

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 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.

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

March is Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Presidents Clinton, Bush and Obama have issued a series of annual proclamations designating the month of March as "Women's History Month."

From womenshistorymonth.gov/about.html

TEDx Talk: "We Can All Be Feminists"

Celebrate International Women's Day with a viewing of Chimamanda Ngozi Adichie's talk "We Can All Be Feminists". The viewing will be followed by a discussion. Desserts will be served! This event is sponsored by the W&M's Women's Network and the Reves Center for International Studies.

Date: March 16

Time: 3-4pm

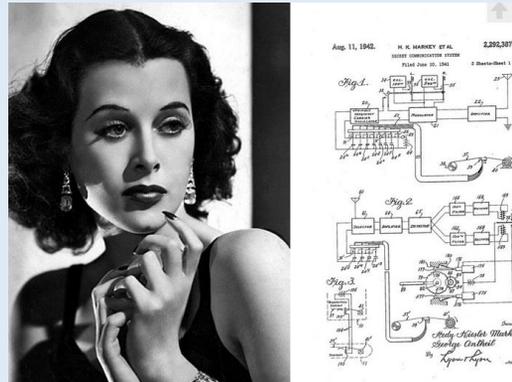
Location: Sadler Center, Chesapeake C

Contact: Eva Wong,

ywong@wm.edu<<mailto:ywong@wm.edu>>

Please RSVP to the event at <http://tinyurl.com/cnadiche>

Quiz: Which Items were Invented by Women?



"Hedy Lamarr's invention of a secret communications system during World War II for radio-controlling torpedoes, employing "frequency hopping" technology, laid the technological foundations for everything from Wi-Fi to GPS. She also happened to be a world-famous film star." – Hannah Jewell

Test your knowledge and see if you can identify which products were created by a female inventor.

1. Circular saw
2. Life raft
3. Medical syringe
4. Windshield wiper
5. Car heater
6. Monopoly
7. Fire escape
8. He computer algorithm
9. Wireless transmissions technology
10. Kevlar

Answer: They **all** were invented by women. Celebrate Women's History Month throughout the month of March.

Sources:

<http://www.factmonster.com/ipka/A0906931.html>

<http://www.buzzfeed.com/hannahjewell/inventions-by-women-that-changed-the-world#.hdWKJXILA>

The Women's Network at William & Mary

The Women's Network at William & Mary (formerly known as the Faculty Women's Caucus) represents and supports all female employees at the college. Currently the Women's Network has three co-chairs: Justine Okerson (Undergraduate Admission) representing Professional/Professional Faculty, Tiffany Broadbent Beker (University Web & Design) representing Staff, and Catherine Forestell (Psychology) representing Faculty.

The Women's Network is one of the most active organizations at William & Mary, providing women across campus with networking and professional development opportunities, as well as job and personal assistance. Over the past several years the Women's Network has been involved in a number of advocacy issues including the sexual harassment policy, fringe benefits, salary equity, and partner/spousal hiring. We also sponsor workshops on topics of interest, such as personal finance and faculty tenure/promotion.

Last fall, the Women's Network kicked off the year with a bang by hosting a welcome reception at the Law School featuring our new Police Chief Deborah Cheesebro. Chief Cheesebro shared her personal story which described triumphs as well as struggles she has experienced in her career. This year the Women's Network has offered sessions on how to be and find a good mentor, personal safety, and managing bias in the workplace as well as a book club which was well-attended by faculty and staff. Additionally, there have been multiple networking opportunities including breakfasts, lunches, and happy hours, as well as a ghost tour, bowling night, and laughter yoga to help women on campus cope with stress.

Throughout the spring semester, the Women's Network will continue to offer opportunities for women to learn and connect. Keep an eye out and join us for International Women's Day in March, Denim Day in April, a summer happy hour series, and summer event which will be organized in conjunction with VIMS. To learn more, check out our website (<http://www.wm.edu/sites/womensnetwork/>). We strongly encourage feedback regarding advocacy issues and suggestions for events and activities!



Virginia Center for Inclusive Communities Humanitarian Dinner

The Office of Diversity and Equal Opportunity along with members of the President's Task Force on Race and Race Relations attended the Virginia Center for Inclusive Communities Humanitarian Dinner on Thursday, February 25, 2016. Chief Diversity Officer, Chon Glover, serves as a member of the Peninsula Board of Trustees. Virginia Center for Inclusive Communities works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs <http://www.inclusiveva.org/programs/> that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout the Commonwealth.



