

VOICES



William & Mary started the new year with a celebration of the work and life of Martin Luther King, Jr., with dynamic programs, including a presentation by MSNBC host Melissa Harris Perry at the annual Martin Luther King, Jr. Commemoration Program. Members of the W&M community also attended the 27th Annual Martin Luther King, Jr. NAACP/ACT-SO Breakfast.

February brings an exciting array of events honoring the contributions to history by the African American community and noted persons in Black History Month. Colonial Williamsburg and the First Baptist Church in

Williamsburg, one of America's oldest African-American houses of worship, invite the W&M community to "Let Freedom Ring!" Read about upcoming events in this issue of *Voices*.

VOICES is the monthly e-newsletter, and 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 & Equal Opportunity website: www.wm.edu/offices/diversity/voices/index.



WILLIAM & MARY

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY

February

Campus Events

Date & Location

Event & Sponsor

6:30pm - 8pm
Williamsburg Regional Library
515 Scotland Street

3

**Constitutional Conversations
– Freedom of Speech**

10am - 12pm
Law School, Room 127

6

**Business and Human Rights
Symposium**

10am - 11am
Sadler Center,
Chesapeake C

18

**Women's Network
Personal Safety Workshop**

8:15am - 4pm
Law School, Room 127

26

**Advancing LGBTQIA Rights in a
Post-Obergefell World**

Religious & Cultural Holidays

February 1	National African American History Month Begins
February 2	Candlemas (Presentation of Jesus in the Temple, Christian)
February 2	Imbolc (Festival of Brighid, Wiccan/Pagan)
February 8	Lunar New Year (Asian Cultural Holiday)
February 9	Mardi Gras, Shrove Tuesday (Day preceding Season of Lent, Christian)
February 10	Ash Wednesday (Beginning of Lent, Christian)
February 15	Parinirvana (Achievement of Nirvana by the Buddha, Buddhist)
February 15	President's Day (American holiday)

Diversity at W&M

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 and promotion 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.

PROFESSIONAL DEVELOPMENT WORKSHOP SERIES

*Facilitated by the Virginia Center for Inclusive Communities
Hosted by the Office of Diversity and Equal Opportunity
Lunch provided. Please RSVP at forms.wm.edu/24614.*

Dealing with Difficult Topics – March 2nd at 12:00pm Sadler Center, Chesapeake C

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 forms.wm.edu/24614.

The Lemon Project and Branch Out Team Up Again



For the second year, Branch Out and the Lemon Project teamed up to commemorate the MLK Jr. Holiday. Separately, these two groups work to provide positive experiences for William & Mary students and together they form a great partnership. The trip took place January 16 – 18 and provided a variety of experiences.

Using exercises developed by The Program on Intergroup Relations at the University of Michigan and Augusto Boal's *Theatre of the Oppressed*, Ari Weinberg, Lemon Project graduate assistant, facilitated discussions designed to foster an understanding of self and one's place on campus and in the larger community. These discussions provided students a lens through which to consider what happens when self-identity is constrained by the beliefs and actions of others.

This weekend experience also gave students the chance to explore African American history and how black identities have been overlooked in the history of the campus and the Greater Williamsburg area. Amanda Stuckey, the 2015-2016 Lemon Fellow, guided the students through an interrogation of primary source documents to learn what insights they provide into the history that has been ignored in the mainstream.

The final product of the weekend is an exhibit on African American Education in Tidewater that will be on display at First Baptist Church through the month of February as part of "Let Freedom Ring" the recognition of the church's 240th Anniversary. For more information about "Let Freedom Ring" go to: <http://wydaily.com/2016/01/18/local-news-colonial-williamsburg-and-first-baptist-church-celebrate-long-history-with-let-freedom-ring-program/> and for a list of the programs taking place in February go to: <http://www.wm.edu/sites/lemonproject/documents/Black%20History%20Month%20Blue%20Ops%202016.pdf>

Additional weekend activities included

- Attending services and touring the historic First Baptist Church on Scotland Street
- Participating in Moral Monday
- Touring African American history sites on campus and the surrounding community, led by Terry Meyers, Chancellor Professor of English

The Lemon Project Update (*continued*)



