

# VOICES



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, but the shared responsibility of all. We define diversity in its broadest terms and celebrate how this makes William & Mary a better institution.

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*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 work of academic and administrative departments, students, affinity groups and more. Past issues are available at the Diversity & Inclusion website: [www.wm.edu/offices/diversity/voices/index](http://www.wm.edu/offices/diversity/voices/index).*



## WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

# September is Hispanic Heritage Month

## Celebra!



- During **National Hispanic Heritage Month** (September 15 to October 15) the contributions made and the important presence of Hispanic and Latino Americans to the United States are recognized, and their heritage and culture is celebrated.

Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

**Hispanic Heritage Month**, whose roots go back to 1968, begins each year on September 15, the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico, Chile and Belize also celebrate their independence days during this period and Columbus Day (Día de la Raza) is October 12.

- The term Hispanic or Latino, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish, Hispanic and/or Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin."

### Quote:

*"It is our duty and responsibility to become the best person we are intended to be." --Luz Marie Caro*

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- **Today, 55 million people or 17% of the American population are of Hispanic or Latino origin.** This represents a significant increase from 2000, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population.
- Find out more details including fun facts about Hispanic Heritage here: [http://www.hispanicheritagemoth.org/Home\\_Page.html](http://www.hispanicheritagemoth.org/Home_Page.html)

# Announcements

The Office of Diversity and Inclusion is located in  
**Hornsby House at**  
**336 Jamestown Road**

Our email addresses/phone numbers are:

**Chief Diversity Officer Chon Glover**

757-221-7940 or wfglov@wm.edu

**Assistant Director of Diversity Sharron Gatling**

757-221-2617 or sggatl@wm.edu

**Administrative Assistant Sandra Patrinicola**

757-221-1619 or sipatrinicola@wm.edu



Hornsby House

## **IDEA GRANTS – It's time to apply!**

IDEA – Innovative Diversity Efforts Award

The Office of Diversity & Inclusion funds grants for projects that further diversity on our campus! Faculty, staff, students, and organizations are eligible to [apply](#).

**Please do not miss this opportunity to help support diversity and inclusion across campus!** Deadline for proposals is October 27, 2016.

## **Diversity Recognitions – Nominate a Colleague!**

Each month, the Office of Diversity & Inclusion invites 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 for the month of September, please fill out the [form](#)! A reception will be held in April '17 for all who were granted awards!

# Supplier Diversity Corner

## Annual Supplier Fair

April 19 marked W&M's third annual supplier fair for small, women-, and minority-owned (SWaM) businesses to showcase their company's capabilities to almost 200 people across both the W&M and VIMS campuses as well as local government and other state agency representatives. There were vendors that specialized in IT hardware and software, furniture, scientific equipment, printing services, promotional items and many more. The listing of the SWaM exhibitors may be found at [http://www.wm.edu/offices/procurement/swam\\_supplier\\_diversity/sd\\_events/index.php](http://www.wm.edu/offices/procurement/swam_supplier_diversity/sd_events/index.php)

Since the fair, we have seen additional moving and relocation orders for incoming faculty and staff with Dunmar Moving Company, our contracted, certified small business! Also, Bright Ideas, our contracted, small, women-owned company has been working with a few departments around campus for their promotional needs! Over the next year, we hope to see and hear about more success stories with our SWaM suppliers. Contact Marra Austin for additional information, [maaustin@wm.edu](mailto:maaustin@wm.edu).



## W&M EXCEEDS FY2016 SWaM Goal!

The office of Procurement is excited to announce that W&M has surpassed our fiscal year 2016 Small, Women-, and Minority-owned (SWaM) business utilization goal of 42%! The university's overall SWaM utilization was 45.7%. Here's a breakdown of W&M's SWaM utilization over the past few years:

Year	Minority-	Women-	Small-owned-	SWaM
FY2014	3.0%	8.6%	22.7%	34.3%
FY2015	3.7%	11.5%	26.0%	41.2%
FY2016	6.0%	12.4%	27.3%	45.7%

Such a tremendous accomplishment to say our university's SWaM spend has increased 11.4% over the past two years! Our SWaM businesses contribute to the local economy, bring different ways of thinking to come together to solve an issue and many times are able to provide a tremendous value to our institution. Thank you to all the areas around campus choosing SWaM businesses for their areas' needed goods and services. A special thank you to our Facilities Planning, Design and Construction folks for making sure our prime construction contractors are working with SWaM contractors and accurately reporting to W&M! Check out W&M's Supplier Diversity webpages to learn more about SWaM businesses and how you can help W&M continue to exceed our SWaM goals!