March

Campus Events

<i>Date</i> & Location		<i>Event</i> & Sponsor
6:30pm – 7:30pm Trinkle Hall	1	Fear 2 Freedom: Help assemble after-care kits for sexual assault survivors
6:30pm – 7:30pm Crim Dell Amphitheater	1	Disability Day of Mourning Vigil
6:30pm – 8pm Williamsburg Regional Library	2	Constitutional Conversations: The Religion Clauses
3:30pm - 5pm Law School, Room 127	24	Culter Lecture: Professor John F. Manning, Harvard Law School

Religious & Cultural Holidays

March 1	National Women’s History Month Begins
March 8	International Women’s Day
March 8	Maha Shivaratri (Festival Honoring Lord Shiva, Hindu)
March 17	Feast of St. Patrick (Christian)
March 20	Ostara (Vernal Equinox, Feast of Oestre, Wiccan/Pagan)
March 20	Palm Sunday (Beginning of Holy Week, Christian)
March 21	Nawruz (Baha’I, Persian New Year)
March 21	Shubun-sai (Equinox Day, Shinto)
March 23	Holi (Festival of Colors and Arrival of Spring, Hindu)
March 23	Magha Puja (Celebration of Buddha’s Teaching, Buddhist)
March 24	Holy Thursday (Commemoration of the Last Supper, Christian)
March 25	Purim (Feast of Lots, Jewish)
March 25	Annunciation of Our Lady (Christian)
March 25	Good Friday (Death of Jesus, Christian)
March 27	Easter (Resurrection of Jesus, Christian)



2016 Supplier Diversity Fair Registration OPEN! - (Marra Austin)

Tuesday, April 19th From 1 - 4 PM
W&M Campus Center, Trinkle Hall

Register to attend W&M's Supplier Diversity (SWaM) Fair. The event will prove to be a great opportunity to expand your department's supplier network and meet with SWaM vendors from across the Commonwealth.

Light refreshments will be served. Door prizes and giveaways as well!

Register: [/forms.wm.edu/24786](https://forms.wm.edu/24786)

Additional information:

www.wm.edu/offices/<<http://www.wm.edu/offices/>> ... ty/sd_events/index.php

Creating Inclusive Learning Environments - (Vernon Hurte)

March 3, 2016 from 10:30-11:45 a.m.
Sadler Center (Chesapeake Room C),

The Center for Student Diversity and Office of Diversity & Equal Opportunity will host a workshop entitled, Creating Inclusive Learning Environments. The facilitator will be Dr. Terrell L. Strayhorn, Director of the Center for Higher Education Enterprise at The Ohio State University. Please RSVP at [/forms.wm.edu/25322](https://forms.wm.edu/25322)<<https://forms.wm.edu/25322>>

THE AFRICANA STUDIES LECTURE SERIES PRESENTS

“Tarell McCraney’s *The Brothers Size* and the Queerness of ‘Doing Time’”

Isaiah Wooden

Assistant Professor in the Department of Performing Arts at American University

Since his arrival onto the international theater scene in 2007, playwright Tarell Alvin McCraney has distinguished himself as one of the most sophisticated commentators on the existential conditions of contemporary black life. He has also emerged as one of the most critically lauded and awarded playwrights of his generation, receiving, among other accolades, a “Genius Grant” from the MacArthur Foundation in 2013. Sharpening focus on *The Brothers Size*, the middle drama in McCraney’s celebrated trilogy *The Brother/Sister Plays*, this talk will examine some of the compelling ways McCraney interrogates the intersections of race, gender, class, sexuality and space in his dramaturgy. In particular, I will explore how, by reimagining prison as a site of queer and erotic possibility in the play, McCraney opens crucial space to talk back to discourses that aim to suppress difference and, indeed, to pathologize blackness.