Award winning journalist and author, Kristen Green will give a Banner Lecture at William & Mary on Tuesday, February 16th at 5:30pm in the Swem Library Ford Classroom. Ms. Green's first book, *Something Must Be Done About Prince Edward County*, "tells the story of a Virginia community that defied the Supreme Court's *Brown v. Board of Education* ruling. When ordered by a federal court to desegregate the public schools in 1959, white leaders instead chose to close them." Please join us to hear the story of community and family that Ms. Green has woven together into a fascinating book. Ms. Green will be joined by Mrs. Dorothy Holcomb and Mr. Charles Taylor, both affected by the school closings, for the question & answer period. *Sponsored by William & Mary Libraries and The Lemon Project: A Journey of Reconciliation*

The Bray School Terry Meyers, Chancellor Professor of English at William and Mary, will talk on the Bray School in Williamsburg, its founding, its function, and its forgotten affiliation with the College. Mentioned too will be the search for the site of the school and the possibility that an 18th C. structure on the W&M campus but long forgotten might have housed the school. Professor Meyers talk will take place Friday, February 19th from 5:30pm -6:30pm in the Hennage Auditorium in the DeWitt Wallace Decorative Arts Museum 326 W. Francis St. *Sponsored by the Lemon Project: A Journey of Reconciliation*

The Sixth Annual Lemon Project Spring Symposium will take place March 18th and 19th. The theme is Jim Crow & Civil Rights in the Age of President Obama. Special guests include the Cleo Parker Robinson Dance Company and the keynote speaker is civil rights activist, Diane Nash. For information about the call for proposals go to: <http://www.wm.edu/sites/lemonproject/symposium/index.php>

Melissa Harris-Perry Keynote at Martin Luther King Jr. Commemoration Ceremony

<http://flathatnews.com/2016/01/26/melissa-harris-perry-at-for-martin-luther-king-jr-commemoration-ceremony/>

By Sarah Smith

Originally appeared on Flat Hat News

Wake Forest University professor and MSNBC host Melissa Harris-Perry spoke at the College of William and Mary's annual Martin Luther King Jr. Commemoration program Jan. 21. The program was hosted by the Center for Student Diversity.

Harris-Perry's talk focused on Dr. King in the context of Black Lives Matter. Part of her talk analyzed how Dr. King would have used social media platforms like Instagram, Twitter and Snapchat to further his activism and display his humanity.

"You just know he would have been good at [Twitter]," Harris-Perry said. "You know at various points he would have just beat back the trolls, and he would have been loving. People would have retweeted him and he would have been trending for days."

Another major theme of Harris-Perry's talk was the importance of remembering Dr. King as a fallible human. She reminded the audience that while it is good to reflect on the work of Dr. King, it is also important to continue to have courage and move forward. "If you think that the 1960s movement for human and civil rights had one set of goals, one agenda that was uncontested, you will think that something bad is happening right now, something that is unsustainable," Harris-Perry said.

For many audience members, like Isabel Jabaley '19, this was one of the most important takeaway moments from the commemoration. "I think what she was saying about all of our heroes being fallible is really important," Jabaley said. "We need to see these people as people. I think that this is something great to take away because once we see these people as humans, and you know that you too are human, you can start to make a difference."

Harris-Perry also addressed a common critique of Black Lives Matter activists: that King would not approve of what some have called their violent tactics. For Nana Amoh '19, linking the remembrance of King with the Black Lives Matter movement helped put things in perspective.

Additionally, Harris-Perry talked about the history of the Black Lives Matter activists, and she went through the names of the black individuals that were lost to police violence or gun violence in the last years.

Part of her work at Wake Forest University focuses on the intersections of race with other demographics.

One of the last topics she discussed was what it means to be ontologically black.

Harris-Perry said that some bodies, including those of black people, are seen as being problems to society. In addition, she discussed how the bodies of women, the bodies of disabled people and the bodies of transgender people are also seen as problems or burdens to society.

Harris-Perry ended the commemoration with a quote from Maya Angelou, urging the audience to have courage as they continued forward.



Harris-Perry attended Wake Forest for her undergraduate years, and while she was there, she was mentored by Angelou, who was a student of Dr. King. Harris-Perry reflected on a quote from Angelou, which urges people to be brave so that they might consistently have other virtues.

"We are going to have to get creative, and in getting creative we are going to have to follow the young people," Harris-Perry said. "These young people are encouraging us to disrupt the world in new ways, new ways that I suspect Dr. King would have liked, but that doesn't matter because some of what we are going to do is not going to be right; some of it won't work. But that doesn't matter because courage is the most important virtue. Without courage, we cannot practice any other virtue consistently."

Following her commemoration talk, she answered questions and discussed more issues within the national conversation on race such as the recruitment and retention of diverse faculty and students and the twitter hashtag #OscarsSoWhite.

