



VOICES

November 2017

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 .

Homecoming Recap



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?



November is Native American Heritage Month

- The United States Congress designated a week of October to celebrate Native American Awareness Week in 1976.
- In August of 1990, President Bush approved the designation of November as National American Indian Heritage Month. Each year a similar proclamation is issued.
- President Clinton noted in 1996, "Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against all odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence."
- The holiday recognizes hundreds of different tribes and approximately 250 languages, and celebrates the history, tradition, and values of American Indians.
- National American Indian Heritage Month serves as a reminder of the positive effect native peoples have had on the cultural development and growth of the United States, as well as the struggles and challenges they have faced.

The Indian School at W&M

The education of American Indians was included in the original mandate for the establishment of the College of William & Mary. The Brafferton [Indian School](#) was funded by the income from rent from the "Brafferton" estate of English scientist Robert Boyle 1691. William & Mary's Brafferton building opened in 1723 and still stands today. It currently houses the offices of William & Mary's president and provost.

(Source: [W&M American Indian Resource Center](#))

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.

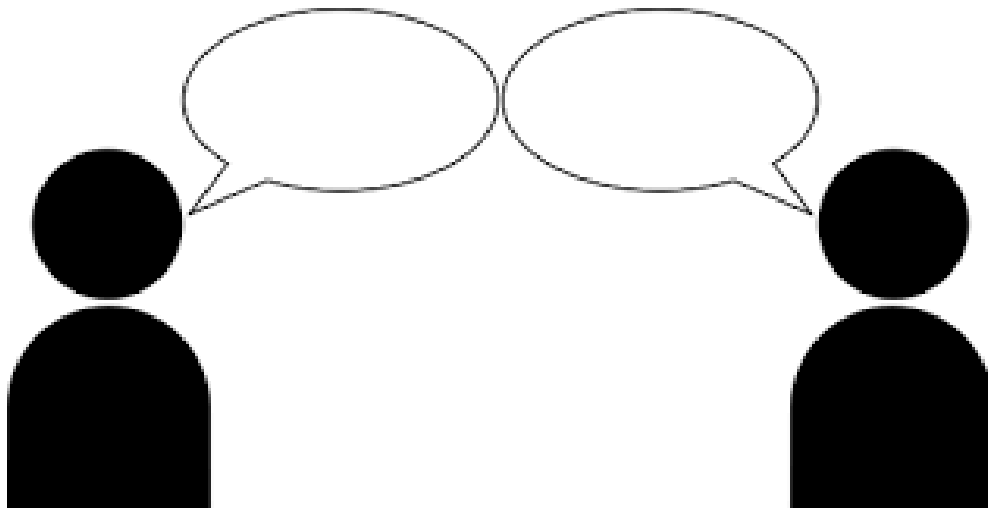
Starting in Spring 2018, we will be partnering across campus to bring such dialogues with actionable solutions.

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.



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>



Announcements

The W&M Holmes Scholars mentorship program with WMSURE: Paying it forward, one generation to the next

By Jacqueline Rodriguez

In a review of mentoring research, Eby, Allen, Evans, Ng, and DuBois (2008) found that youth, academic, and workplace mentorship were positively correlated to significant outcomes to include positive self-image, emotional adjustment, and psychological well-being, as is already substantiated in the mentorship literature. In addition, mentorship had a significant impact on protégé attitudes. The effect sizes for academic mentorship were greatest within the meta-analysis. This outcome is especially notable given that academic mentorship often includes topics of school as well as non-school related topics, such as well-being, and stress levels.

It is within the academic mentorship model that the W&M Holmes Scholars* mentorship program was designed. The director of the W&M Holmes Scholar, Assistant Professor Dr. Jacqueline Rodriguez, notes that a tenet of the National Holmes Scholar program is to provide mentorship to doctoral students from traditionally underrepresented communities pursuing doctoral degrees in education. The mentorship is often provided through the National Association of Holmes Scholars Alumni (NAHSA). In the spirit of the national organization, the W&M Doctoral Holmes Scholars are giving back to their communities by developing a mentorship program for rising junior and senior WMSURE* students, undergraduate students of similar backgrounds. Dr. Cheryl Dickter and Dr. Natoya Haskins, co-directors of WMSURE, have been avid supporters of the mentorship program.