Isaiah Matthew Wooden is an Assistant Professor in the Department of Performing Arts at American University where he teaches courses in the history, theory, and practice of theatre. An interdisciplinary scholar of twentieth and twenty-first century American drama and “post” era black expressive culture, Dr. Wooden has published in academic and popular venues (*Callaloo*, *Theatre Journal*, *Theatre Magazine*, and *The Huffington Post*, among others) and has lectured at various universities and cultural institutions (most recently, Yale University, Trinity College, Ithaca College, and the Goethe-Institut). As a director, Dr. Wooden has staged a diverse range of canonical and new works both in the U.S. and abroad over the past decade—from *A Raisin in the Sun* to *Beyond My Circle*, the multidisciplinary performance he co-devised and presented at the National Theatre in Kampala, Uganda. He holds a bachelor’s degree from Georgetown University and earned his Ph.D. in Theatre and Performance Studies at Stanford University.



Friday, March 4, 2016
12:00—1:00 PM
Morton 314



Diversity Recognitions

The Office of Diversity & Equal Opportunity recognizes colleagues for their efforts toward diversity initiatives. For February, please congratulate the following individuals: Kathy Nolen-Martin and Karlene Jennings.

Kathy and Karlene have been nominated for their diligent and passionate work to finalize and establish the Forsyth Family Scholarship Fund to support W&M Scholars and WMSURE programs. This fund is the first fund established specifically to support those types of programs! Kathy's and Karlene's work furthers and supports diversity on our campus. Thank you Kathy and Karlene!

If you would like to nominate a colleague for the month of March, please go to www.forms.edu/24616.



Kathy Nolen-Martin



Karlene Jennings

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 – Wednesday, March 30th at 12:00pm

Sadler Center, Tidewater B.

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.

Sign up at forms.wm.edu/25374

Please Join Us!



March 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Dear future teachers, counselors, and leaders,

Counselors & Educators for Social Justice (CESJ) is excited to share some news this semester. We were awarded an Innovative Diversity Efforts Award (IDEA) to support a very special event we will be holding on March 26, 2016 at the School of Education. The event, Culturally Responsive Practice: Professional Development for Preservice Educators, Counselors, and Administrators (CRP2016) will be a day of trainings and presentations on cultural competence and responsiveness in education and counseling.

Presented by doctoral students and invited guests at the School of Education who have recent experience in classrooms and schools, this program will be focused on useful techniques, practical principles, and relevant considerations that are typically left out of preservice education programs. Sessions will be participative, informative, interactive, and inspiring. If you are entering the classroom as a teacher, or the school as a counselor or administrator, then you have something to learn—and something to contribute—at CRP2016.

Thanks to generous support from the IDEA grant from the William & Mary Office of Diversity and Equal Opportunity; SPACE, C&I, and EPPL programs; and the GEA this event is free for all participants, but you must register. Only 80 seats are available. All attendees will receive **breakfast** and **lunch**, as well as a **free book** on culturally responsive education.

Register now at the following link! forms.wm.edu/24084
Space is limited.

Questions? Please contact Davis Clement at dclement@email.wm.edu, Marquita Hockaday at mshockaday@email.wm.edu, or Melanie Lichtenstein at mjlichtenstein@email.wm.edu.

Six projects receive IDEA grants



IDEA grants: One of the IDEA grants helped fund a campus visit by Ntozake Shange in November. The poet, playwright, performer and activist participated in a number of discussions with students and faculty, visited classes and attended a staged reading of her work. Photo by Stephen Salpukas.

The Office of Diversity & Equal Opportunity recently granted [Innovative Diversity Efforts Awards](#) (IDEA) to six projects that aim to further diversity and inclusion at William & Mary.

Project proposals were submitted in the fall by faculty and students across the university. This year's projects include guest speakers and special events on topics ranging from Middle Eastern culture to cultural competence for teachers.

"The implementation of the IDEA grant program has provided opportunities to increase diversity initiatives on campus and provides an opportunity for individuals and organizations to use creative ways to talk about difficult subjects," said Chief Diversity Officer Chon Glover. "I'm especially excited by this year's programs that are focused on training and education."

The first set of IDEA grants were awarded in 2011, and a minimum of three grants per year have been awarded since. Each approved project receives between about \$500 and \$1,500, depending on its scope.

The most recently funded projects include:

"Lost in Language and Sound: or, How I found My Way to the Arts": Conversations and a Reading with Ntozake Shange

Submitted by Artisia Green, Associate Professor of Theatre and Africana Studies

Award-winning poet, novelist, playwright, performer and political activist [Ntozake Shange](#) participated in a series of events at William & Mary in November 2015, including a staged reading of her work presented by students and Green.

