

# VOICES

September 2017

**WILLIAM & MARY**  
OFFICE OF DIVERSITY AND INCLUSION

# Who we are

## Our Team

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

**Cover Photo Credit:  
Skip Rowland**

## Diversity Statement

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. We define diversity in it's broadest terms and celebrate how this makes William and Mary a better institution.

*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?

*September 15th—October 15th is National Hispanic Heritage Month*

If you want to learn more please go to <https://www.hispanicheritagemonth.gov/>

**NATIONAL  
HISPANIC  
HERITAGE MONTH**



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.

Source: <http://www.hispanicheritagemonth.gov/about/>

**57.5 million**

The Hispanic population of the United States as of July 1, 2016. This makes Hispanic Americans the nation's largest ethnic or racial minority. Hispanics constituted 17.8 percent of the nation's total population with a median age of 29. Source: [2016 Population Estimates](#)





# Announcements



The Office of Diversity & Inclusion is looking for an Administrative Assistant. This position will assist the Chief Diversity Officer with organization, structure, follow-up, delegation, and scheduling. The position is also responsible for managing office budget and one endowment fund; regular fiscal matters include travel, programmatic, regular ongoing office bills and related items.

**APPLY HERE:** <https://jobs.wm.edu/postings/29047>

## New certificate program offered by Puller Veterans Benefits Clinic

William & Mary Law School's new online certificate program is taking training in veterans advocacy beyond the law school's walls by making it available nationwide to assist in veteran reintegration and receipt of benefits.

For more information, please visit: <http://events.r20.constantcontact.com/register/event?oeidk=a07ee7jwyb33dd07c06&llr=78kmlxpab>



**KNOW A VETERAN?** Do you know a veteran who might be interested in becoming a teacher? The Troops to Teachers Virginia Center in the School of Education is here to support military service members who want to become teachers. We assist with licensure review, academic planning, career coaching and job placement.