# Diversity Recognition Reception

The annual Diversity Recognition Reception was held on April 18, 2016 and was a great success. Throughout the 2015-16 academic year individuals who furthered diversity on campus were nominated, and at the reception certificates were given by President Reveley and Provost Halleran. Thank you to all nominees for working hard to make our campus an inclusive place!

If you would like to nominate a colleague for outstanding efforts in furthering diversity on our campus, please go to [forms.wm.edu/26808](http://forms.wm.edu/26808)



2015-16 certificate recipients



# From the W&M Police Department


## WMPD PRIORITIZES TRAINING ON FAIR AND IMPARTIAL POLICING

This summer, Chief Cheesebro completed training developed by the U.S. Department of Justice on Fair and Impartial Policing. A WMPD Sergeant will become a certified trainer in August and will then train all remaining Department members.

This training has been instrumental in the review and enhancement of WMPD core values and guiding principles. WMPD is committed to continuing to build community trust by putting their values in action.


For more specifics on the guiding principles associated with each value visit the W&M Police webpage.





**WLS**  
STOCK PITCH COMPETITION

*At William & Mary*  
**2016**



A Stock Pitch Competition will be held at the William & Mary Women's Leadership Summit on **Saturday, March 19, 2017**  
<http://www.boehlycenter.com/>

## Religious & Cultural Holidays

5-Sep	Monday	Labor Day (American Holiday, classes held)
5-Sep	Monday	Ganesha Chaturthi (Festival honoring Ganesh, Hindu)
6-Sep	Tuesday	Paryushan (Festival of Coming Together and Forgiveness, Jain)
10-Sep	Saturday	Waqf al Arafa - Hajj (Day of Repentance, Islamic)
11-Sep	Sunday	Eid-al-Adha (Feast of the Sacrifice, Islamic)
15-Sep	Thursday	National Latino Heritage Month Begins
21-Sep	Wednesday	International Day of Peace
23-Sep	Friday	Mabon (2nd Harvest, Autumn Equinox, Wiccan/Pagan)



# WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION



## Inaugural Diversity Symposium October 22, 2016

“William & Mary: Building and Sustaining an Inclusive Community”

Featured Speaker: Dr. Ben Reese

### “Implicit Bias in the Academy: Meeting the Challenge”



Benjamin Reese is Vice President of the Office for Institutional Equity at Duke University and Duke University Health System and a licensed clinical psychologist. His office oversees diversity, inclusion, affirmative action/equal opportunity activities and harassment/discrimination prevention for the university and the health system. He is also an adjunct faculty member in the Department of Community & Family Medicine.

Before assuming this role, Reese served as the assistant vice president for cross-cultural relations at Duke. For almost 40 years, Reese has worked as a consultant to educational institutions, profit and nonprofit corporations, and health care organizations in the areas of organizational change, conflict resolution, race relations, cross-cultural education, diversity and inclusion.

#### Workshop Topics

- Belonging*
- Women and Leadership*
- Teaching Difficult Topics*
- Micro-aggressions and the Power of Words*
- Religious Diversity: How Do We Love?*
- After Fisher: The Future of Affirmative Action*
- Understanding Gender and Gender Expression*
- Having Difficult Conversations*
- Creating an Inclusive Workplace Environment*
- And MORE!*

**9:00 am-4:00 pm**

**School of Education**

**Registration  
will open on  
September 6<sup>th</sup>!**

Questions, please contact Chon Glover, Chief Diversity Officer, at [wfglov@wm.edu](mailto:wfglov@wm.edu) or 221-7940.

## WMSURE is Expanding!



After several successful years as a program, WMSURE will expand this year in several wonderful ways.

