

VOICES

Diversity and Equal Opportunity

New Office of Diversity and Equal Opportunity

The Office of Equal Opportunity has merged with the Office of Diversity and Community Initiatives. The newly formed office, Diversity and Equal Opportunity, will spearhead the university's affirmative action and diversity efforts and help prevent and remedy discrimination and harassment. It is committed to creating a College community that is representative and inclusive of individuals with different backgrounds, skills, and talents. The merger will allow the College to expand its efforts in creating a campus environment where all of our faculty, staff, and students feel supported and affirmed.

According to Gatling, "this initiative will strengthen our commitment to diversity and equal opportunity, and cause a deeper level of social consciousness that provokes involvement and fosters an inclusive environment not just in word but in action." The physical location of the formerly named Office of Equal Opportunity will remain in the Hornsby House. Sharron Gatling, Assistant Director of Equal Opportunity, may be reached at sggatl@wm.edu or 221-2617.



Welcome Sharron Gatling!

Welcome



Welcome to Cynthia Flannery, the new Administrative Assistant for the Vice Provost for Academic Affairs and the Chief Diversity Officer. Cynthia is a graduate of the University of Virginia and lives in Williamsburg. Her number is 221-7987 and her email address is cbflannery@wm.edu.

IDEA Grant Applications are due on November 1 by 5:00 pm to the Office of Diversity and Equal Opportunity located in the Hoke House. A PDF version of the application may be emailed to diversity@wm.edu.

Hulon Willis Alumni Association celebrates 20th Anniversary during Homecoming 2012

At their annual Business Meeting and Reception, the Hulon Willis Alumni Association honored Ms. Alyce Willis, widow of Hulon Willis, Sr., with a plaque. Ms. Willis was unable to attend but her son, Hulon Willis, Jr. and granddaughter, Mica Willis, '13 accepted the award. Additionally the members heard from Jarrett Walker, '13, the 2011 HWA Scholarship Recipient; Earl Granger, Interim Vice President for Development; and Patrick Mamou, Homecoming Chair. A combination of current and former members of Ebony Expressions Gospel Choir provided musical selections. At the conclusion of the event, several pictures were taken. Special thanks to Margie Cook, Assistant Director in the Center of Student Diversity, for being a wonderful photographer. Pictured below are Mica Willis and her father Hulon Willis, Jr. and a group photo following the event.



Mark Your Calendar!

November 1: Tim Wise, 6:00 pm, Matoaka Woods, School of Education

November 2: DRUM Circle, 3:00 pm, Bryan Courtyard

November 2: Expressions of South Asia, 7:00 pm, Commonwealth Auditorium

November 6: Dr. Jeffren Hayes, 9:30 am, Chat with a Curator, Cohen Career Center

November 6: Dr. Jeffren Hayes, 6:00 pm, Talk on African American Art History, Muscarelle Museum

William and Mary School of Education --Special Education

By: Lisa L. Owenby, MSW, Recruitment Specialist

W&M's School of Education programs recognize the importance of addressing cultural and linguistic diversity both in the field and in teacher preparation programs. W&M's special education graduate programs expose students to campus-wide diversity initiatives, provide attention and sensitivity to cultural and linguistic diversity, and ensure that a focus on diversity is woven throughout coursework, assignments, and class projects. Teacher candidates have student teaching opportunities and clinical experiences in a variety of settings, both rural and urban, to allow them to master culturally responsive instructional strategies before being assigned to their own classrooms. Across the country, every state faces special educator shortages. Not only does this career offer flexibility and a good salary, it also provides opportunities for committed and talented educators to profoundly affect the lives of students with disabilities and their families.

Men and individuals from culturally and linguistically diverse groups are in particular demand in special education. Changing demographics now require teachers to be prepared to work with students and families who are culturally and linguistically diverse. The demographics are expected to continue to change, with schools serving increasing numbers of diverse students over the next several decades. The diversity of special educators needs to reflect the diversity of their students.

The School of Education at The College of William and Mary offers three paths to special education licensure: a 5-year Bachelor's-to-Master's program; a 14-month full-time program; and a Collaborative Master Educator program (CME) designed for currently-licensed teachers. W&M also offers students enrolled in initial licensure programs in the School of Education the opportunity to add the English as a Second Language (ESL) endorsement to their license. The application deadline is January 15th. For additional information, go to www.education.wm.edu. You can also search Preparing Inclusive Educators on Facebook and the W&M YouTube channel.

