

# VOICES

Welcome to VOICES, a monthly newsletter from the Office of Diversity & Equal Opportunity. In my role as Chief Diversity Officer, I work closely with academic and administrative departments to further our efforts to create an affirming and respectful climate for all members of our community. The office motto of “Many Voices. One Tribe” speaks to the importance of diverse perspectives, ideas, and voices at all tables. We are a stronger community when we can listen and learn from those around us who may have different religious views, cultural perspectives, or philosophical thoughts. You are invited to view our website at <http://www.wm.edu/diversity> for additional information on the programs and services offered by the office. I look forward to working together to advance a culture of inclusive excellence at William & Mary. If you have upcoming programs or events you would like to share, please send it to Sandra at [sipatrinicola@wm.edu](mailto:sipatrinicola@wm.edu).

- Chon Glover

## Welcome!



Welcome to Sandra Patrinicola, the Administrative Assistant for the Chief Diversity Officer. Her number is 757-221-1619 and her email address is [sipatrinicola@wm.edu](mailto:sipatrinicola@wm.edu).

## Connect with an International Student!

The Global Friends Program matches international students with members of the local community in an effort to foster cross-cultural friendships and understanding.



For more info: [tinyurl.com/globalfriendsW-M](http://tinyurl.com/globalfriendsW-M)

## About the Office of Diversity and Equal Opportunity

The Office of Diversity & Equal Opportunity spearheads the university's affirmative action and diversity efforts. We are committed to creating a community that is representative and inclusive of individuals with different backgrounds, talents, and skills. We work to ensure that William & Mary is a community where all faculty, staff, and students feel supported and affirmed. The Chief Diversity Officer co-chairs the campus-wide Diversity Committee and leads the Diversity Think Tank. Additionally, the office supports the university affinity groups: Women's Network, The Forum, and EqualityWM.

-[www.wm.edu/diversity](http://www.wm.edu/diversity)

## Moving Towards Inclusive Excellence

**Diversity** is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Inclusion** is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

An **inclusive university** promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.



### Supporting New Faculty

As we begin a new academic year, departments welcoming new faculty might find this article on mentoring useful.

[https://chroniclevitae.com/news/1097-10-ways-to-support-new-faculty?cid=at&utm\\_source=at&utm\\_medium=en](https://chroniclevitae.com/news/1097-10-ways-to-support-new-faculty?cid=at&utm_source=at&utm_medium=en)

## Task Force on Race and Race Relations

In early March, the President appointed the Task Force on Race and Race Relations. The task force website allows the community to track its work and also provide feedback. If you are interested in serving on one of the subcommittees, please contact Sandra at [sipatrinicola@wm.edu](mailto:sipatrinicola@wm.edu) by September 7<sup>th</sup>. The web address is [www.wm.edu/sites/racerelations/](http://www.wm.edu/sites/racerelations/)

## 2016 IDEA Grants

IDEA is an acronym for Innovative Diversity Efforts Awards. Grants will be fully funded based on project need. At least three projects will be selected per year. Faculty, staff, students, and organizations across campus are eligible to apply for the grants. Grant awards will depend upon the scope and breadth of the project, but will typically range from \$500–\$1,500. Funded projects must begin within 90 days of award notification. Upon project completion, awardees must submit a summary report evaluating the project's outcomes, including project benefits and recommended improvements. This report is to be submitted to the Office of Diversity & Equal Opportunity within 60 days of the project's conclusion. The disbursement of funds will occur in phases, depending on the nature of the proposal; however, in all cases, a portion of the grant will be withheld until the submission of the evaluation report. Applicants will be notified within 45 days following the [application](#) deadline regarding the funding decisions. Please see the Diversity & Equal Opportunity website for information on how to apply. The deadline for proposals is **October 26, 2015**.

"I had no need to apologize that the look-wider, search-more affirmative action that Princeton and Yale practiced had opened doors for me. That was its purpose: to create the conditions whereby students from disadvantaged backgrounds could be brought to the starting line of a race many were unaware was even being run."

*-Honorable Sonia Sotomayor*

## W&M Police Department Adopts New Commitment to the Campus

We will support the Constitution of the United States and the Constitution of the Commonwealth of Virginia, and will faithfully perform our duties in a manner consistent with the stated mission, philosophical and ethical foundation of our work, and the Departmental and University values. We will strive to establish and maintain social relationships and ultimately build public trust through the tenants of respect, personal regard, competence, and integrity.



W&M Chief of Police  
Deb Cheesebro, Ph.D.

