of the collective work that’s been done, and also serve as the impetus to ‘keep up the momentum’ moving forward,” said Glover. “We have seen much success, but there is much more work to be done.”

-Chon Glover

To learn more about the HEED Award, click [HERE](#).

Welcome to Jade Bayless, the
Administrative Assistant for the Office of
Diversity and Inclusion!



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Moving Towards Inclusive Excellence

Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

An **inclusive university** promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

Diversity Spotlight— Rita Metcalfe

“I have been engaged in defending equal treatment of sexual minorities at the College for 36 years. During much of that time, over 27 years of service in Human Resources, Rita Metcalfe was one of the earliest champions of domestic partner benefits on our campus and helped us strategize past roadblocks and seize every partial advance. She stayed alert to move on every front that provided hope and smoothed the way forward with good advice and an insistent sense of justice. She has been a faithful and committed ally not only for the LGBTQ community but for many sectors of our university as it has striven to become a more compassionate and aware corporate body. Rita has my profound respect and gratitude and that of countless others, many now retired and gone, among the 5000-some individuals she guided toward a more confident retirement, or just helped feel at home in a complex and seemingly forbidding state system. She has been a champion of diversity in our midst.”

-George Greenia, Emeritus Professor- Hispanic Studies

To submit a nominee for Diversity Recognition, click [HERE](#).

IDEA Grants

The Office of Diversity & Inclusion embraces its role in guiding and leading diversity initiatives; however, this work is larger than one office or even a few individuals. We offer a way to work together across campus to advance these efforts.

IDEA Grants: IDEA is an acronym for Innovative Diversity Efforts Awards. At least three projects will be selected per year. Faculty, staff, students, and organizations across campus are eligible to apply for the grants. Grant awards will depend upon the scope and breadth of the project, but will typically range from \$500–\$1,500. Funded projects must begin within 90 days of award notification. Upon project completion, awardees must submit a summary report evaluating the project’s outcomes, including project benefits and recommended improvements. This report is to be submitted to the Office of Diversity and Inclusion within 60 days of the project’s conclusion. The disbursement of funds will occur in phases, depending on the nature of the proposal. However, in all cases, a portion of the grant will be withheld until the submission of the evaluation report. Applicants will be notified within 45 days following the application deadline regarding the funding decisions. The deadline for proposals is October 22, 2018 by 5:00 pm. The application may be emailed to dmatos@wm.edu or brought by the office—Hornsby House, 336 Jamestown Road - directly.

[*2018 IDEA Grant Application Form*](#)

100 Years of Women

We Are Inclusive

Not Just Feminists, Not Just Women -- A Year for All

The 100th Anniversary of Women at William & Mary has many features and many audiences. We will *commemorate* the 24 women who enrolled at the university in 1918. We will *celebrate* the achievements of the more than 50,000 women students and alumnae who have followed.

Importantly, we will *explore* the role of women in our university community and in today's world.



The first 24 women students at William & Mary all were white and financially privileged. They all were born in the United States and were presumed to be Christian and cisgender.

Today, women represent 58% of our students. William & Mary women also include professors, deans, coaches, award-winning scientists, playwrights, poets, entrepreneurs, community leaders and more.

William & Mary today includes people who identify as gender fluid, genderqueer, gender non-conforming or non-binary. They reflect all races, a rich mix of birthplaces, ethnic origins and languages. They are neurotypical and neurodiverse. All of them are members of the Tribe!

All – including those who identify as men – are welcome to be part of the 100th Anniversary. We have much to learn from each other!

For events and to learn more about the 100 Years of Women visit: <https://www.wm.edu/sites/100yearsofwomen/>

**Hispanic
Heritage Month**
September 15-October 15



Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law

on August 17, 1988, on the approval of Public Law 100-402. The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

If you want to learn more, please go to <http://hispanicheritagemonth.gov/>

Supplier Diversity

Campus Areas Partnering with Diverse Suppliers

Special kudos to W&M's health and wellness team for their desire to look for other options for their Nurse Call solution with a small, woman-owned business - [Dove Medical](#). When looking for options to save budget and utilize a SWaM business, the W&M team for the McLeod Tyler Wellness Center worked with procurement and was able to realize about a \$10,000 or 10% cost savings for this portion of the project. Dove was also more than willing to work with W&M as timelines changed and deliver when we were ready.



Further, in working with the planners for the 2019 [Association for the Study of the Worldwide African Diaspora \(ASWAD\)](#) that

William & Mary will be hosting, one of the 2019 planners and Associate Professor of History and Africana Studies, Robert Trent Vinson, worked with Oleta, a small, minority-owned business to provide shuttle services for the event. The biennial event will bring close to 700 to Williamsburg, with Oleta handling much of the transportation logistics including transporting attendees to and from airports. W&M has worked with [Oleta](#) for several decades and we are excited to be able to work with them on this upcoming project that provides tremendous visibility to William & Mary.