We are excited to announce that Ms. Natasha McFarland, Reference & Instruction Librarian in Swem Library, will be joining Prof. Dickter and me as a co-director of WMSURE. She will lead workshops and meet with WMSURE students individually to aid them with coursework and research. To make an appointment with Ms. McFarland, you may contact her through the Swem appointment website at:

<http://libcal.swem.wm.edu/appointment/2664>

We will begin to offer a set of WMSURE affiliated COLL courses. They are:

- COLL/PSYCH 100: Underrepresented Scholars in the Academy, taught by Prof. Dickter in Fall 2016
- COLL/LING/AFST 200: African-American English, taught by Prof. Charity Hudley in Fall 2016
- COLL/AFST 300: Multicultural Education, taught by Prof. Charity Hudley in Spring 2017
- AFST 406 (in the future, possibly a COLL 400): Passages: The Transition of Underrepresented Scholars to Graduate and Professional School taught by Prof. Charity Hudley in Fall 2016

On each Wednesday of the semester, we'll start our WMSURE workshop with a happy half hour from 3:30-4pm, followed by a panel of faculty for our workshops from 4-5pm, and we'll have breakout sessions and office hours from 5-6pm. WMSURE will be held in the Ford Classroom of Swem Library this semester. After 6pm, I'll stick around in the media center to see anyone until at least 7pm and until the last person is seen by appointment after that.

WMSURE has grown substantially, so we're also adding faculty to our core advising team. Our core, pre-major advisors are:

- Prof. Liz Allison, Chancellor Professor of Biology
- Prof. Charity Hudley, Class of 1952 Associate Professor of Africana Studies, Linguistics, English, and Education; Director of the William & Mary Scholars Program
- Prof. Cheryl Dickter, Wilson P. and Martha Claiborne Stephens Distinguished Associate Professor of Psychology and affiliate the of Neuroscience and Gender, Sexuality, and Women's Studies Programs
- Prof. Chris Howard, Pamela C. Harriman Professor of Government and Public Policy
- Prof. Catherine Forestell, Class of 1953 Distinguished Associate Professor of Psychology and Undergraduate Studies Director of Psychology
- Prof. Mark Forsyth, Associate Professor of Biology
- Prof. Artisia Green, Associate Professor of Theater and Africana Studies; Chair of Africana Studies
- Prof. Elizabeth Harbron, Associate Professor of Chemistry
- Prof. Deborah Ramer, Director, Elementary Education Program



## WMSURE PROGRAM 2015-2016 Year End Report

### Anne H. Charity Hudley & Cheryl Dickter

The William and Mary Scholars Undergraduate Research Experience (WMSURE) has enjoyed continued growth in participation in 2015-16 and an expansion in programming due to the support of the DuPont fund award. An average of 25 students and several faculty attend each Wednesday afternoon workshop. In addition, an even greater number of students work closely with WMSURE advisors and mentors (including all pre-major William and Mary Scholars) and WMSURE students are engaged in research on campus and throughout the world.

Incoming students met with WMSURE faculty first year advisors who helped them plan their schedules and support the scholars throughout the year. An introductory event for incoming scholars laid out the purpose of WMSURE and also previewed the weekly workshops for the year. Workshops featured faculty and staff representing a wide range of schools, programs, and departments and covered topics including: time and energy management, how to get started in research, navigating the faculty-student relationship, preparing for graduate school, preparing for summer grants, and solo status and stereotype threat. During each workshop, a one-hour presentation about the topic is followed by an hour of networking and focus groups for students to ask individual questions and exchange contact information with faculty.

Supported by our DuPont grant, we conducted an event in the fall and one in the spring in which we brought underrepresented

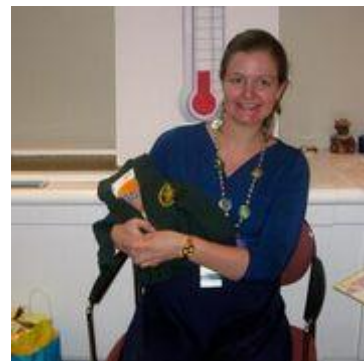
Virginia high school students to campus to learn about research. Specifically, we hosted the second WMSURE research workshop for high school students, Autumn Blast Research, in October. We also presented to students and parents at A Day for Admitted Students and conducted an all-day workshop focused on research opportunities at W&M and other schools. Current WMSURE scholars took an active role in preparing for both workshops and in engaging with prospective students and their families. In addition, we held the second annual WMSURE faculty conference in June, in which university faculty from across Virginia learned more about how to best support underrepresented students in the classroom and in research. We had over 50 faculty members come from 25 universities and institutions.