Visit: <https://troopstoteachersvirginia.wm.edu/>



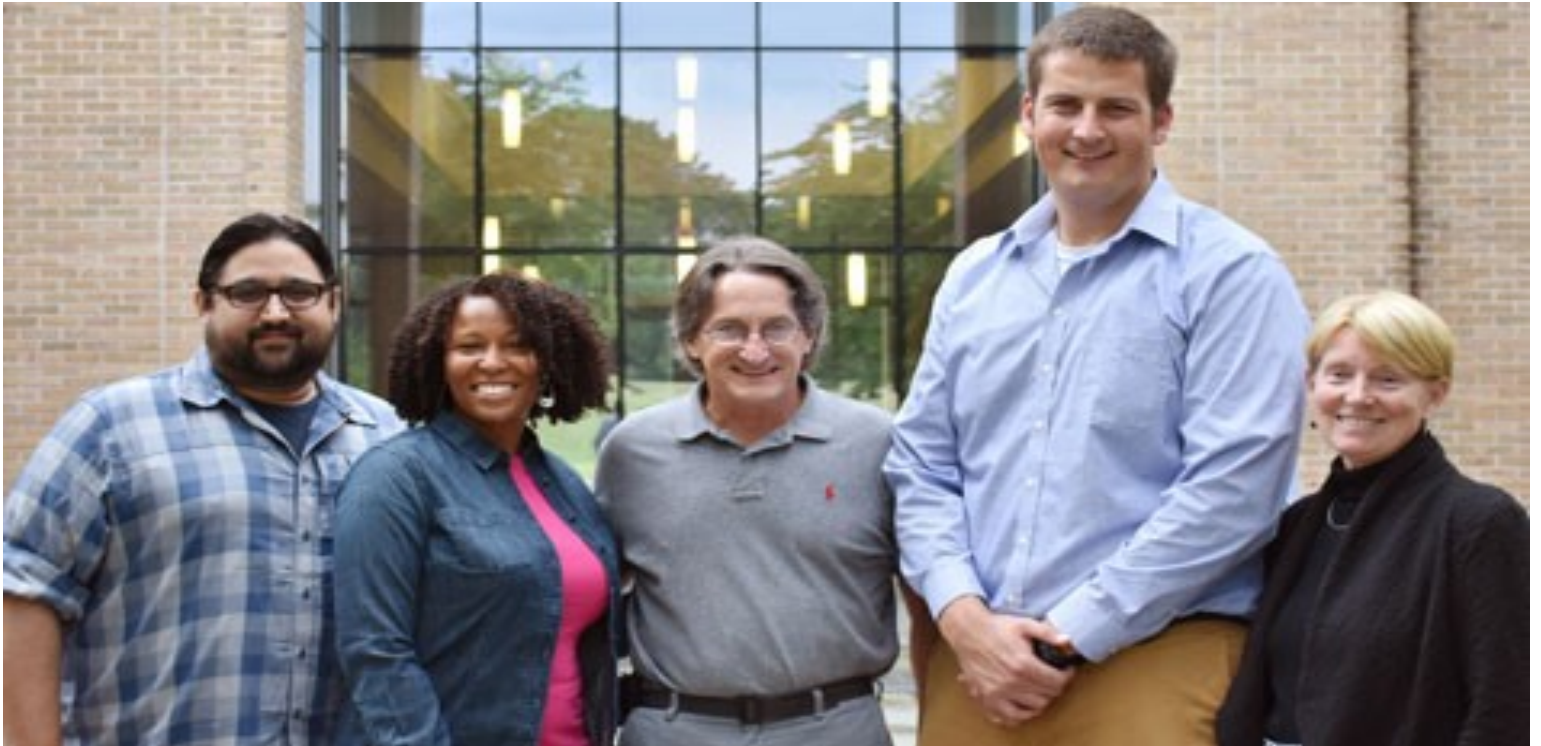
**Dr. Kimberly Weatherly** joined the William & Mary community as the new Assistant Dean and Director of the Center for Student Diversity, on August 14th. With almost 25 years of experience in higher education, Dr. Weatherly comes to us from

Columbia College Chicago where she served as the Director of Multicultural Affairs & African American Cultural Affairs and was responsible for the overall management of staff, programs and services supporting African-American, Latino, Asian-American and LGBTQ students, in addition to implementing successful Social Justice and Multicultural Peer Support programs. Her leadership and collaborative efforts in support of student religious diversity also led to the establishment of a campus All Faith Prayer/Meditation space.

In addition to being in her most recent role for over 12 years, Dr. Weatherly served as the Director for Student Leadership & Involvement at Lewis University, the Director of Student Activities at Chicago State University, the Director of Student Activities & Union and a Freshman Studies Academic Coordinator at Hampton University. She also briefly served as an adjunct professor in the Higher Education and Organizational Change Program at Benedictine University. Dr. Weatherly holds a B.A. in Public Relations from Eastern Michigan University, M.A. in Counseling with a concentration in College Student Development from Hampton University and an Ed.D. in Higher Education and Organizational Change from Benedictine University.

Dr. Weatherly remains steadfast in facilitating programs that foster student success across the diversity and inclusion spectrum and plans to collaborate with departments across campus to create an open and affirming environment that is welcoming to all members of our community. Her ability to connect with students and her extensive background will make her an invaluable asset to the Dean of Students Office and campus-wide efforts.

# *Honors & Recognitions*



## **Counselor Education Program wins national recognition!**

Faculty members in the William & Mary School of Education's doctoral program in counselor education were honored with one of the highest honors for a program of its kind, The Robert Frank Outstanding Counselor Education Program Award, given by the Association for Counselor Education and Supervision.