"Systemic Suppression": Annual Symposium on Race and the Law

Submitted by Brittany McGill, law student

A panel discussion will be held on mass incarceration and voter suppression during the annual symposium on race and the law, hosted by the [Black Law Students Association](#). The symposium was held Feb. 25 in the Sadler Center.

Wednesday, March 16, 2016

6:30 PM

Matoaka Woods Room at the William & Mary School of Education

Please Join Us!

Hornsby Distinguished Lecture Series

2016:

Dr. Lisa Delpit

"The Stories We Tell: Disrupting Narratives About Other People's Children"

Dr. Delpit is the Felton G. Clark Distinguished Professor at Southern University College of Education in Baton Rouge, Louisiana. Dr. Delpit has earned accolades for her work on teaching and learning in urban schools and in diverse cultural settings. Her work on school-community relations and cross-cultural communication was cited when she received her MacArthur "Genius" Fellowship.

Please RSVP at forms.wm.edu/24974

This lecture is supported through a generous endowment established by the late Robert Stanley Hornsby '41, J.D. '49 and Mrs. Lois Saunier Hornsby with the purpose of enriching a sense of unity for those engaged in the wonders of teaching and learning.



Selected Publications:

"Multiplication is for White People": Raising Expectations for Other People's Children. (2012)

The Skin That We Speak: Thoughts on Language and Culture in the Classroom (co-edited with Joanne Kilgour Dowdy). (2002)

Other People's Children: Cultural Conflict in the Classroom. (1995).



William & Mary
School of Education

William & Mary School of Education • 301 Monticello Ave. • Williamsburg, VA 23185

Upcoming IDEA Grant Programs

Cultural Competence Training for Teacher Candidates

Submitted by Melanie Lichtenstein, graduate student in education

Doctoral students in the School of Education will lead a professional development symposium for pre-service teachers on working in diverse schools and communities. The symposium is scheduled to be held from 8 a.m. to 4 p.m. March 26 in the Professional Development Center at the School of Education. The event is limited to 80 participants, and registration is available at <http://forms.wm.edu/24084>.

W&M Mattachine Research Project: Documenting the LGBTIQ Past in Virginia

Submitted by Cindy Hahamovitch, Chair and Class of '38 Professor of History

Members of the campus community involved in the [William & Mary Mattachine Project](#), which launched in the fall, will present their research on Virginia's LGBTIQ history with an exhibit and reception in Swem Library. The exhibit, which will be located to the left of the front lobby, will be installed March 31 and will remain in place through April. It will include wall-hangings of panels that the researchers will be creating from the textual and photographic evidence they have collected.

'In the Absence of Unreliable Ghosts' by Dr. Anjali Arondekar

Submitted by R. Benedito Ferrao, Mellon Faculty Fellow in Asian and Middle Eastern Studies

Anjali Arondekar, an associate professor at the University of California Santa Cruz, will give a talk April 26 in Tucker Hall room 127A on the colonial archive of Portuguese India and the Gomantak Maratha Samaj, a community of artists. The talk will be part of the Capstone Seminar Conference, which will begin at 3:30 p.m. and conclude with Arondekar's keynote address at approximately 6 p.m.

Middle Eastern Cultural Day

Submitted by Driss Cherkaoui, Associate Professor of Arabic Studies; May George, Visiting Assistant Professor of Arabic Studies; and Mona Zaki, Visiting Assistant Professor of Arabic Studies

The public event is expected to include [Arabic](#) music, poetry reading, student presentations, a clothing exhibit, documentaries and food. Details on the date, time and location are forthcoming.

<http://www.wm.edu/news/stories/2016/projects-receive-idea-grants123.php>

From the Center for Student Diversity

Applications: SPAN Peer Mentors - EXTENDED!