The DuPont grant also allowed us to hire undergraduate WMSURE fellows who served as WMSURE peer advisors and mentors. Upperclassmen served as WMSURE fellows and attended workshops and held office hours where they mentored students. The DuPont grant supported our travel to the Council of Undergraduate Research Biannual Conference at the University of South Florida in June. Anne, Cheryl, and Hannah presented a two-hour workshop describing WMSURE and working with faculty and administrators on how to implement a WMSURE-type program at their institution. We also had the opportunity to network with individuals from other institutions.

Finally, WMSURE co-directors Anne Charity-Hudley and Cheryl Dickter along with graduate assistant Hannah Franz made progress on their book about

# WMSURE Updates!

undergraduate research. The book, *Highest Honors: A Guide to Undergraduate Research*, will be published by Teachers College Press in 2017. *Highest Honors* prepares students for undergraduate research in college. The text is designed to help students take full advantage of the academic resources and experiences that the university setting has to offer so that students will actively be on the path to achieving highest honors. The book is designed to appeal to all first and second year college students and as such, has a specific focus on the experiences of students who are underrepresented in the academy. It provides students with detailed research-based tools that will prepare them for the social and academic transition from high school experiences to college research. We are currently working on final edits and will turn in the final draft in September.



## Quote:

*“Feet, what do I need you for when I have wings to fly?”*

*~ Frida Kahlo*

## Recommended Reading

Aristotle and Dante Discover the Secrets of the Universe by Benjamin Alire Saenz

In the Time of Butterflies by Julia Alvarez

Gringolandia by Lyn Miller-Lachmann

Romiette & Julio by Sharon Draper



# The W&M School of Education invites you to the 2016 Hauben Distinguished Lecture

by Pedro Noguera, Ph.D.

Thursday, September 15

6:30 pm

Matoaka Woods Room

School of Education

301 Monticello Avenue

To reply: [response.wm.edu/lecture/](https://response.wm.edu/lecture/)

## Equity, Innovation, and Deeper Learning



While the movement for standards and accountability has largely succeeded in bringing greater attention to the issues surrounding student achievement (i.e. the fact that poor students, students of color, English language learners and students with special needs are consistently performing at lower levels), surprisingly little attention has been given to the strategies and conditions that are necessary to make achievement more likely. Missing from much of the policy debate related to achievement is how to support and cultivate effective teaching in schools and how to motivate and engage students. This presentation will describe strategies that have proven effective elsewhere at supporting teaching and learning for all types of students. It will also explore how schools can develop strategies to support teachers in their efforts to raise achievement.

### Professional Development Series

The Office of Diversity & Inclusion will host the first **Lunch & Learn on Monday, September 19, 2016**. The session will focus on **“Creating a Sense of Belonging”** and will be facilitated by the Virginia Center for Inclusive Communities. Please sign up at [forms.wm.edu/27872](https://forms.wm.edu/27872). Lunch will be provided, but you must RSVP by Sept. 14.

“Achieving diversity on campus does not necessarily mean that all will feel included and valued. This interactive workshop will identify tangible strategies for faculty and staff to cultivate a sense of belonging that contributes to higher satisfaction and increased likelihood to stay at an institution. This workshop will consider faculty and staff engagement on several levels, including campus-wide policies and practices.”

### Worship Together: A Multifaith Celebration

Thursday September 1

7 pm

Sadler Center Commonwealth Auditorium

All are welcome to join this service celebrating our community's affirmation of all faiths and welcoming of all people. Many of William & Mary's faith communities are coming together to sponsor this evening of readings, reflections, music, and prayer, including a reading of the William & Mary Charter for Compassion. Contact: Leslie Revilock, [lrevilock@cox.net](mailto:lrevilock@cox.net)

## Task Force on Race & Race Relations Implementation Team

The Implementation Team has been appointed by the President to carry out the work of the Task Force on Race & Race Relations. The team will be chaired by Chief Diversity Officer, Chon Glover, working with the following members:

Jacqueline Amaya Mendez  
Kiersten Boyce  
Laura Heymann  
Anne Charity Hudley  
Vernon Hurte  
Iyabo Osiapem  
John Poma  
Suzanne Raitt  
John Riofrio  
Gilbert Stewart  
Adom Whitaker

The charge to the committee reads:

“The team will quickly identify the goals that can be easily reached and help W&M do what needs to be done. Then the team should move on to recommendations that, while more difficult to implement, still seem quite feasible. Finally, the team should engage recommendations that are more complex.”