The program, which began in the Spring of 2017, pairs a WMSURE student interested in mentorship with a Holmes Scholar. The pair meet monthly and discuss academic and non-academic topics. For example, WMSURE students may want to discuss tracks toward pursuing graduate education, future employment interests and opportunities, and navigating scholarship as an undergraduate student. Holmes Scholars share their personal academic journeys and provide WMSURE students opportunities for feedback on cover letters, applications, and manuscripts. Holmes Scholars remind WMSURE students that they, too, were once in the same shoes. The Scholars are all from diverse backgrounds, some of them are first in their families to graduate from college.

While in nascent stage, the program continues to seek interested WMSURE students as well as WM undergraduate students who would benefit from mentorship from a Holmes Scholar. Encourage your students to consider this opportunity and reach out to Dr. Rodriguez (jarodriguez@wm.edu).

*The goal of the W&M Holmes Scholar program is to provide mentorship, peer support, professional development and rich scholarly experiences to doctoral students from groups and backgrounds traditionally underrepresented in academia who are pursuing terminal degrees in education at AACTE member institutions.

* The William & Mary Scholars Undergraduate Research Experience (WMSURE) program was developed based on the self-identified needs of WMSURE scholars to provide guidance throughout the college experience. WMSURE provides support for all undergraduates who want to conduct research, facilitates networking with faculty and staff representing all departments and schools in the university, and provides workshops that help scholars achieve their highest potential.

Updates

Office of Compliance & Equity Updates

Affirmative Action Plan

The Affirmative Action Plan is part of the university's diversity efforts. We strive to create a community where minorities, women, and other protected classes are encouraged in employment, and diversity is embraced. The Affirmative Action plan goes hand-in-hand with area diversity plans. University Diversity Plans highlight ways that departments/school are working to create and sustain diverse environments through recruitment, hiring and retention. The university seeks to increase diversity of the student body, faculty and staff.

Disability Working Group Update

The Disability Working Group continues to work on ways to improve campus accessibility. This group was established to investigate how the university can more effectively meet the needs of our community members who deal with mobility, visual, hearing and other impairments. The group plans to submit its initial round of recommendations to President Reveley before the end of the year. The working group values your input, and would be happy to answer any questions. You can contact Carla Costello, Deputy ADA Coordinator at cacostello@wm.edu. Learn more by visiting the Disability Working Group website.

Title IX Update

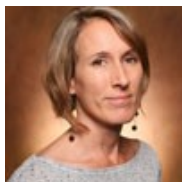
In September the Title IX Collaborative Staff published the second Annual Report on Sexual Misconduct Prevention and Response. This report is available online for review on www.wm.edu/sexualviolence/statistics and includes data on reports and investigations as well as education and awareness campaigns.

Also in September 2017, the Office of Civil Rights of the U.S. Department of Education, known as OCR, rescinded guidance issued in 2011 and provided new, interim guidance on university response to student sexual misconduct. OCR plans to engage in rulemaking regarding university responsibilities in this area, and will seek input from stakeholders and the public. Like most other universities, W&M is not making significant changes to its processes for sexual misconduct investigation and adjudication at this time in response to the new OCR guidance.

Honors & Recognitions

Diversity Recognition

Cortney Will **University Communications**



Cortney has been coordinating communication efforts for the 50th anniversary commemoration of W&M's first African-American residential students.

In that role, she worked with units across campus as well as the anniversary committee to create and implement a communications plan that includes stories, pitches and other efforts.

She also created a style guide for university communicators that includes important background information as well as nuanced guidance on terms that might be used in relation to the commemoration. The communications plan and style guide are invaluable resources for all university communicators to ensure our efforts are coordinated, complementary and robust.

John Spike **Curator, Muscarelle Museum**



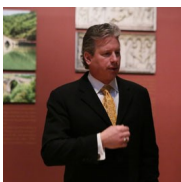
John curated a wonderful exhibition expressly for the 50th anniversary of African-American residential students, and gave at least two talks on African American art and artists.

Joel Schwartz **Director, Charles Center**



Joel Schwartz has always supported diversity. He supports the 50th Commemoration of African Americans in residence by providing funding for two student assistants to help with research.

Aaron De Groft **Director, Muscarelle Museum**



Aaron met with the art subcommittee at the very early stages to get a sense of how the museum could participate in the 50th anniversary of African-American residential students. He also invited Jacquelyn McLendon, from the commemoration planning committee, to speak twice to the Docents and Friends, respectively. As a result the audiences were informed of the significance of the commemoration. Aaron was extremely helpful in getting a mural, created by students, faculty, alumni and community members, permanently displayed in Swem Library.