William and Mary Mason School of Business

Japanese Conversation and Culture Class-Japanese MBA students decided to create a Japanese Conversation and Culture discussion group to contribute to the Mason community through teaching useful phrases and providing a better understanding of Japanese culture. The program is designed to have five sessions before Winter break. Thus far they have successfully completed two discussions which were focused on Go-con (Group party custom) and Japanese traditional business manners.

Diwali- The MBA International Student Association is sponsoring an event to mark the Indian festival of Lights - Diwali. Participants will experience the rich cultural diversity in the Mason Community while enjoying great Indian cuisine and performances by students, staff and faculty. Diwali, the biggest and brightest festival in India, symbolizes the age-old culture of India which strives to vanquish ignorance that subdues humanity and to drive away darkness that engulfs the light of knowledge.

Mason Alliance- In early October, six students from the Mason Alliance attended the national Out for Undergraduate Business Conference (OUBC). Now in its ninth year, OUBC is dedicated to helping LGBT undergraduates learn about issues of sexuality in the workplace, explore careers in business, and network with professionals in the consulting, financial services, and accounting industries. Later in October, the Mason Alliance enjoyed dinner with Travis Patton, Partner at PricewaterhouseCoopers' National Tax Services office and a member of the Exempt Organization Tax Services practice. Travis is a W&M grad and a strong supporter of W&M programs.

Women in Business-As part of the DoG Street to Wall Street event, The Cohen Career Center, Howard J. Busbee Finance Academy, and Mason School of Business co-hosted the 2nd annual Women in Finance Breakfast with alumni guests Nicole Guarrella ('05) of BB&T Capital Markets, Jen Gasior ('06) of J.P. Morgan, and Tiffany Thurber ('10) of Goldman Sachs. Women with an interest in finance have the opportunity to network with alumni and have a dialogue around personal branding and the experiences of women in finance.

News from Africana Studies

Upcoming Event:

**November 2, 11:00 am, BOV Board Room, Blow Hall 2nd Floor
Dr. Robert Reid Pharr's "Langston's Adventures in the Dark"**

Featured Faculty Profile:

Dr. Chinua Akimaro Thelwell, Mellon Faculty Fellow of Africana Studies

Dr. Chinua Akimaro Thelwell received his PhD from the American Studies Program at New York University in 2011. As a result of his interdisciplinary training and the learning that he has done outside of formal classroom settings, Thelwell has developed a wide range of teaching and research interests. Scholarly interests include: African American history from 1865 to present, history of the idea of race in the Atlantic world, South African history, West African history, Asian American history, blackface minstrelsy as a popular culture export, performance studies, and hip-hop studies. He is currently working on two book manuscripts. The first is an adaptation of his dissertation and it offers an in depth history of blackface minstrelsy in South Africa. In this project, Thelwell analyzes blackface minstrelsy as a popular culture export to South Africa, and the ways in which race discourses that originated from the United States were used to provide ideological support for racial hierarchies in South Africa. The second book project is an edited collection on the history and legacy of the New WORLD Theater, an experimental theater that was housed at the University of Massachusetts Amherst from 1979 to 2009. Thelwell is the recipient of a distinguished teaching award from New York University, an Emerging Diversity Scholar Award from the National Center for Institutional Diversity at University of Michigan, a pre-doctoral fellowship from Allegheny College, and a grant from the Nathan Cummings Foundation which is to be used on the New WORLD Theater book project. An adaptation of the second chapter of his dissertation is scheduled to appear in the summer 2013 issue of *The Drama Review*.



LEMON Project Legacies: Porch Talks

For generations, the front porch has been at the center of intergenerational exchanges-- grandparents, parents, aunts, uncles, neighbors, etc. have shared life lessons with the younger generation in this setting. The Lemon Project, William and Mary Scholar Undergraduate Research Experience (WMSURE), the Counseling Center, the Office of Diversity and Community Initiatives, and the Center for Student Diversity have joined together to bring the Front Porch experience to the College of William and Mary. Join us for the 2nd Lemon Project Legacies Porch Talk Friday, November 16th in the Sadler Center Chesapeake B from 12:00 noon. Lunch will be provided. Please RSVP at <https://forms.wm.edu/6728> by November 9th.