New Deadline: Monday, March 14 @ Noon

<http://tinyurl.com/SPANMentor>

Do you remember what it's like to be a new student, trying to find your way? Looking for your niche? Did anyone extend a helping hand? Now you can be the helping hand that SPANs the gap from being a new student to being a member of the Tribe! Become a peer mentor for the SPAN Peer Mentoring program! SPAN is an opportunity for students who feel their transition to college may benefit from connecting with other students based on a shared experience or identity, such as:

- * Students of color or multiracial students
- * Students from minority faith backgrounds (e.g. Muslim, Hindu, Jewish, Buddhist, etc.)
- * Students who are lesbian, gay, bisexual, and/or transgender
- * Students with disabilities (whether physical, learning, psychiatric, or other)

Contact: Jaymi Thomas, jcthomas01@email.wm.edu

Greek Members! Meet the GRID Initiative!

GRID = Greeks for Respect, Inclusion, and Diversity

<https://www.facebook.com/GRIDinitiative/><<https://www.facebook.com/GRIDinitiative/>>

The GRID Initiative is a collective of Greek members spanning all councils and chapters. Our vision is a Greek community where respect for inclusion and diversity is a standard to which we hold ourselves and each other accountable. Our goals are to:

- * • Be leaders in raising awareness and sparking conversations around topics of diversity and inclusion
- * • Build connections across chapters and councils among students who are committed to building more inclusive organizations
- * • Be an active force and voice for positive change in the W&M Greek Community

We invite all members of IFC, Panhellenic and NPHC organizations to join us! Like our Facebook page for updates and upcoming events!

Contact: Alex Winkowski, amwinkowski@email.wm.edu<<mailto:amwinkowski@email.wm.edu>>, or Katrina McTigue, kamctigue@email.wm.edu<<mailto:kamctigue@email.wm.edu>>



From the Mason School of Business

1 Credit, Pass/Fail Course - Diversity in the Workplace: Developing your Voice

Tuesdays, March 15 - April 19 & Friday, April 15

Tuesdays from 7:00-8:30 pm

Miller Hall 1078

<https://forms.wm.edu/form/view/24828/>

This course is designed to expand your understanding of diversity in the workplace, and help you develop your distinctive voice as you explore your professional future. Using a variety of facilitators, we will explore the research that shows the inherent benefits of having a diverse workforce, and how a diverse collection of skills and experiences allows companies to be successful and competitive on a global level. Students will learn to identify and leverage their unique strengths through weekly interactive workshops with faculty, executive partners, and alumni. In addition, students will be assigned a professional mentor in DC who will work them throughout the course. Students will have the opportunity to meet their mentor and network with business and government leaders during their all day class trip to William & Mary's DC Campus on April 15. Apply as soon as possible!

Contact: Jennifer Dahnke, jennifer.dahnke@mason.wm.edu<<mailto:jennifer.dahnke@mason.wm.edu>>



William & Mary

**6th Annual Lemon Project Spring Symposium
Jim Crow & Civil Rights in the Age of President Obama**

March 18-19, 2016

Friday, March 18th

7:30pm The Cleo Parker Robinson Dance Ensemble
Kimball Theatre
428 W. Duke of Gloucester St.
Williamsburg, VA

Saturday, March 19th

8:30am—9:30am Check-in and Continental Breakfast
9:45am Keynote Address—Ms. Diane Nash
“The Movements of the ‘60s: A Legacy for Today”
The School of Education (NOTE: This is a change)
301 Monticello Ave. Williamsburg, VA

11:30am—12:30pm Integrating the College of William & Mary
Panelists
Lynn Briley
Dr. Warren Buck
Karen Ely
Janet Brown Strafer

12:30pm—1:00pm Lunch (FREE to first 150 registered)
1:15pm - 2:30pm Presentations
2:45pm—3:45pm Community Discussion

With the exception of the Dance Concert, the symposium is FREE!
Please register at forms.wm.edu/24498 (We need to know how many lunches to order)

To purchase tickets for the **Dance Concert** call: **(888) 965-7254 General Admission- \$25; Students—\$7**

First Minority Professor granted Tenure in Natural Sciences

Written by Emily Martell

Reprinted from "The Flat Hat" Feb. 23, 2016



Biology professor Shanta Hinton walked out of an introductory biology discussion lab where she was guest lecturing Feb. 5 to find her colleagues jumping up and down congratulating her. Unbeknownst to Hinton at the time, she had just become the first minority professor tenured in the natural sciences at the College of William and Mary.

After teaching at Hampton University for three years, Hinton entered the College as an assistant professor in 2010. Specializing in cellular and molecular biology, Hinton runs a lab to study the Pseudophosphatase MK-STYX, a protein named after the Greek River Styx due to its association with the dead.