Amelia Rooks University **Web & Design**



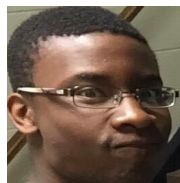
Amelia has played a significant role in the success of the 50th Anniversary of the first African American students in residence. She designed and created our banner, programs, and promotional materials, and usually on very short notice.

Skip Rowland **Skip Rowland Photography**



Skip Rowland took photographs at very important occasions and when he couldn't come himself, he found a qualified photographer to replace him. Even more importantly, he gives opportunities to young people just starting out or who want to get a "foot in the door."

Isaiah Hicks **Undergraduate Student**



Isaiah has been of invaluable assistance to the 50th anniversary of African Americans in residence commemoration committee by doing research, and attending events to help in whatever capacity he's most needed. He is a serious scholar who uses these opportunities as a learning experience.

Diversity Spotlight



Photos and content courtesy of W&M Tribe Athletics

William & Mary Mourns Passing of Hall of Fame Coach Dan Stimson

"Dan Stimson was an extraordinary technical Track & Field coach with a warm, engaging, humble, and caring personality who was committed to the success of his student-athletes in competitions and the classroom," said former W&M Athletics Director Terry Driscoll, who worked with Stimson for 22 years. "He epitomized the coaching values of William & Mary Athletics. As the Director of the Tribe men's and women's track and field teams he led both programs to national recognition, athletically and academically, with outstanding team and individual performances while always maximizing the development of his student-athletes and his assistant coaches. He was courageous facing very difficult physical challenges, and always positive with his wonderful sense of humor. Dan was loved and respected by everyone who knew him. We will miss him greatly."

Services and Arrangements

The memorial service will be held on Sunday, Nov. 5., at 2 p.m. at the Williamsburg United Methodist Church at 500 Jamestown Road with a reception to follow at St. Stephen Lutheran. For more information about the services or receptions, please call St. Stephen Lutheran Church at 757-229-6688.

Dan's family will also be available at a Visitation/Reception from 4-6 p.m. on Saturday, Nov. 4, in the Fellowship Hall at the St. Stephen Lutheran Church (612 Jamestown Road, Williamsburg, Va., 23185).

In lieu of flowers, the family asks that contributions be made to any of the following: the Daniel Stimson Memorial Scholarship at William & Mary, the Pauley Heart Center at VCU, or St. Stephen Lutheran Church of Williamsburg.

Read full story at www.tribeathletics.com

Diversity Spotlight

W&M Alumni Join Forces to Support Veteran Artists

William & Mary alumni joined forces to showcase comedy and musical performances featuring veterans, service members and military family members at the [Virginia Beer Company](#) on October 15, 2017. The event is part of a monthly open mic organized by the [Armed Services Arts Partnership](#) (ASAP) to provide a platform for veteran artists to showcase their talents, express themselves, and have their voices heard in front of the local community. ASAP advertised the event as “an opportunity for the civilian and military world to connect through comedy and music, dispel stereotypes and misnomers, and have an awesome time in the process.”



Army veteran Fred Mckinnon hosting the Veterans Open Mic at Virginia Beer Company. Photo credit: Armed Services Arts Partnership.

W&M alumni, Chris Smith and Robby Willey, opened Virginia Beer Company in the spring of 2016. From the start, they established a strong partnership with ASAP to support events featuring veterans in the arts. “Our goal in coming back to Williamsburg was not just to open a brewery, but to open a force for good,” said Robby, who lived in Northern, VA before relocating to Williamsburg. “Chris and I spent a lot of time volunteering for the College after graduation, and we wanted to bring back that passion for giving back to W&M as well as to the Greater Williamsburg area. With a company mantra of ‘Beer. People. Purpose,’ we’ve worked hard to team up with many organizations to support and build community endeavors that give a spotlight to causes that otherwise may not have such a platform. The veteran community in and around Hampton Roads is robust and vibrant so partnering with a group such as ASAP, with both W&M and community ties, falls entirely in line with Virginia Beer Company’s core values.”

ASAP’s comedy program began as an initiative by W&M alumnus Sam Pressler. While at W&M, Sam founded the W&M Center for Veterans Engagement (WMCVE), to provide writing opportunities to veterans in the local community, music sessions and stand up comedy classes. The center quickly found success and drew national attention from media outlets such as CNN, NPR, Soldiers Magazine, Military Times and Stars & Stripes. Sam shifted his focus to the national stage and founded the non profit ASAP. In 2015, he was awarded a highly competitive Echoing Green Fellowship. Echoing Green fellows receive between \$80,000 and \$90,000 in funding over a span of two years as well as leadership development opportunities, mentorship and the chance to be part of a global network of leaders.