Her speech was part of a week of commemoration events that included three service trips through the Office of Community Engagement and a day of learning and service around Williamsburg.



<https://www.letfreedomringchallenge.org/Home/History>

Let Freedom Ring—An Introduction and Call to Action

In 1776, the year of America's independence, a group of enslaved and free blacks secretly founded what became the First Baptist Church in Williamsburg, Virginia. The church celebrates its 240th anniversary in 2016 and is today regarded by many as one of the country's oldest African-American houses of worship, a symbol of the faith, struggle, and perseverance that characterizes the black experience in America. The First Baptist Church—whose earliest members met under brush arbors in the woods and later in a donated carriage house in Williamsburg proper— in the late 19th century acquired a bell for their 1856 brick church on Nassau Street . Moved to the present location of First Baptist on Scotland Street in 1956, the bell since the days of segregation, has been inoperable... unheard throughout the tumult and progress of the civil rights movement and in the presence of famed worshipers who include Dr. Martin Luther King, Jr. and Rosa Parks. The Colonial Williamsburg Foundation had pledged to restore the bell to working condition in time for a challenge to the Nation to ring it throughout the day, every day, during Black History Month in February 2016. It is our pleasure and privilege to invite you to take your turn at the bell rope.

The First Baptist Church and The Colonial Williamsburg Foundation are reaching out to all Americans, of every color, faith, and creed, to sound the bell. This church and the bell follow the arc of the American story unlike any symbol in the nation. Bells call people to worship and faith. They send people forth to do good work in the world. But Dr. Martin Luther King, Jr., who prayed in First Baptist Church, also said that freedom rings. A silent bell represents unfinished work of freedom and equality. This bell, in this sacred and historic church, will be silent no more and our quest for a more perfect union will continue.

An engineering and conservation team led by Colonial Williamsburg Foundation experts has undertaken the process of restoring the bell in time for it to toll throughout Black History Month.

Black History Month also will be honored by the First Baptist Church, The Colonial Williamsburg Foundation and The College of William & Mary with a remarkable range of special programs offered daily during February. This will include a new exhibition at the Abby Aldrich Rockefeller Folk Art Museum, A Century of African-American Quilts; daily lectures and live theater throughout the historic area; concerts, film festivals, oral histories; and gospel music and church services at the First Baptist Church. One of Colonial Williamsburg's full-time interpreters—James Ingram—portrays the first pastor of First Baptist Church, the slave preacher Rev. Gowan Pamphlet.

The project, generously supported by The Ford Foundation, reflects a longstanding relationship between the First Baptist Church and The Colonial Williamsburg Foundation, which in the 1950s played an advisory role in the church's construction of its current building on Scotland Street. The church had previously been located in a brick church building on Nassau Street, to which it had relocated from a carriage house in 1856.

The Colonial Williamsburg Foundation's conservation efforts at the First Baptist Church go beyond those for the bell itself. Colonial Williamsburg's conservation team will also clean and conserve several historic communion vessels owned by the church, as well as conserve two marble carved gravestones from 1851 and 1866 that marked the graves of two free blacks buried in Williamsburg and members of First Baptist.

We hope you will be able to find time during the month of February to make the trip to Williamsburg to take part in this historic event, to be a part of living history, and to transform a too-long silent bell into a call to the American people to fulfill our destiny to form a more perfect union.

Visit [LetFreedomRingChallenge.org](http://www.letfreedomringchallenge.org) to reserve your time at the bell this February.

You can view the full schedule of events here: <http://wydaily.com/2016/01/18/local-news-colonial-williamsburg-and-first-baptist-church-celebrate-long-history-with-let-freedom-ring-program/>

How a Nation Fought for a Holiday: Martin Luther King, Jr. Day

America celebrates the life of civil rights activist Martin Luther King, Jr. on the third Monday of January each year—what many people might not know, however, is the struggle behind the holiday, which was first celebrated in all 50 states in only the year 2000. Martin Luther King, Jr., joins only two other persons in American history with a national holiday: George Washington and Christopher Columbus. The holiday is especially notable because it honors a private citizen, becoming the first national day to celebrate a private citizen.