Source: <http://www.wm.edu/news/stories/2017/counselor-education-program-wins-national-recognition.php>

Photo by: Julie Tucker

# Diversity Spotlight

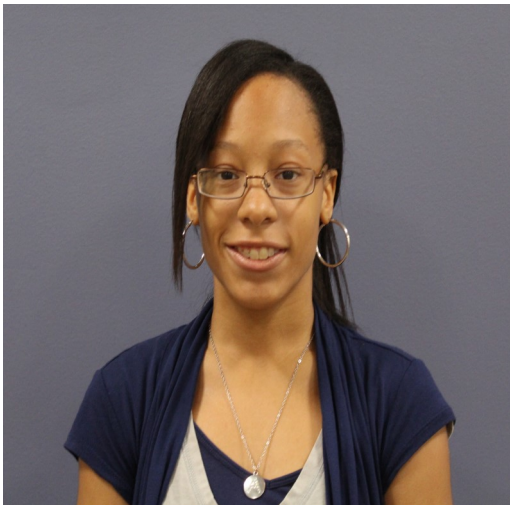
## W&M Libraries launches Mosaic program

William & Mary Libraries is pleased to announce the launch of the Mosaic Program for W&M post-baccalaureate and undergraduate students.

Funded entirely by private dollars, the Mosaic Program provides valuable, paid library work experience to students looking to pursue library careers. Developed in response to the newly adopted W&M Libraries Diversity Plan, this program has been designed to provide the support and opportunities needed to encourage, develop and grow future librarians, archivists and library professionals.

The Libraries received an overwhelming response to the program, and the selection process was very competitive. The following students have been selected to be our inaugural Mosaic interns and fellows:

### Summer 2017 undergraduate interns:



**Azana Carr '20:** Azana is a member of WMSURE, a program designed to support W&M students who are members of underrepresented groups, and specifically cited librarian Natasha McFarland's involvement in the program as sparking her interest in a library career. A storytelling major, Azana will be assisting the library's oral historian on developing our oral history program at Swem Library.

**Isabelle Rodriguez '19:** Last year Izzy took a course on Cuba film and culture taught by the library's Media Services Director Troy

Davis and Professor Ann Marie Stock. Ever since, she has wanted to work on the library's budding Cuba Film Project. Her fluency in Spanish will be a great asset to this project. She will be working with fellow Kyle McQuillan on the effort.





## Summer 2017 undergraduate interns (continued):



**Olivia Jameson '19:** This school year Olivia worked in the Department of Classical Studies' library, taking inventory and cataloging. She loves her work so much that she has decided to pursue library science/archival studies as her career. She will be working with our digitization and cataloging team.

**Alea Al-Aghbari '18:** Alea is a member of our new W&M Libraries Student Ambassadors group. A double major in marketing and international relations, she is interested in library administration and marketing. She will be assisting the library's External Relations department with social media, writing projects and event planning.



## Fall 2017-Spring 2018 fellows:



**Mallory Walker '17:** Mallory graduated with a bachelor's degree in film and media studies. She spent the spring semester working in Swem Library's Reeder Media Center. Most recently she assisted the digitization of analog materials in the Robert Gates Collection. As a fellow, she will be working in the library's Special Collections Research Center on digital archives.

**Kyle McQuillan '17:** Kyle immediately jumped out to us as a perfect match for our Cuba film project. Kyle is graduating this month with a bachelor's degree in Hispanic Studies. She is fluent in Spanish and has experience in translating and interpreting. Last year, Kyle took the Cuba film and culture course, and as part of her class project, she built an online database of the library's Cuban film posters. We are excited to welcome her aboard to help lead the Cuba film project.



## 50TH ANNIVERSARY OF AFRICAN AMERICANS IN RESIDENCE



**AFRICAN AMERICANS  
at William & Mary | 2017**

**BUILDING  
on  
the LEGACY**

The 50th Anniversary commemorating the first African American residential students will occur during the 2017-18 academic year. The planning committee chaired by Dr. Jacquelyn McLendon has planned a series of events to highlight this significant milestone in the university's history.

Opening Convocation, held on October 30th was the official launch. Justice John Charles Thomas gave a stirring and inspirational message telling the new students to "push for fairness and justice and equity. And then share the light that is within you." -John Charles Thomas. Senator Monty Mason presented President Reveley with a Resolution on behalf of the Virginia General Assembly, recognizing the Anniversary.

