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.

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.
Black History Month, or National African American History Month, is an annual celebration of achievements by black Americans and a time for recognizing the central role of African Americans in U.S. history. The event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

Origins of Black History Month

The story of Black History Month begins in 1915, half a century after the Thirteenth Amendment abolished slavery in the United States. That September, the Harvard-trained historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by black Americans and other peoples of African descent. Known today as the Association for the Study of African American Life and History (ASALH), the group sponsored a national Negro History week in 1926, choosing the second week of February to coincide with the birthdays of Abraham Lincoln and Frederick Douglass. The event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.

Did You Know?

The NAACP was founded on February 12, 1909, the centennial anniversary of the birth of Abraham Lincoln. In the decades that followed, mayors of cities across the country began issuing yearly proclamations recognizing Negro History Week. By the late 1960s, thanks in part to the Civil Rights Movement and a growing awareness of black identity, Negro History Week had evolved into Black History Month on many college campuses. President Gerald R. Ford officially recognized Black History Month in 1976, calling upon the public to “seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history.”

Since then, every American president has designated February as Black History Month and endorsed a specific theme. The 2013 theme, At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington, marks the 150th and 50th anniversaries of two pivotal events in African-American history.

Source: http://www.history.com/topics/black-history/black-history-month
Images: http://www.africanamericanhistorymonth.gov/images-used.html
Building a Vocal Community

With Dr. Ysaye Barnwell

Photo credit: Anthony Keitt

Dr. Ysaye Barnwell
## Campus Events

<table>
<thead>
<tr>
<th>Date &amp; Location</th>
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<tr>
<td>6:30pm - 8pm</td>
<td>The Daily Work of Justice Conversational series</td>
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<td>Blow Memorial Hall William and Mary</td>
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<tr>
<td>5:30pm - 10pm</td>
<td>Africana Studies Colloquium and Educational Screening of Nate Parker’s The Birth of a Nation</td>
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<tr>
<td>Commonwealth Auditorium Sadler Center, WM</td>
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<tr>
<td>12:50pm - 1:50pm</td>
<td>Dunn Speaker Series Lecture by Jeffrey Fisher on race, criminal justice, and the Supreme Court</td>
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<td>Law School, Room 127</td>
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<tr>
<td>4pm - 5:15pm</td>
<td>Charter Day Ceremony Keynote Speaker: Michael Clemons</td>
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<td>Kaplan Arena William and Mary</td>
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<tr>
<td>12:50pm - 1:50pm</td>
<td>Responding to Resistance— February 28th at 12:00pm</td>
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<td>Law School, Room 127</td>
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## Religious & Cultural Holidays

- **February 1**: National African American History Month Begins
- **February 1**: National Freedom Day
- **February 2**: Candlemas (the Christian Festival of Lights, Christian)
- **February 2**: Imbolc (Festival of Brighid, Wiccan/Pagan)
- **February 2**: Groundhog Day
- **February 3**: National Wear Red Day (Women’s Heart Health)
- **February 11**: Tu BiShvat
- **February 15**: Parinirvana (Achievement of Nirvana by the Buddha, Buddhist)
- **February 20**: President’s Day (American holiday)
- **February 24**: Maha Shivaratri
- **February 26**: Ayyam-i-ha or Intercalary Days
- **February 28**: Mardi Gras, Shrove Tuesday (Day preceding Season of Lent, Christian)

## Diversity at W&M

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**Responding to Resistance**— February 28th at 12:00pm

Addressing sensitive topics can be difficult in any environment; however, there are often particular concerns around addressing difficult topics in the workplace. Through an interactive session that reviews interpersonal conflict management and institutional concerns, this workshop will allow participants to name challenges relative to their particular work environment and develop strategies to address them.

Register at [http://forms.wm.edu/29790](http://forms.wm.edu/29790).
The Program in Africana Studies, the Lemon Project, the Center for Student Diversity, the Program in Film and Media Studies, the Lyon G. Tyler Department of History, the Sharpe Community Studies Program, the Dean for Educational Policy, the African Cultural Society, Students of the Caribbean Association, and the Black Student Organization at the College of William and Mary are pleased to host a colloquium and educational screening of Nate Parker's *The Birth of a Nation* on February 3, 2017. All events are free and open to the public.

The events of the day will begin with a Brown Bag lunch talk, “Nat Turner’s Bones: Reclaiming an American Rebel,” facilitated by W&M alum, Dr. Kelley Deetz. Dr. Deetz was a material culture adviser on the film, and has partnered with National Geographic to work on projects related to Nat Turner. Her most recent work is highlighted in National Geographic’s documentary film *Rise Up: The Legacy of Nat Turner* (National Geographic Channel, original air date October 7, 2016) and she is writing the cover story for National Geographic History Magazine titled after her Brown Bag lunch talk. She was also a contributing author to *Birth of a Nation: Nat Turner and the Making of a Movement* (Simon and Schuster, 2016). The Brown Bag will take place at 12 pm in *Trinkle Hall* at the College. Due to space limitations, please RSVP to tfoye@wm.edu.

At 5:30pm in the College’s Sadler Center Commonwealth Auditorium, a panel with divergent perspectives will offer provocations on multiple themes for the public’s consideration. For a true community of scholars, the panel will include faculty, community organizers, as well as students of the College. Dr. Robert T. Vinson, Dr. Suzette Spencer, Dr. Kelley Deetz, Dr. Bill Wiggins, Dr. Leslie Alexander (author of “Birth of a Nation is an Epic Fail”), Elder Khalif Khalifa (facilitator of the Nat Turner Trail Tour in Southampton County, VA), as well as PhD candidate in American Studies, James Padilioni, and undergraduate Amirio Freeman ’17.