Applied Science Open House

The Applied Science Department Open House will be held on Monday, November 19th from 4:00-6:00 pm. This will be a Ph.D. Program Information Session. Location: McGlothian Street Hall Room 20.

Thinking of a Ph.D. Degree?

- Cutting Edge Research in the following areas: Life Sciences, Physical Sciences
- Program Benefits: Tuition, Health Insurance, and Paid Stipend
- Admission Requirements
- Speak with Research Professors and Current Graduate Students
- Lab Tours

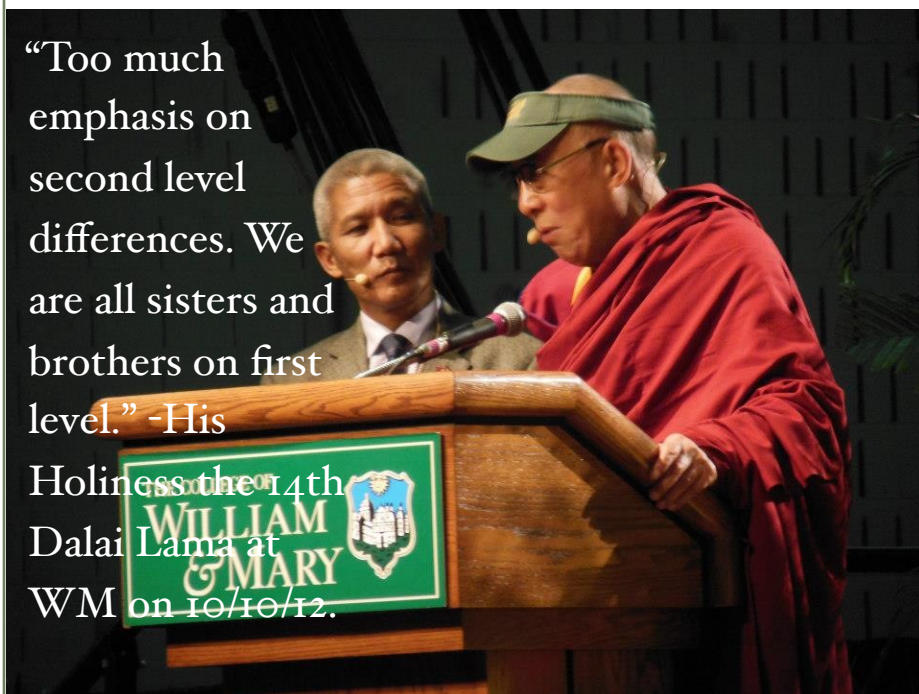
For more information, please contact Rosario Fox at 221-2563 and to RSVP by November 7th to appsci@wm.edu.

Stephens Project

The Stephens Project seeks to document the stories of the lives of William & Mary GLBTQ alumni, faculty, staff, and students. It is a long range (multi-year) oral history project coordinated by Swem Library, which will record the personal experiences of individuals while concentrating on their years at or associated with William & Mary. Interviews can also be conducted over the phone or Skype. If you have questions, please contact Amy Schindler at acschi@wm.edu. You can learn more about the project at: <https://swem.wm.edu/news/stephens-project>.

“Too much emphasis on second level differences. We are all sisters and brothers on first level.” -His

Holiness the 14th Dalai Lama at WM on 10/10/12.



Lemon Project

Did You Know?

Daniel M. Norton, an African American physician born in Virginia and educated in the North, returned to the Commonwealth after the Civil War. He represented James City and York Counties at the 1868 Virginia Constitutional Convention. By the time the convention ended, the delegates had created a very democratic document that embraced the 13th and 14th amendments to the U.S. Constitution and established public schools in Virginia.

Save the Date:

The Lemon Project Spring Symposium will be held on March 15 and 16, 2013 at Bruton Heights School.

The Lockout Generation: Children of Courage

Join Swem Library & Robert Russa Moton Museum for an oral history panel on the Brown v. Board decision & the subsequent closing of Prince Edward County, VA public schools for five years. Charles Taylor & Dorothy Holcomb will share their first-hand experiences. Sunday, Nov. 4, 2:00 pm, Swem Library. The program is co-sponsored by Africana & American Studies, Dept. of History, and the Lemon Project.