On Thursday, the Opening Reception and Mural Unveiling was hosted by Swem Library. Hundreds of guests gathered to see the unveiling of an anniversary mural that was designed by visiting artist, Steve Prince. The mural entitled, Lemonade, will be on display on the first floor of Swem Library for the remainder of the year.

Following the unveiling, Valerie Holmes performed a one-woman show. She told the story of the three women entering William & Mary in 1967 from the perspective of a housekeeper in Jefferson Hall. It was truly a powerful program. At the conclusion of the program, Dr. McLendon recognized Asia Randolph as the First Place Student Poster contest recipient.

On September 2, the Leah Glenn Dance Theatre under the direction of founder Professor Leah Glenn performed choreographed pieces to include several that were accompanied by original poetry written by Professor Hermine Pinson.

For upcoming events, please visit the website at [www.wm.edu/50](http://www.wm.edu/50) or the Facebook site @50yrcommemoration.

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Photo Credit: Chon Glover



Photo Credit: Skip Rowland



Photo Credit: Chon Glover



Photo Credit: Chon Glover



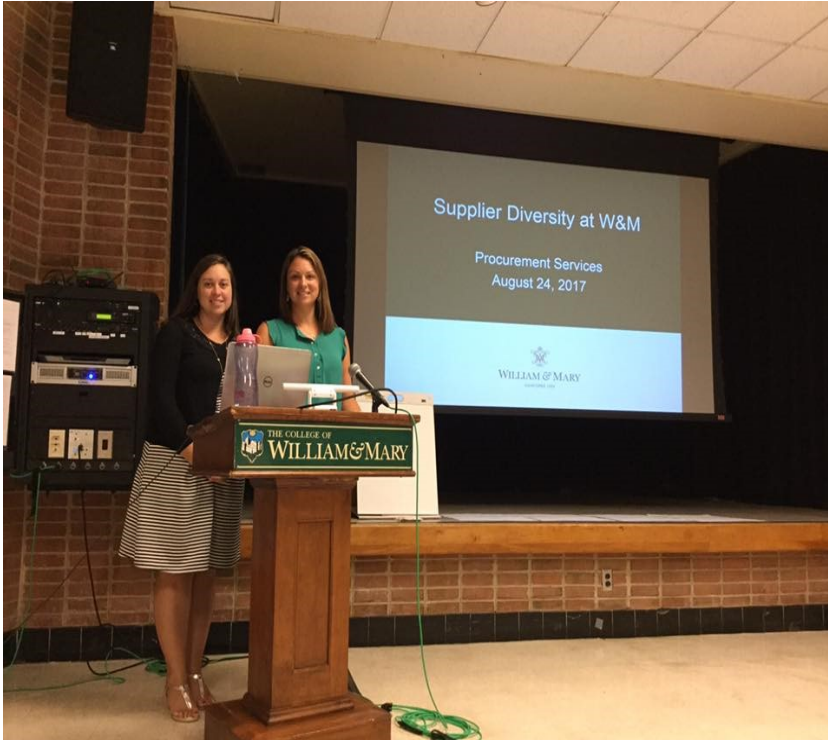
Photo Credit: Chon Glover



Photo Credit: Chon Glover

# Recent Events

## Supplier Diversity Lunch and Learn



On August 24, 2017, the Office of Diversity and Inclusion sponsored a Supplier Diversity Lunch and Learn hosted by Procurement Services and led by Marra Austin and Staci Longest.

Participants learned the top reasons why supplier diversity is important, how to search for SWaM businesses and obtained important resources. Feel free to check out videos of the session on our Facebook page here:

<https://www.facebook.com/WMDiversity/videos/vb.157745117642060/1420211814728711/?type=2&theater>

# Upcoming Events

## WOMEN'S NETWORK

### W&M WOMEN'S NETWORK FALL RECEPTION

September 7, 2017, 4-6pm

Dogwood Room, School of Education

Invited speaker: Dania Matos, Deputy Chief Diversity Officer  
RSVP at <http://forms.wm.edu/33420>

On behalf of the W&M Women's Network, we would like to invite you to our Fall Reception on **Thursday, September 7th from 4-6pm** in the Dogwood Room at the School of Education.