"My research is to prove that this protein actually has functions," Hinton said. "And we do that by using cells that may come from our brain, neurons or cells that come from cancer, such as ovarian or cervical cancer."

Currently, Hinton's lab consists of eight undergraduate biology majors. Although she said sometimes experiments go wrong, she knows her students are learning.

"I respect the fact that I'm here training undergraduates so I expect something to go wrong," Hinton said. "I consider it a great day when we can leave the building and there's not a fire and there's not water coming from the ceilings, the sprinklers."

Describing her childhood, Hinton broke into a smile and summed it up with a single word: fun. She recalled years of laughter and impromptu comedy.

That's what I love about science. The curiosity about it. — Shanta Hinton

Born in Rocky Mount, N.C. to a young mother and father, Hinton was raised with an extended family by her maternal grandparents and parents.

"When I was born, [my father] actually didn't finish high school — he received his GED later on in life — but his attitude was he needed to provide financially for his family," Hinton said. "And my mom, she was going to be the first one to go to college, but she had me."

Since she was a child, Hinton said she had always been curious about the world, which later fed into her love of science.

She said her uncle Earl, who had severe cerebral palsy and never walked, was her biggest inspiration. Although he was the happiest person she had ever met, the reason why he had a disability was always a puzzle for her.

"Even though he was happy, I wondered, but why was he born this way? And the fact that no one could really answer that directly for me, that's what started my curiosity. Because that's what I love about science," Hinton said. "The curiosity about it."

That curiosity was something she rediscovered in science, Hinton said. By the end of high school, she knew she wanted to pursue a scientific career. In her twelfth grade English class, she was instructed to write herself a letter that she would revisit four years later, as a first generation college student beginning a Ph.D. program at Howard University.

"I had written a letter to myself that I should be starting my first semester of a Ph.D. program in chemistry, even though it was not chemistry — it was biology — but I started off as a chemistry major," Hinton said. "So it was fascinating for me to read that letter when she sent it back and see that — especially since I am first generation."

Hinton said that throughout her childhood and undergraduate education at the University of North Carolina at Chapel Hill, she was often the only black student in the classroom.

So, as her undergraduate career wrapped up, she decided to attend Howard University, a historically black university in Washington D.C.

Hinton described attending Howard as a very important decision to her: not only was she able to experience African-American culture, but she also gained confidence as a scientist.

“At Howard, before I even graduated and received my Ph.D., I knew I could run my own lab,” Hinton said.

After graduating and teaching for a few years as an assistant professor of biology at Hampton University, Hinton applied to the College.

During the application process, the interviewers told her that she would be the College’s first racial minority professor ever hired in the natural sciences. Hinton said she was encouraged by that straightforwardness from the College.

“They were very upfront,” Hinton said. “And I think that’s the best way to be.”

When she was making her decision on where to accept a job, Hinton said that she thought it was important for students to see a minority professor.

After choosing to accept the position at the College, Hinton said although she was initially worried, the transition has been wonderful.

However, speaking about her race, Hinton said that she never wanted to draw attention to the fact that she would be the first minority professor in the natural sciences.

“I probably blocked it during the process so that I would be successful and it wouldn’t become a part of my legacy or the biology department’s legacy here,” Hinton said. “I turned down many interviews because people wanted to interview me way before this and I always said no, it has to be about the science, because that’s so important to me.”

Over the past five years as an assistant professor, Hinton said she has been focused primarily on her students and on researching the MK-STYX.

Even after receiving the news that she would be tenured, Hinton noted that she was only thinking about the next steps for research.

As far as I’m concerned, I love research and I definitely love the MK-STYX. And if I can get the whole world to enjoy it like me — that is my push.
— ***Shanta Hinton***

However, Hinton said she was surprised to be congratulated by current and former students, housekeepers, faculty and even on YikYak, an anonymous, location-based social media forum.

“Honestly I would not step back and think about it if it was not for the community, because I am still thinking, what’s the next thing for research?” Hinton said. “But I have to step back and respect the fact that it is impactful and has been influential for other people.”

Her family has also played a role, Hinton said. The day she was tenured was her great aunt’s 87th birthday, and she recalled the constant support and love her family has given her. Hinton said she is encouraged by the increasingly diverse student body. However, she said, the faculty in the natural sciences needs to be more diverse if inclusivity is to be achieved.