President Reveley

## CELEBRATING DIVERSITY

William & Mary will soon mark its fifty-year anniversary of the first African American students in residence with a year-long series of events beginning August, 2017, and continuing through April, 2018. Our theme is Sankofa, which, in the Akan Language of West Africa, means “it is not taboo to go back and fetch what you forgot,” a philosophy represented by various Adinkra symbols, among them a bird with its head turned backwards taking an egg from its back. Our celebration slogan, “Building on the Legacy,” derives from the Sankofa teaching that we must know and understand our past in order to move forward and make the most of our future. Janet Brown, Karen Ely, and Lynn Briley were the first undergraduates (1967-71) to live in residential halls and take full advantage of campus facilities and offerings, thereby bringing about the full desegregation of William & Mary. “Building on the Legacy” enables a celebration of firsts, of diversity, of inclusivity—some of the many milestones and achievements in William & Mary’s history. Submitted by Dr. Jacquelyn McLendon, Chair

“GO BACK AND GET IT”



Hulon Willis  
Edward Augustus Travis  
Miriam Johnson Carter  
Oscar Houser Blayton  
Bernard Bailey  
Warren W. Buck III

## Women’s Network

The Women’s Network Fall Reception is **Thursday, September 8th from 4:00-6:00 pm in the Miller Hall Common Room**. You can RSVP at: <http://forms.wm.edu/27348>

The “formal” program will begin around 5:00 pm with remarks from Susan Grover, followed by a welcome to our colleagues that have been hired over the past year and congratulating those that have been promoted or received tenure. We’ll be informally networking and socializing both before and after so even if you can only come for a short while we hope you can join us.

## Save the date!

Women’s Network Forum, **November 9th from 11:30am to 2:30pm in the Sadler Center**. More details coming soon. (Info from previous years can be found on the Women’s Network website: <http://www.wm.edu/sites/womensnetwork/events-and-projects/index.php>)

## Update from the Office of Compliance & Equity

1. William & Mary is committed to providing a safe environment, free from discrimination and harassment. One way that we do this is by continuing to improve our work in Title IX. We have created an [Annual Report on Sexual Misconduct and Response](#). This inaugural report collects and highlights the work of the Title IX Collaborative Staff in the areas of prevention, detection and remediation over the past year (July 1, 2015-June 30, 2016). The report shows areas of strength and areas where we continue to improve our work.

### Other updates:

Finalized the Interim [Sexual Misconduct Policy](#).  
Continue to improve and update the [Sexual Violence](#) website.  
The work of the [Coordinating Committee on Prevention of Sexual Assault & Harassment](#) continues. The Coordinating Committee supports the Title IX Coordinator/Office in advancing our efforts to address the issues of sexual assault and harassment.



2. W&M has a new website providing [LGBTQ](#) resources, including information about preferred name usage and restrooms. The website is still being actively developed – if you have any suggestions or content for the site, please contact Carla Costello [cacostello@wm.edu](mailto:cacostello@wm.edu).

## REVES CENTER FOR INTERNATIONAL STUDIES

### Global Friends

Interested in connecting with an international student? The Global Friends Program matches international students with members of the local community in an effort to foster cross-cultural friendships and understanding. For more info: [tinyurl.com/globalfriendsW-M](http://tinyurl.com/globalfriendsW-M)  
Questions? Contact Mona Starman at [mstarman@wm.edu](mailto:mstarman@wm.edu)

### International Family Network

The International Family Network provides support to W&M's international and local community. Coming from all over the globe, members share activities that promote friendship and cross-cultural understanding. For more info: <http://tinyurl.com/intlfamily>  
Questions? Contact Mona Starman at [mstarman@wm.edu](mailto:mstarman@wm.edu)

### Quote

*“If you have the opportunity to make things better and you don’t, then you are wasting your time on earth.”*

–Robert Clemente

Layout by Sandra Patrinicola, Administrative Assistant to the Office of Diversity & Inclusion

### VOICES E-NEWSLETTER

A publication that highlights diversity initiatives on campus. To submit information, please email Sandra Patrinicola at [sipatrinicola@wm.edu](mailto:sipatrinicola@wm.edu) by the 19<sup>th</sup> of each month.