Veterans perform at the Veterans Open Mic at Virginia Beer Company.

ASAP hosts comedy bootcamp classes for veterans twice a year in Hampton Roads. The next [Comedy Bootcamp](#) graduation show will take place Sunday, November 5th at [Cozy's Comedy Club & Tavern](#) in Newport News.

Recent Events

Diversity & Inclusion Symposium

The Office of Diversity & Inclusion hosted its second annual Diversity & Inclusion Symposium on Saturday, October 14, 2017. The day featured keynote speaker, Dr. Judy Kertész, round-table discussions, and panels covering the most pressing diversity and inclusion issues facing universities. The symposium is free thanks to a generous gift from Ernst & Young.



Photo credits: Chon Glover



Lunch & Learn Microaggressions: Prevention and Processing

October's Lunch and Learn session focused on microaggressions and gave participants the opportunity to learn more about preventing and processing them. This workshop was facilitated by the Virginia Center for Inclusive Communities.

W&M Office of Diversity & Inclusion Welcomes Isaura Ramirez As The Mission Continues Fellow

The Office of Diversity & Inclusion welcomed its first [The Mission Continues Fellow](#), Isaura Ramirez. A native of Guaynabo, PR, Isaura is a retired US Army Captain and a veteran of Operation Iraqi Freedom. As a fellow, she will work to increase diversity and inclusion outreach, and veteran recruitment. In addition to her work at W&M, Isaura is a standup comedian, instructor and mentor to aspiring veteran comedians through the [Armed Services Arts Partnership](#).

“As a female Latina combat veteran, I have experienced firsthand the challenges of working, living, and excelling in our society,” she said. “Through this fellowship, I hope to gain knowledge, and expertise on how to bridge the gap between people from different backgrounds; and how to work effectively to increase diversity appreciation, and inclusion within our community.”



Recent Events

Veterans Benefits Services Ribbon Cutting Ceremony

By Julie Hummel

Virginia's newest Veterans Benefits Services office in Williamsburg is officially open! The office will assist military families in accessing available federal and state benefits in Williamsburg, James City County, New Kent County, Gloucester County and York County. It will also serve veterans and families in Fort Eustis and surrounding areas. Governor McAuliffe gave the keynote speech and Provost Halleran and other dignitaries cut the ribbon at the College of William and Mary's Dillard Complex at 203 Ironbound Road. For all our veterans who attend school here, it will be a nice resource for them to use.



Ribbon Cutting for Williamsburg's new Veterans Benefits Office . Photo credit: Julie Hummel

Upcoming Events

PROFESSIONAL DEVELOPMENT SERIES: COME “LUNCH & LEARN”

Professional Development Series Fall 2017

**“It’s Not Just Black and White:
Understanding the Breadth and Depth of
Diversity and Inclusion”**



Lunch & Learn
November 6, 2017

Fireside Chat with President Taylor Reveley
Diversity & Inclusion at William & Mary

12:00 noon
Tidewater A

Date	Time	Location	Description
Monday, November 6	12:00 - 1:30pm	Sadler Center Tidewater A	Fireside Chat with President Reveley President Reveley will reflect back on his legacy of Diversity and Inclusion at W&M.
Friday, November 17	12:00 - 1:30pm	VIMS Campus Watermen’s Hall: Class A-B	Proactive Planning Supporting and Including LGBT + Students and Employees 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. Sign up HERE .

Upcoming Events



Lecture
November 14, 2017
7:45 pm

Sadler Center,
Commonwealth Auditorium

Soledad O'Brien has established herself as one of the most recognized names in broadcasting by telling the stories behind the most important issues, people and events of the day. A champion of diversity, she gives voice to the underserved and disenfranchised through her Emmy-winning reporting and acclaimed documentary series, "Black in America" and "Latino in America."

2017 Hunter B. Andrews Distinguished Fellowship in American Politics Speaker Award Winning Journalist, Documentarian, Entrepreneur & Philanthropist

The 50th Anniversary Planning Committee would especially like to thank the Office of the President, Office of the Provost, and University Events for the opportunity to collaborate on the annual Hunter B. Andrews Distinguished Fellowship in American Politics.