Our invited speaker will be Dania Matos, Deputy Chief Diversity Officer, who will begin our formal program at 5pm. After her remarks we will welcome new colleagues and honor those who have been promoted or tenured during the last academic year.

Please **RSVP** by **September 4th** at [http://](http://forms.wm.edu/33420)

[forms.wm.edu/33420](http://forms.wm.edu/33420)

For those of you who are new to W&M – a little information about the Women's Network: The Network includes all female employees at William & Mary. We are loosely organized to support and to advocate for each other.

For the latest news and updates from the Women's Network check out our:

Website (<http://www.wm.edu/womensnetwork>),

Facebook Page (<http://www.facebook.com/WmWomensNetwork>)

Calendar (<http://events.wm.edu/womensnetwork>).

We look forward to seeing you on September 7th!


Sincerely, Women's Network Executive Committee Co-Chairs

Cathy Forestell

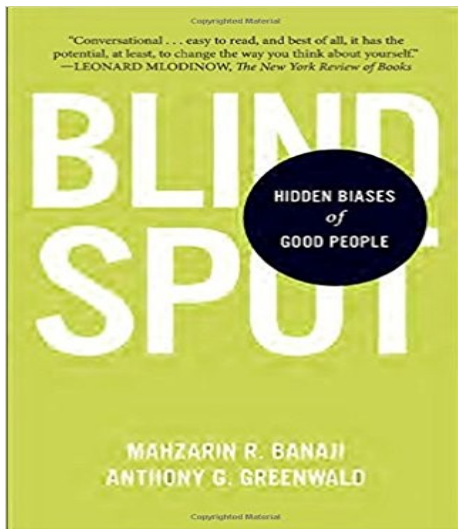
Tiffany Broadbent Beker

Eva Wong

# PROFESSIONAL DEVELOPMENT SERIES: COME “LUNCH & LEARN”

 <b>WILLIAM &amp; MARY</b> OFFICE OF DIVERSITY AND INCLUSION		<b>Professional Development Workshop Series</b> Fall 2017 <i>It's Not Just Black and White:</i> <i>Understanding the Breadth and Depth of Diversity and Inclusion</i>	
Thursday August 24	12:00-1:30 pm	Sadler Center Little Theatre	<b>Supplier Diversity</b> Come learn how to find SWaM vendors with W&M contracts, ways you can contribute to increasing supplier diversity at W&M and providing potential opportunities to our local businesses through education and outreach. Sign up at <a href="http://forms.wm.edu/33044">http://forms.wm.edu/33044</a> .
Wednesday September 13	12:00-1:30 pm	Sadler Center Chesapeake C	<b>Understanding the Basics of Intersectionality</b> This sessions will define and explain in depth the concept of intersectionality. Sign up at <a href="http://forms.wm.edu/33046">http://forms.wm.edu/33046</a> .
Tuesday October 3	12:00-1:30 pm	Sadler Center Chesapeake C	<b>Microaggressions: Prevention and Processing</b> This session will define microaggressions and give participants the opportunity to learn more about preventing and processing microaggressions. Sign up at <a href="http://forms.wm.edu/33048">http://forms.wm.edu/33048</a> .
Monday November 6	12:00-1:30 pm	Sadler Center Tidewater A	<b>Fireside Chat with President Reveley</b> President Reveley will reflect back on his legacy of Diversity and Inclusion at W&M. Sign up at <a href="http://forms.wm.edu/33182">http://forms.wm.edu/33182</a> .
Friday November 17	12:00-1:30 pm	VIMS Campus Watermen's Hall: Class A-B	<b>Proactive Planning Supporting and Including LGBT + Students and Employees</b> 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 at <a href="http://forms.wm.edu/33050">http://forms.wm.edu/33050</a> .