“I definitely would not be the only person of color in chemistry and biology,” Hinton said when asked what full representation of racial minorities would look like at the College.

As a professor at the College, Hinton said she is reminded every year of why she chose to pursue teaching. For each of the past five years, her honors thesis students have been accepted to Ph.D. programs, giving her a 100 percent success rate.

Her best moment, Hinton said, was when a first generation student, like herself, defended his honors thesis after being accepted to a Ph.D. program. She said that seeing undergraduates achieve great things is very important to her.

As a newly tenured professor, Hinton says she is looking forward to her next steps as an instructor and researcher.

“As far as I’m concerned, I love research and I definitely love the MK-STYX,” Hinton said. “And if I can get the whole world to enjoy it like me — that is my push.”

March 21

PERSIAN NEW YEAR Nowruz نوروز

Nowruz means "New Day" in Farsi

The Persian New Year, Nowruz, is a secular holiday that celebrates the start of spring and the new year on the Iranian calendar.

Many Persians celebrate Nowruz as the biggest celebration of the year. Before the new year begins, houses are cleaned, and new clothes are bought. A significant part of New Year rituals is setting the "Haft Seen."

A Day of
Symbolism

The Haft-Seen: Traditional Nowruz Table Setting



Sabzeh

Wheat, barley or lentil sprouts growing in a dish, which symbolizes a green environment, happiness and rebirth.

Samanu

A sweet pudding made from germinated wheat, which symbolizes affluence.

Senjed

The dried fruit of the oleaster tree, which symbolizes firmness and tolerance.

Sir

Garlic, which symbolizes health.

Sib

Apples, which symbolize beauty and love.

Somaq

Sumac berries, which symbolize patience.

Serkeh

Vinegar, which symbolizes development and evolution.

List, image, and explanations from Wikipedia.

From the President's Task Force on Race and Race Relations

Dear William & Mary Community,

The President's Task Force on Race and Race Relations wishes to update you on our progress and our efforts. The Task Force has met monthly since March 2015, focusing primarily on three principal activities as we prepare our report to the President: 1) reading and discussing the various communications from the community that we have received via the Task Force's website, 2) examining closely events related to race and race relations across the country, events taking place not only on university campuses but also in the world beyond academic institutions, and 3) hosting six on-campus open forums to discuss perceptions of William & Mary's racial climate.

We have taken these responsibilities to heart. As teachers, administrators, staff, students and alumni, and as members of the larger community, the Task Force has understood the importance of listening carefully to internal and external constituents of our academic community. We have been open-minded, and have taken seriously the comments we have received. Some have expressed deep skepticism of the Task Force and its efforts to address the issues that William & Mary faces and will continue to face. Others have acknowledged the obstacles our community will need to address as we move toward making concrete recommendations to President Reveley in March. Still others have expressed gratitude for the university's efforts thus far to better understand race and race relations at William & Mary.

As a Task Force we have sought out, and heard from, faculty, staff, alumni, administrators, students, and community members. We have analyzed, debated, and discussed our findings. We have reached out beyond our W&M walls, looking across the country to see what other universities are doing and have done. We have also critically reflected upon the actions of institutions whose failures have made national headlines. We have found ourselves, at times, saddened by what we have seen and heard, but we have also found ourselves inspired to purposefully commit to the task at hand.

Moving forward we are working toward a concrete and substantive set of recommendations covering four areas: faculty/senior administrative diversity, campus racial climate, education and prevention, and reporting bias incidents. We are considering a variety of rich sources, including the results of the Human Resources Employee Survey, as we finalize our recommendations. Some of our recommendations will be easily achievable; many, however, will not. Nevertheless, we believe that this current historical moment— one in which issues of race and inclusion appear almost daily on the front page of many newspapers— although fraught, also represents an opportunity. The Task Force sees it as our responsibility to issue recommendations that will urge William & Mary to seize the moment, to be active rather than reactive, and to become a national leader on issues of race and equity, here on our campus and beyond.

Sincerely,

Chon Glover, Chair

On behalf of the President's Task Force on Race and Race Relations

Task Force Website: <http://www.wm.edu/sites/racerelations/>

[This was first emailed to the campus on February 2, 2016].

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.