



VOICES

April 2017

WILLIAM & MARY
OFFICE OF DIVERSITY AND INCLUSION

Who we are

Our Team

Chief Diversity Officer

Fanchon Glover
wfglov@wm.edu
221-7940

Deputy Chief Diversity Officer

Dania Matos
dmatos@wm.edu
221-1909

Assistant Director of Diversity

Sharron Gatling
sggatl@wm.edu
221-2617

Administrative Assistant

Marie Dominguez
mdominguez@wm.edu
221-1619

Office of Diversity and Inclusion

Hornsby House
336 Jamestown Road
Williamsburg, VA 23185

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

Diversity Statement

William & Mary is committed to inclusive excellence. Building on our core value of diversity, we strive to be a place where equity and inclusion are integral parts of all that we do. We work to create a community that is representative of individuals with different backgrounds, talents and skills. We work to ensure that William & Mary is a place where all faculty, staff, students and alumni feel supported and affirmed. From classroom discussions and study abroad experiences, to equitable and transparent recruitment, hiring processes, inclusive excellence is our focus. This work is not aligned with a single office. We define diversity in it's broadest terms and celebrate how this makes William and Mary a better institution.

VOICES is a monthly e-newsletter that provides an update on the university's diversity efforts in facilitating and supporting diversity and inclusion. Each issue shares the good the work of academic and administrative departments, students, affinity groups and more. Past issues are available at <http://www.wm.edu/offices/diversity/>

Did you know?

April is National Arab American Heritage Month

Arab American Month is a celebration of Arab history, culture, and people.

3.5 Million

Americans are of
Arab descent

22

The number of diverse
countries that have
Arab heritage

94%

Of all Arab Americans live
in metropolitan areas.

Fun Facts

- Salma Hayek is a famous actress, producer and activist. Her father is of Lebanese descent.
- The Arabic alphabet is written right to left, and consist of 28 letters.
- Nike will soon begin selling a performance Hijab for Muslim women athletes.
- Steve Job's biological father is of Arab De-scent



Sources:

<http://www.aaiusa.org>

<http://www.arabamerica.com/>

http://www.nike.com/us/en_us/c/women/nike-pro-hijab

APRIL IS NATIONAL AUTISM AWARENESS MONTH

join us in
CELEBRATION



awareness

action

acceptance

inclusion

appreciation

Nearly a quarter century ago, the Autism Society launched a nationwide effort to promote autism awareness, inclusion and self-determination for all, and assure that each person with ASD is provided the opportunity to achieve the highest possible quality of life. This year we want to go beyond simply promoting autism awareness to encouraging friends and collaborators to become partners in movement toward acceptance and appreciation.

Let's embrace a new perspective. For over 50 years we have worked in communities (both large and small) to ensure our actions, through our services and programming, supported all individuals living with autism. Let's expand this work to focus on the rest of us – ensuring acceptance and inclusion in schools and communities that results in true appreciation of the unique aspects of all people. We want to get one step closer to a society where those with ASDs are truly valued for their unique talents and gifts.

Join us in celebration for 2017 National Autism Awareness Month! National Autism Awareness Month represents an excellent opportunity to promote autism awareness, autism acceptance and to draw attention to the tens of thousands facing an autism diagnosis each year.

Put on the Puzzle! The Autism Awareness Puzzle Ribbon is the most recognized symbol of the autism community in the world. Autism prevalence is now one in every 68 children in America. Show your support for people with autism by wearing the Autism Awareness Puzzle Ribbon – as a pin on your shirt, a magnet on your car, a badge on your blog, or even your Facebook profile picture – and educate folks on the potential of people with autism!

Connect with your neighborhood. Many Autism Society [local affiliates](#) hold special events in their communities throughout the month of April. But if you can't find an event that suits you just right, [create your own!](#)



Watch a movie. Did you know that something that seems as simple as going to the movies is not an option for many families affected by autism? The Autism Society is working with [AMC Theatres](#) to bring special-needs families [Sensory Friendly Films](#) every month.