## SUGGESTED READINGS



[Blindspot: Hidden Biases of Good People](#) by  
Mahzarin R. Banaji



**whistling vivaldi**

how stereotypes affect us  
and what we can do

CLAUDE M. STEELE

"This is an intellectual odyssey of the first order—a true tour de force."  
—WILLIAM G. BOWEN

[Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do](#) by Claude M. Steele



# WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

## 2nd Annual Diversity Symposium

October 14, 2017

*“It’s Not Just Black and White:*

*Understanding the Breadth & Depth of Diversity and Inclusion”*

**Featured Speaker: Dr. Judy Kertész**



Judy Kertész is an Assistant Professor of History at North Carolina State University who specializes in the intersections of Native American and African American history, Early American history and Public history. Much of her research focuses on constructions of indigeneity, as well as silences and asymmetries in the historical record. She is the recipient of fellowships from the Ford Foundation, Woodrow Wilson National Fellowship Foundation, American Philosophical Society, Harvard University’s Charles Warren Center for Studies in American History, and Dartmouth’s School of Graduate and Advanced Studies.

Given her abiding interest in the perceptual gaps between how academics think and narrate *history* and competing public narratives of this nation’s past, Judy Kertész has curated a number of museum exhibits, most notably, “IndiVisible: African-Native Lives in the Americas” for the Smithsonian Institution’s National Museum of the American Indian.

**8:30 am - 3:00 pm**

**School of Education**

### Who Should Attend?

The second annual Diversity & Inclusion Symposium will be a day-long event focused on advancing the conversation on diversity & inclusion within higher education. The day will feature a keynote address, roundtable discussions, and panels covering the most pressing diversity and inclusion issues facing universities. Faculty and staff, especially those who have roles related to advancing diversity initiatives with their departments, administrators on diversity committees, or positions related to access, support, and retention for students, faculty, and staff. The symposium is free thanks to a generous gift from Ernst & Young. Participants must register in advance. Breakfast and lunch will be provided.

To register, go to <http://forms.wm.edu/27394> by **October 3rd**. For more details, please go to [wm.edu/diversity](http://wm.edu/diversity).

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

### Workshop Topics

Neurodiversity

Hate Speech vs. Free Speech: Divergent Dialogues

Understanding & Respecting Intersectionality

Teaching and Facilitating Difficult Topics in the Classroom

50th Anniversary of African American Students in Residence: Reflections

The Impact of Discrimination in the Workplace

# Religious/Cultural holidays

## SEPTEMBER 2017

- 9/01/2017** Religious Year Begins (Orthodox Christian)
- 9/01/2017** Eid-al-Adha (Feast of the Sacrifice, Islamic)
- 9/08/2017** Nativity of Virgin Mary (Christian)
- 9/14/2017** Elevation of the Life Giving Cross (Holy Cross, Christian)
- 9/15/2017** National Hispanic Heritage Month Begins
- 9/17/2017** Ganesh Chaturthi (Celebrates the God Ganesh, Hindu)
- 9/20/2017** Muharram (Emigration of Mohammed and his followers, Al Hijrah-New Year, Islamic)
- 9/20/2017** Rosh Hashanah\* (New Year, Jewish, 9/20-9/22)
- 9/21/2017** Hijra (New Year, Islam)
- 9/21/2017** International Day of Peace
- 9/22/2017** Mabon (2nd Harvest, Autumn Equinox, Wiccan/Pagan)
- 9/25/2017** Navaratri /Durga Puja (Festival Honoring Goddess Maha Devi, Hindu, 9/25-10/02)
- 9/27/2017** Meskel (Ethiopian Christian)
- 9/29/2017** Feast of the Saints/Michaelmas (Christian)
- 9/30/2017** Dassera (Commemorate end of Navratri, Hindu)
- 9/30/2017** Yom Kippur\* (Day of Atonement, Jewish)



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these social media platforms!*

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



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