We will perform our duties in the spirit of the W&M community policing philosophy and consistent with the needs of the greater W&M community. We will enforce the law **“courteously and appropriately without fear or favor, malice or ill will, employing unnecessary force or violence.”**

We recognize the weight of constitutional responsibility that comes with our oath of office. We accept our police badge as an important symbol of public faith, trusting that we will discharge our duties in a just, humane, lawful, and unbiased manner. We will always honor and uphold this special relationship of faith and trust. We will help maintain the integrity of our profession by our own actions, as well as by holding our officers accountable for their actions. We recognize that our authority begins and ends with the people that we serve. We accept that public faith, public trust, and professional support will continue to the extent that we nurture the social relationships and stay true to the values and ethics of the police service, the W&M Police Department, and the College of William and Mary. *--<http://www.wm.edu/offices/police/>*

## 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. -

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

As a part of Hispanic Heritage Month, the Center for Student Diversity will host a Diversity Film Series on **September 24<sup>th</sup>** entitled **“Latinos Beyond Reel: Challenging a Media Stereotype”** in **Commonwealth Auditorium at 6:00 pm**. For more information about the film, please see the website at <http://latinosbeyondreel.com/>

## Women's Network

William & Mary Women's Network includes all female employees at the college -- instructional faculty, administrators, professionals, operational, classified, and hourly.

The Women's Network provides a way for W&M women to support each other, help newcomers learn the ropes and the folkways of this special institution, socialize with each other, celebrate our successes and (occasionally) to advocate for each other when things get tough.

The Women's Network Fall Reception on **Wednesday, September 9th** from 4:00-6:00 pm in the School of Law Lobby. The invited speaker is Chief of Police, Deborah Cheesebro. In addition, female colleagues who have recently earned tenure or been promoted will be recognized and all new female colleagues will be welcomed. *(Photo Credit: Chon Glover)*



*Women's Network Reception*



*Women's Network Reception*

## Important Dates to Remember

**September 5: Krishna Janmashtami - Birth of Krishna, Hindu**

**September 7: Labor Day - American Holiday, classes held**

**September 14: Rosh Hashanah - Jewish New Year**

**September 15: Begin of National Latino Heritage Month**

**September 17 to September 27: Ganesha Chaturthi - Festival of Ganesh, Hindu**

**September 21: Waqf al Arafah - Hajj - Day of Repentance, Islamic**

**September 21: International Day of Peace**

**September 23: Yom Kippur - Day of Atonement, Jewish**

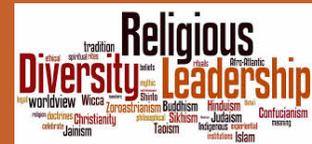
**September 23: Mabon - 2nd Harvest, Autumn Equinox, Wiccan/Pagan**

**September 24: Eid al-Adha - Feast of the Sacrifice, Islamic**

**September 28 to October 4: Sukkoth - Feast of the Tabernacles, Jewish**

*Submitted by Christy Porter*

*For accommodations, please see Provost Halleran's Memo from August 27, 2015.*



## Fall Professional Development Workshop Series

September 15	12:00-1:30 pm	Sadler Center Tidewater A	“Increasing the Diversity of your Applicant Pool” <i>Facilitated by Chon Glover, Chief Diversity Officer</i> Sign up at <a href="http://forms.wm.edu/21536">forms.wm.edu/21536</a> by <b>September 7</b>
October 8	12:00-1:30 pm	Sadler Center Tidewater B	“Retaining Employees from Diverse Backgrounds” <i>Facilitated by the Virginia Center for Inclusive Communities</i> Sign up at <a href="http://forms.wm.edu/21990">forms.wm.edu/21990</a> by <b>September 28</b>
October 20	12:00-1:30 pm	Sadler Center Tidewater B	“Measuring Diversity Efforts” <i>Facilitated by the Virginia Center for Inclusive Communities</i> Sign up at <a href="http://forms.wm.edu/21782">forms.wm.edu/21782</a> by <b>October 12</b>
November 10	12:00-1:30 pm	Sadler Center Tidewater B	“Exploring Religious Diversity on Campus” <i>Facilitated by the Virginia Center for Inclusive Communities</i> Sign up at <a href="http://forms.wm.edu/21780">forms.wm.edu/21780</a> by <b>November 2</b>

*Lunch will be provided. RSVP required. For more information, please call 221-1619*

## Student Accessibility Services

The Student Accessibility Services Office (formerly Disability Services) welcomes faculty to update their syllabus with the most accurate information for students requesting ADA accommodations. If you would like an example syllabus statement from which to work, please contact [sas@wm.edu](mailto:sas@wm.edu) to make this request. *(Pictured right is Lesley Henderson, Director of Student Accessibility Services.)*



## Lemon Project News

Many important life lessons have been shared on front porches. Join us on the Porch this year for stimulating discussions with students, faculty, and staff. Have you ever said to yourself or a friend “If I had only known? I would not have...?” You’re not alone! Please join us on the porch *Friday, September 25 from 12pm-1:30pm in the Sadler Center York Room* for a student-led panel as they share “What I Wish Someone Had Told Me!” Lunch will be provided. Please register at [forms.wm.edu/21734](http://forms.wm.edu/21734) so that we know how much food to order. Thanks and we look forward to seeing you on **September 25**.