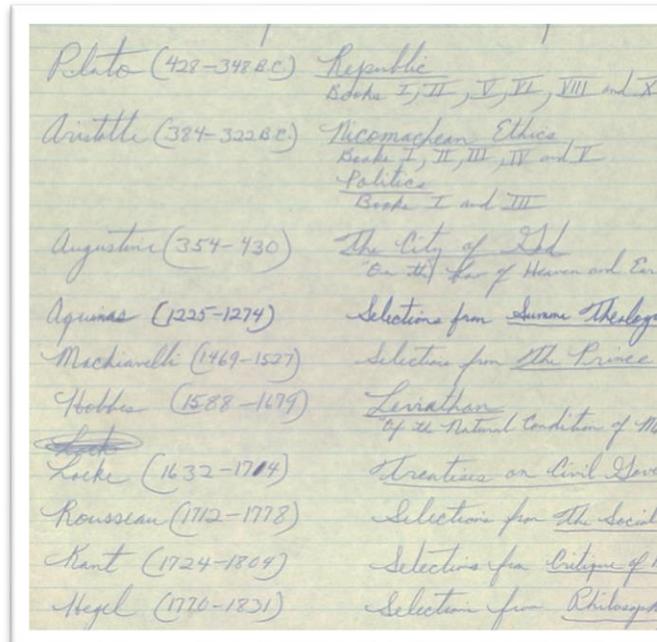


The holiday was first proposed in 1979, but failed to secure the required votes in Congress. Popular cultural figures like Stevie Wonder used their fame to garner support for the holiday, creating a movement that would sweep across the nation. Over six million people petitioned Congress for approval of the holiday, representing the largest petition of the American government to date. Despite opposition arguing that King's criticism of the Vietnam War and alleged ties to communism, President Reagan passed the proposed law creating a national Martin Luther King, Jr. Day in 1986.

Martin Luther King, Jr.: Here's What He Thought You Should Read

Jason Boog, a journalist with Adweek, tracked down Dr. King's teaching syllabus from his seminar in Social Philosophy, which he led at Morehouse College in 1961. Dr. King noted the following books as important in shaping an understanding of the human condition:

- *Republic* by Plato
- *Nicomachean Ethics* by Aristotle
- *Politics* by Aristotle
- *The City of God* by Augustine
- *Summa Theologica* by Thomas Aquinas
- *The Prince* by Niccolo Machiavelli
- *Leviathan* by Thomas Hobbes
- *Treatises on Civil Government* by John Locke
- *The Social Contract* by Jean Jacques Rousseau
- *Critique of Practical Reason* by Immanuel Kant



Topic source: <http://www.adweek.com/galleycat/free-books-that-inspired-martin-luther-king-jr/65062>

thekingcenter.org/archive/document/social-philosophy-seminar-outline#

Martin Luther King, Jr.'s Syllabus for Social Philosophy Seminar

Diversity Recognitions

The Office of Diversity & Equal Opportunity recognizes colleagues for their efforts toward diversity initiatives. For December, please congratulate the following individuals: *Wouter Deconik*, Department of Physics; *Margie Cook*, Center for Student Diversity; *Jennifer Leung*, Student Leadership Development; *Joe Wheeless*, Student Leadership Development; and *Whitney Turner*, School of Business.



Margie Cook

Center for Student Diversity



Jennifer Leung

Student Leadership Development



Joe Wheeless

Student Leadership Development

Margie, Jen and Joe have been nominated for their outstanding work on launching a new initiative that is a partnership between the Center for Student Diversity and Fraternity/ Sorority staff in the Office of Student Leadership Development called GRID. “Their work is an excellent example of cross campus collaboration.” Thank you Margie, Jen and Joe!



Whitney Turner

School of Business

Whitney’s consistent work to increase opportunities for all students, her work to bring WMSURE to Miller Hall, and her diversity research which was a significant contribution to the business school’s understanding and which helped lead to new recruitment and admissions initiatives, has led to her nomination. “Though a part-time staff member, Whitney makes a full time impact on the life of the College!” Thank you!



Jennifer Putzi

English Department

Jennifer has been nominated for her “ongoing efforts (which) are an immense contribution to W&M’s commitment to inclusive excellence. These efforts include showing constant leadership in fostering diversity, bringing the poet and activist Eli Clare to campus, and organizing a book discussion in honor of the 35th anniversary of Moraga and Anzaldúa’s book titled “This Bridge Called My Back”. Thank you Jennifer!

Diversity Recognitions

The Office of Diversity & Equal Opportunity recognizes colleagues for their efforts toward diversity initiatives. For January, please congratulate the following individuals: *Kristen Peyton*, alumna, Studio Art and Latin American Studies; and *Jody Allen*, Department of History.



Kristen Peyton – Alumna

Kristen Peyton, '12, was commissioned by Adam Potkay, chair of the English department, to paint a mural in the courtyard outside Tucker Hall. Blending 12 scenes from famous literary works, including *To Kill a Mockingbird* and *I Know Why the Caged Bird Sings*, Peyton brings diversity to campus to create a useable, engaging courtyard.