-Marra Austin, Office of Procurement



Religious/Cultural Holidays

September 2018

09/02/2018	Janmashtami
09/09/2018	Rosh Hashanah
09/11/2018	Muharram
09/18/2018	Yom Kippur
09/20/2018	Ashura
09/23/2018	Sukkot
10/30/2018	Shmini Atzeret

October 2018

10/01/2018	Simchat Torah
10/09/2018	Navaratri/Dassehra

Lemon Project News

Many important life lessons have been shared on front porches. Join the Lemon Project on the porch this year for stimulating discussions with students, faculty, and staff.

“William and Mary’s [Monumental Moment.](#)” September 25, 2018, Sadler Center, Chesapeake C. The Lemon Project Committee on Memorialization, acting on behalf of William & Mary and its Board of Visitors, recently announced a design competition for a memorial to the African Americans who were enslaved by William & Mary. To encourage a dialogue about our “monumental moment,” the Lemon Project is hosting a conversation, led by history professor and LP Director Jody Allen and history professor Jerry Watkins, for students, faculty, staff, and community members to discuss the state of monuments and memorialization today. As we think about what, how, and why we memorialize, we will discuss how we can use this moment to acknowledge our troubled past and choose to build common cause. Food will be provided. You can RSVP here <http://forms.wm.edu/39314>

“[Here’s the Tea: Tips for First-Year Success.](#)” October 22, 2018 at noon, Location TBA , The Lemon Project will host a dialogue with experienced William & Mary students, who will provide advice and tips on how to excel in your college life. You can RSVP here: <http://forms.wm.edu/39384>

Check out our Lemon Project events [calendar](#) for the latest information on this event.

The Lemon Project Committee on Memorialization (LPCOM), acting on behalf of William & Mary and its Board of Visitors, invites submissions for a design concept for a memorial to the men, women and children whose labor and lives William & Mary held in bondage from its founding until the Civil War. We seek a conceptual design for a physical memorial that establishes a new place of community and contemplation within or directly engaging with the setting of William & Mary’s Historic Campus. By virtue of its scale, location, materials and narrative content, the conceptual design will create a noble and lasting tribute to the memory of the people who built and served the university.

Competition Open:

August 28 – October 12, 2018

For information about the competition and how to submit a concept, visit:

www.wm.edu/enslavedmemorial

Contact:

slaverymemorial@wm.edu 757-221-1200

-Submitted by Sarah Thomas

From the Center for Student Diversity

The Center for Student Diversity serves as a vital link where students from diverse backgrounds can find a sense of community and everyone can learn about the diversity of our community.

We strive to enhance the success of students both in and out of the classroom and to create a climate on campus that is inclusive and welcoming to all students.

Through support services and advocacy for historically underrepresented and underserved populations as well as initiatives promoting exchange and dialogue for all students, we work to foster a community that supports the full diversity of the Tribe.

For upcoming events with the [Center for Student Diversity](#) please click [HERE](#).

The Forum

The purpose of the Forum is to expand and strengthen the relationship and involvement of faculty and staff of color, address issues of concern related to campus climate, provide support for recruitment and retention of people of color, and foster a greater sense of community and support among the faculty and staff through mentoring and networking. For more information, please visit: <https://www.wm.edu/sites/bfsf/index.php>

Equality WM

The purpose of Equality WM is to improve the learning and working environment at the College for LGBTQIA faculty, staff, and students through representation, action and community. Equality WM has a two-part mission that includes advocacy and social engagement . For more information visit: <https://www.wm.edu/sites/equalitywm/>

Fall 2018 Professional Development Series

“Diversity Beyond the Buzz Word”

Date	Time	Location	Description
Tuesday, October 9	12:00 - 1:30 pm	Sadler Center Chesapeake C	<p>December Dilemma</p> <p>Religion and spirituality show up in the workplace in overt and subtle ways on a regular basis, from observed holidays, to employee attire and jewelry, to office decorations and food, and even informal discussions among colleagues. These expressions of faith can be opportunities to come together or they can create deep divisions that impact employee satisfaction and retention. This workshop will be facilitated by the Virginia Center for Inclusive Communities.</p> <p>Sign up HERE.</p>

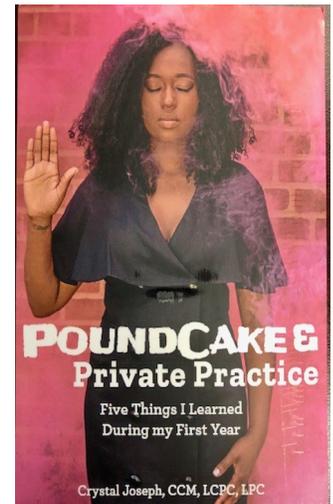
Upcoming Events :

Green Zone Training for Faculty and Staff
Sponsored by: W&M Military & Veterans Affairs Working Group and the W&M Chapter of the Student Veterans of America

Green Zone Training will provide strategies to faculty and staff who work, teach, and interact with our student veterans and active duty students on campus. Training includes facilitated curriculum and a panel of student veterans who will share their experiences when transitioning from the military to the university. The training will be held [on Tuesday, October 2nd, 9:30 am-11:00 am](#) in Sadler Center Chesapeake C. Coffee and a continental breakfast will be served.