Immediately following this discussion, the screening of the film will begin (also in the Commonwealth Auditorium). After the screening slated to begin at 6pm, guests will retire upstairs to Tidewater rooms A and B for a reception and post-film discussion.

*The Birth of a Nation* (2016) is based on the story of Nat Turner, the enslaved African American who led a rebellion in Southampton County, Virginia, in 1831. The film is 110 mins and is rated R by the Motion Picture Association of America.
Ari Ne’eman, 29, co-founded the Autistic Self Advocacy Network when he was 18 years old. Come hear about LEADERSHIP, SOCIAL JUSTICE, and NEURODIVERSITY.

Sunday February 5, 2017
4 pm
Tucker 127A (Tucker Auditorium)

With introductory remarks by Warrenetta Mann

Ari Ne’eman is the co-founder of the Autistic Self Advocacy Network (ASAN) and served as its President from 2006 to 2016. ASAN provides community organizing, self-advocacy support, and public policy advocacy & education for autistic youth and adults, as well as working to improve the general public’s understanding of autism and related conditions. ASAN’s mission statement says that autistic people are equal to everyone else, and important and necessary members of society.

A nationally recognized leader, in 2009, President Obama nominated Ari to the National Council on Disability; he chaired the Council’s Committee on Entitlements Policy. From 2010 to 2012, he served as a public member to the Interagency Autism Coordinating Committee. Ari also served as an adviser to the DSM-5 Neurodevelopmental Disorders Workgroup convened by the American Psychiatric Association. He is also a member of the National Quality Forum’s Workgroup on Measuring Home and Community Based Services Quality. Ari was recently appointed by Secretary of Labor Tom Perez to serve as a member of the Department of Labor’s Advisory Committee on Increasing Competitive Integrated Employment of People with Disabilities. He currently serves as Chief Executive Officer of MySupport.com, an online platform designed to empower seniors and people with disabilities to self-direct their own services.

EVENT IS FREE and OPEN TO THE PUBLIC
For more information, contact JoEllen Blass at jjblass@email.wm.edu.
The Daily Work of Justice
the criminal justice system

The Daily Work of Justice is conversation series which invites people who have experienced, worked within, and walked alongside the criminal justice system to share their lived experience, as a way of providing space for others to engage with empathy, understanding, and action.

• February 2  Formerly incarcerated people
• February 9 Police officers, judges, lawyers
• February 16 Advocates and service providers

Each discussion is from 6:30-8 pm and is limited to 80 participants.

Join the conversation
RSVP at www.wm.edu/dwoj
Employment and ADA: Know Your Rights
Sponsored by: Student Accessibility Services

Ever wonder about ADA accommodations in the workplace? Rachel Loria, an advocate from disAbility Law Center of Virginia (dLCV), will speak about employment rights under the Americans with Disabilities Act, and how students with disabilities can navigate the job search as well as the interview and hiring process. dLCV is the designated Protection and Advocacy organization for the state.

This speaking engagement will take place Tuesday, February 7, 2017 at 4:30 pm in Sadler Center's Tidewater A. Faculty are most welcome to attend.
Please RSVP via /forms.wm.edu/30454

Chat & Chew

February 17th @ 12:00-1:00 pm  
Center for Student Diversity (Campus Center 159)  
Attention: Students, Faculty & Staff! Bring our lunch and engage in a "Chat & Chew" session. There will be a main topic each month. For February, we will discuss "Diversity at William & Mary" from the perspective of students, faculty, and staff.  
Contact: Shené V. Owens, svowens@wm.edu
William & Mary Global Film Festival
Saturday, Feb. 25 8:30PM
ACCIDENTAL COURTESY: DARYL DAVIS, RACE & AMERICA

Daryl Davis has an unusual hobby. Though primarily known as an accomplished musician who has performed all over the world with legends like Chuck Berry and Little Richard, in his spare time he likes to meet and befriend members of the Ku Klux Klan. Daryl has built his relationships person by person and his campaign has proved remarkably effective. Many members of the KKK he has connected with have been forced to reconsider their beliefs, with some even leaving the organization as a result.

Director Matt Ornstein shows us all sides of the argument as he takes us on an intimate and inspiring journey into Davis’s life. Daryl seeks out old friends he inspired to leave the Klan and those still active in the organization today, as well as academics, civil rights activists, and neo Nazis as he attempts to answer his lifelong question: “How can you hate me when you don’t even know me?”

Daryl Davis, the subject of the documentary, and Director Matt Ornstein will be present for a Q&A session following the film.

This event will take place on Saturday, February 25 at 8:30PM in Kimball Theatre, 428 W Duke of Gloucester Street. Tickets are $5 for students and $10 for general admission and may be purchased through filmfestival.wm.edu or at the Kimball Theatre Box Office.

To see the trailer visit filmfestival.wm.edu/accidentalcourtesy.
Featuring Keynote
Lester Spence, Ph.D.
Associate Professor of Political Science and Africana Studies
Johns Hopkins University

Call for Proposals
http://oieahc.wm.edu/conferences/supported/lemon.html
Due February 17th

This year’s theme focuses upon the rich, radical, and revolutionary tradition of Black political thought from Gabriel’s revolt in 1800 in Richmond, VA and extending into the present with #BlackLivesMatter mobilization. We seek submissions that elaborate this tradition of resistance and that celebrate the vitality and richness of Black life that thrives despite the darkness cast by the ever-present shadow of death. Send all inquiries to lemon@wm.edu

To register for the symposium, visit http://oieahc.wm.edu/conferences/supported/lemon/registration/

The Lemon Project:
A Journey of Reconciliation
Some News You Can Use About the Upcoming
7th Annual Spring Symposium
March 17 – 18, 2017

Theme:
Black Revolutionary Thought
from Gabriel to Black Lives Matter