You can read more about Peyton's mural at: <http://www.wm.edu/news/stories/2015/mural-mural-on-the-wall,-how-youve-improved-tucker-hall.php>



Jody Allen – Department of History

Jody was nominated for her consistent work as director of the Lemon project and as adjunct teacher of African American history. She has done an outstanding job in helping students to think critically and to improve and foster diversity on campus. Thank you Jody!

If you would like to nominate a colleague for the month of February, please go to [www.forms.wm.edu/ 24616](http://www.forms.wm.edu/24616)

The 27th Annual Martin Luther King, Jr. NAACP/ACT-SO Breakfast

The 27th Annual Martin Luther King, Jr. NAACP/ACT-SO Breakfast, hosted by Colonial Williamsburg, was held on January 18 at the Williamsburg Lodge.

The program honors the life and work of Dr. King, and also recognizes the academic achievements of minority students from the Williamsburg, James City County and York County High Schools. The speaker for the event was Attorney Brian Smalls, a former ACT-SO academic achievement recipient, and currently a Prosecuting Attorney in Williamsburg/James City County.

Proceeds from the Annual Breakfast benefit the NAACP ACT-SO Program. Members of the William & Mary community were in attendance.

Live & Learn Globally!

Join Reves International House for 2016-2017! Be part of a vibrant community that encourages students to pursue global scholarship, develop cross-cultural competence, and engage in global issues. Learn more by attending an Open House on Sat, Feb 6, 2-5pm at Reves Hall, 3rd Floor. Apply by February 12 at www.wm.edu/reves/internationalhouse<<http://www.wm.edu/reves/internationalhouse>> Questions? Contact Eva Wong at ywong@wm.edu<<mailto:ywong@wm.edu>>

SAVE THE DATE

THE WILLIAM & MARY LEMON PROJECT SPRING SYMPOSIUM 2016

THEME: JIM CROW & CIVIL RIGHTS IN THE AGE OF
PRESIDENT OBAMA



Civil Rights Pioneer Diane Nash

Saturday, Keynote Address

Miller Hall—Mason School of Business

Diane Nash, a founding member of the Student Non-Violent Coordinating Committee (SNCC), went on to coordinate the Nashville Student Movement Ride (Freedom Riders). Nash also played a key role in the 1965 Voting Rights Campaign in Selma. (She is depicted in the movie "Selma." More at <http://www.pbs.org/wgbh/americanexperience/freedomriders/people/diane-nash/>)



Cleo Parker Robinson Dance
Ensemble Friday Evening

Kimball Theatre

March 18—19, 2016



"Cleo Parker Robinson Dance Ensemble is internationally esteemed as one of America's foremost modern dance companies. Under the direction of Cleo Parker Robinson, the Ensemble performs a dynamic body of works inspired by the African American experience and rooted in ethnic and modern dance traditions worldwide. Legendary and emerging artists alike are drawn by the spirit of the company to create works that transcend the boundaries of culture, class and age while unequivocally communicating the complexity of the human condition. Seen by an estimated 2,000,000 fans throughout the United States and more than 20 countries on five continents, CPRDE continues to be a leader in dance innovation and the promotion of American dance heritage." Taken from <http://www.cleoparkerdance.org/>

**“Rethinking Data:
An Exploration of Arts-Based Qualitative Research”**

Stephanie Blackmon

Assistant Professor of Higher Education

Arts-based qualitative research approaches are valuable because they can give researchers an opportunity to highlight the stories, ways of being, and expressions of a variety of people. Arts-based approaches can also give participants the space to share their experiences in ways that move beyond more traditional interviews. Exploring arts-based research is worthwhile not only because of the ontological and epistemological possibilities, but also because of its potential to shift the conversation about data sets and their value.



Dr. Stephanie Blackmon has a Ph.D. in Higher Education Administration and is an assistant professor of Higher Education at William & Mary. Dr. Blackmon is a qualitative researcher who studies teaching and learning in higher education contexts. She is currently focusing on technology integration in teaching and learning, arts-based qualitative research, and digital qualitative research.



**Friday, February 5, 2016
12:00—1:00 PM
Morton 314**



VOICES Newsletter

A publication that highlights diversity initiatives on campus. To submit information, please email Chon Glover at wfglov@wm.edu.

Layout by Kate Broderick, student assistant to the Office of Diversity & Equal Opportunity.