Please RSVP <https://forms.wm.edu/39500>

William & Mary Alumna and Tidewater native, Crystal Joseph (Morrison, '09) returns to Williamsburg on Sunday, October 14, 2:00 pm to 6:00 pm to sign copies of her second book, *PoundCake & Private Practices: 5 Things I Learned During My First Year*. Meet her at 345 W Duke of Gloucester Street; The William and Mary Bookstore.



William & Mary Confucius Institute Proudly Presents



Pipa Solo Concert

Celebrate the 2018 Global Confucius Institute Day
Free and Open to the Public!

ARTIST
Tingting Mei

TIME
7:30-8:30 PM, Friday
Sept. 28 2018

PLACE
Ewell Recital Hall
College of William & Mary

Contact:
Tel: (757) 221-1286
Email: wmci@wm.edu



Location: Ewell Recital Hall; 221 Jamestown Rd

Contact: wmci@wm.edu

On Friday September 28th, 2018, William & Mary Confucius Institute volunteer teacher [Tingting Mei](#) will hold a Pipa Solo Concert at [Ewell Recital Hall](#), as part of WMCI's celebrations for Confucius Institute Day, which will honor the 14th anniversary of CIs around the world.

The pipa is a traditional Chinese instrument which may be compared to a lute. It is shaped like half a pear and has four strings. Pipa players wear fake nails to pluck the strings back and forth. (The name “pipa” actually comes from the fact that the fingers flick the strings forward or backward.) This event is free and open to the public so come and enjoy the enchanting music!

Homecoming:

Hulon Willis Alumni Association:

Friday, October 19 | Black Alumni Reception | 8:30 pm | Blow Memorial Hall

Saturday, October 20 | W&M Military & Veterans Breakfast | Hosted by the Assoc. of 1775 | 9:00 am | Sunken Garden, Tent 2

Saturday, October 20 | HWA Brunch | 11:00 am | Sadler Center, Chesapeake C

LatinX Alumni Association:

Saturday, October 20 | LatinX Alumni Reception | 7:00 pm | Tucker Hall, Foyer

LGBTQ Alumni Association:

Saturday, October 20 | LGBTQ Alumni Reception | 7:00 pm | Sadler Center, Tidewater

Black Student Organization:

Saturday, October 20 Annual STOMP Fest 8:00 pm

For upcoming Homecoming events visit: <https://homecoming.wm.edu/events/index.php>



October is National Disability Employment Awareness Month (NDEAM)

“America’s Workforce: Empowering All”

In keeping with the U.S. Department of Labor’s commitment to ensuring an American workforce for Americans of all abilities, this year’s official National Disability Employment Awareness Month (NDEAM) theme will be “America’s Workforce: Empowering All,” the Department announced today.

Observed each October, NDEAM is a nationwide campaign that celebrates the contributions of workers with disabilities throughout American history, and emphasizes the importance of ensuring that all Americans have access to the services and supports to enable them to work. Although led at the national level by the Department’s Office of Disability Employment Policy (ODEP), the true spirit of NDEAM lies in the many observances held across the nation every year. The Department announces the annual theme early to facilitate planning of events.

The 2018 theme emerged from discussions with organizations that partner with ODEP, including those representing employers, persons with disabilities and their families, and federal and state government agencies.

Source: <https://www.dol.gov/newsroom/releases/odep/odep20180523>

Campus Meditation Room

Need a calm, quiet place to be? All are welcome to use the Meditation Room for reading, reflection, meditation or prayer. Located in the Campus Center, next to the Tribe Card ID office and in SWEM Library. Open for use whenever the Campus Center or Library is open. This restful space offers simple seating, prayer kneelers, floor cushions, soft lighting, and an environment for rejuvenation. Contact studentdiversity@wm.edu.

LGBTQIA Resources

Information hub for lesbian, gay, bisexual, trans and queer members of the W&M community

William & Mary fosters a campus environment where all members of our community feel safe, welcome, respected and supported. William & Mary is dedicated to providing an inclusive and flexible living, working and learning environment for transgender and gender non-binary students, faculty, and staff. This page provides resources for our LGBTQ community members, their friends, family and allies.

https://www.wm.edu/offices/compliance/discrimination_overview/lgbtq_resources/index.php

Diversity Symposium

SAVE THE DATE Diversity and Inclusion Symposium 2018

“DIVERSITY BEYOND THE BUZZWORD”

Friday, November 9, 2018

Time: 8:00 am - 3:00 pm

Location: School of Education

To register, visit: <http://forms.wm.edu/38934>

Suggested Books

Borderlands / La Frontera: The New Mestiza

by Gloria E. Anzaldúa, Norma E. Cantú, Aida Hurtado

This Is The Day

by Tim Tebow & A. J. Gregory

Whistling Vivaldi: And Other Clues to How Stereotypes Affect US

by Claude Steele

Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues on Race

by Derald Wing Sue

On Tyranny: Twenty Lessons from the Twentieth Century

by Timothy Stephen

Just Mercy: A Story of Justice and Redemption

by Bryan Stephson