*Sponsored by: The Lemon Project, William and Mary Scholar Undergraduate Research Experience (WMSURE), the Counseling Center, the Office of Diversity and Equal Opportunity, and the Center for Student Diversity.*

*- Submitted by Jody Allen*

### THE FORUM

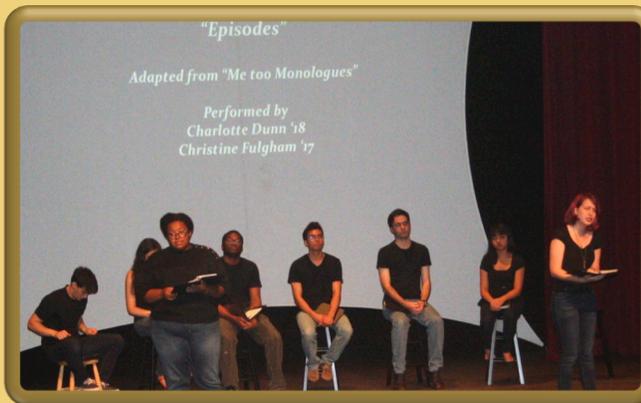
The purpose of the Forum is to expand and strengthen the relationship and involvement of faculty and staff of color, address issues of concern related to campus climate, provide support for recruitment and retention of underrepresented students, and foster a greater sense of community and support among the faculty and staff through mentoring and networking. For more information, please visit [www.wm.edu/sites/bfsf/index.php](http://www.wm.edu/sites/bfsf/index.php)

## Gender Neutral Restrooms

As part of the College's efforts to provide an inclusive and respectful campus environment that is responsive to the needs of our community, additional single occupancy restrooms and shower facilities on campus are being designated as gender neutral. For a list of restrooms and locations, please visit the website: <http://www.wm.edu/offices/studentdiversity/events-student-life/gender-neutral-facilities/index.php>

## From the Center for Student Diversity

During Orientation, all new students participated in the diversity session, “One Tribe. Many Stories” facilitated by the Center for Student Diversity. Student members of the *Inside Out Theatre Ensemble* led the powerful performances. (Photo Credit: *Margie Cook*)



## Campus Meditation Room

Need a calm, quiet place to be? All are welcome to use the Meditation Room for reading, reflection, meditation or prayer. Located in the Campus Center, next to the Tribe Card ID office. Open for use whenever the Campus Center is open. This restful space offers simple seating, prayer kneelers, floor cushions, soft lighting, and an environment for rejuvenation. Contact [studentdiversity@wm.edu](mailto:studentdiversity@wm.edu).

### EQUALITY WM

The purpose of Equality WM is to improve the learning and working environment at the College for LQBT faculty, staff, and students through representation, action and community. Equality WM has a two-part mission that includes advocacy and social engagement. For more information visit [www.wm.edu/equalitywm](http://www.wm.edu/equalitywm).

## Did You Know?

- Research shows that diverse working groups are more productive, creative, and innovative than homogeneous groups, and suggests that developing a diverse faculty will enhance teaching and research.

*-Herring, 2009; Chang et al., 2003; ACE and AAUP, 2000*

- Numerous research studies have examined the impact of diversity on students and educational outcomes. Cumulatively, these studies provide extensive evidence that diversity has a positive impact on all students, minority and majority.

*-Smith et al., 1997. See also: Beck, 2009*

DIVERSITY IS ABOUT  
ALL OF US, AND  
ABOUT US HAVING TO  
FIGURE OUT HOW TO  
WALK THROUGH THIS  
WORLD TOGETHER.

*Jacqueline Woodson*

## Suggested Books

Blind Spot: Hidden Biases of Good People

*Mahaznn Banaji, Anthony Greewald*

The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work

*Laura Liswood*

The New Jim Crow

*Michelle Alexander*

My Husband's A Woman Now: A Shared Journey of Transition and Love

*Leslie Fabian*

Presumed Incompetent: The Intersections of Race and Class for Women in Academia

*Edited by Gabriella Gutierrez y Muhs, Yolanda Flores Niemann, Carmen G. Gonzalez, Angela P. Harris*

The Music Lesson: A Spiritual Search for Growth through Music

*Victor Wooten*

Ebony and Ivy: Race, Slavery, and the Troubled History of America's Universities

*Craig Steven Wilder*