RSVP: forms.wm.edu/34768
More information: www.wm.edu/50



William & Mary Confucius Institute Proudly Presents



Book Talk by Local Author

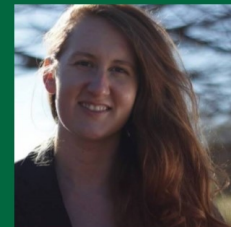
Adrienne Berard

Friday, November 10th, 4:00–6:00pm

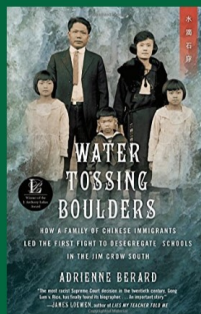
Reves Room

Reves Center for International Studies

200 South Boundary St.



Water Tossing Boulders



The William & Mary Confucius Institute is pleased to welcome award-winning journalist Adrienne Berard on Friday, November 10th, in the Reves Room at the Reves Center for International Studies to lead a book talk on *Water Tossing Boulders: How a Family of Chinese Immigrants Led the Fight to Desegregate Schools in the Jim Crow South*, a true account of a family's struggle against racial segregation in schools in the early 20th Century. The book talk will be followed by a brief reception.

Free and open to the public! For more information, contact us:
(757)221-1286 or wmci@wm.edu

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Follow us on Twitter
[@wmconfucius](https://twitter.com/wmconfucius)



W&M SCHOOL OF EDUCATION
2017-2018

DIVERSITY LECTURE SERIES

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

THE CENTER FOR STUDENT DIVERSITY LECTURE SERIES



APRIL RYAN

WHITE HOUSE CORRESPONDENT & POLITICAL ANALYST

THURSDAY, NOVEMBER 2, 2017
7PM

SADLER CENTER
COMMONWEALTH AUDITORIUM
FREE & OPEN TO THE PUBLIC

SAVE THE DATE

The Lemon Project &
50-Year Commemoration Symposium:
Building On the Legacy
MARCH 16-17, 2018

Featuring
Keynote Speaker:
Nikki Giovanni
Writer and University Distinguished
Professor Virginia Tech



Registration now open:
<http://forms.wm.edu/34470>

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.



Upcoming Events

Veterans Day Events on Campus

- **Stories of Service & Sacrifice, Thursday, November 9th at 8pm**

Alma Mater Productions is hosting its annual [Stories of Service & Sacrifice](#) event on Thursday, November 9th at 8PM in Lodge 1.

- **Mason School Veterans Day Celebration, November 10, 2017, 12:30pm - 1:30pm**

On behalf of the MBA Program at the Raymond A. Mason School of Business, thank you to our military students, faculty, staff, and executive partners for your patriotism, love of country, and willingness to serve and sacrifice for the common good. Please join us in honoring those who serve. **There will be a group photo at the end of the event for all military students, executive partners, faculty, and staff. Please come dressed in dress uniform this day.**

[Alan B. Miller Hall](#), Common Lounges

- **Ringing of the Bell. Wren Building. Saturday, November 11th, 11:11am**

11th Hour at the Wren, 11:00am (Wren Building) Student Veterans of William and Mary will host a memorial bell ringing in remembrance of the 11th hour of the 11th day of the 11th month of 1918 when the armistice declared an end to WWI.

- **Veteran's Day Tailgate & Military Appreciation Football Game vs Towson! November 11th, 2017**

Hosted at the Alumni House, the [Veteran's Day Tailgate](#) is sponsored by the WM ROTC, William & Mary Military and Veterans Working Group.

- **Military Appreciation Football Game vs Towson University, kickoff at 2:00pm!**

- **Veterans Day Weekend Writing Workshop, Saturday, November 11th and Sunday, November 12th**

Sign up online for a free [Veterans Day Weekend Writing Workshop](#) hosted by the [Armed Services Arts Partnership](#) at William & Mary's Masson School of Business on Saturday, November 11th and Sunday, November 12th. The session will be led by Joseph Bathanti, the North Carolina Poet Laureate and Writer-in-Residence for the Department of Veterans Affairs. We are inviting all veterans, service members, military family members, and caregivers to get involved with this free workshop.

- **The Military and Veterans Law Society will participate in the [Disabled American Veterans Fundraising 5k](#) in Newport News, Sunday November 5th, 2017**

Religious/Cultural holidays

November 2017

- 11/1/2017** National Native American / Alaska Native Heritage Month
- 11/1/2017** Feast of All Saints (Christian)
- 11/2/2017** Feast of All Souls (Christian)
- 11/23/2017** Thanksgiving Day (American Holiday)

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these social media platforms!*

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



<https://twitter.com/WMDiversity>



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