[Donate to the Autism Society:](#) Help improve the lives of all impacted by autism with a financial gift to the Autism Society. Every dollar raised by the Autism Society allows us to improve the capabilities and services of our over 100 nationwide affiliates, provide the best national resource database and contact center specializing in autism, and increase public awareness about autism and the day-to-day issues faced by

Honors & Recognitions



Dean Carrie Cooper– W&M Libraries

Carrie has been nominated for her ongoing commitment to create a diverse and inclusive community at the W&M Libraries. These are just a few of the wonderful comments her faculty/staff have said about her:

“Dean Carrie Cooper is a champion of diversity. She is very committed to ensuring that W&M embrace individuals with diverse perspectives, backgrounds, and experiences.”

“She also created a Diversity Committee and has provided it’s members with the latitude to make recommendations for enhancing diversity and ensuring inclusiveness”

Ann Marie Stock, a longtime campus leader known for her work around internationalization, will be William & Mary’s next vice provost for academic and faculty affairs. Stock started at the university in 1993 as an assistant professor of Spanish and Hispanic studies. In addition to her work as a member of the faculty, she has also been a leading campus administrator, serving as the associate dean and later acting dean and director of the Reves Center for International Studies.

“I feel privileged to be part of the special W&M community,” noted Stock. “I’m very enthusiastic about this opportunity to collaborate with faculty in new ways and to team up with Provost Halleran and other executive leaders to continue strengthening our institution.”

Source: <http://www.wm.edu/news/stories/2017/ann-marie-stock-selected-as-wms-next-vice-provost-for-academic-and-faculty-affairs.php>



Diversity Recognitions –Nominate a Colleague!

The Office of Diversity & Inclusion welcomes campus community members to nominate a colleague to be recognized for a diversity-related program or project that furthers our commitment to inclusive excellence. To nominate for the month of May, please fill out the form!

Diversity Spotlight

AN OUTRAGE is a documentary film about lynching in the American South. Filmed on-location at lynching sites in six states and bolstered by the memories and perspectives of descendants, activists, and scholars, this unusual historical documentary educates even as it serves as a hub for action to remember a long-hidden past.



Hannah Ayers and **Lance Warren** are married documentary filmmakers based in Richmond, Virginia. Both trained in history, they produce media at the intersection of history and social justice, with an emphasis on race, incarceration, and community. They founded their company Field Studio (fieldstudiofilms.com) in Harlem before moving to Richmond in 2014. Their first film, *That World is Gone: Race and Displacement in a Southern Town*, won the Audience Award for Best Short Documentary at the Virginia Film Festival. Their most recent film, *An Outrage*, premiered at the Smithsonian National Museum of American History in March 2017. *An Outrage* will screen at festivals, universities, and museums around the country, and made available to teachers with accompanying curriculum through the Southern Poverty Law Center's groundbreaking anti-bias project, Teaching Tolerance.

Hannah is a native of Charlottesville, Virginia, and attended the College of William & Mary and Columbia University. Her background is in history, nonprofit development, and multimedia storytelling. Previously, Hannah supported fundraising and communications efforts at the human rights video advocacy organization WITNESS.

Lance was raised in Virginia. He studied history and politics at Syracuse University and Brandeis University, focusing on civil rights and social justice in the twentieth century United States. From 2010-2016 he supported the work of the Gilder Lehrman Institute of American History, producing online courses, video series, and virtual field trips for history teachers across the country.

Q&A with the filmmakers

Q: Why do you think it's important to create diverse documentaries?

A: To us, a documentary can function as a powerful tool for fostering understanding and empathy for people whose voices are usually marginalized. And when it comes to history, documentaries can help fill the gaps in our collective American memory. The historical narrative that most of us grew up with still focuses on the deeds of old, white men. Even for people like us who studied history in college, it's easy to miss some of the harshest, most complex realities of American history. For example, we knew only basic facts about the history of lynching before producing *An Outrage*. Knowing what we do now, it's clear that it would be an enormous injustice—an insult to the lives and deaths of those who perished—if students do not consider this past, and confront how much it shapes our present. Indeed, the history of lynching paints a vivid and troubling picture of American society that explains much of the distrust, inequality, and violence that we continue to struggle with today.

Q: Why did you choose to create this one?

A: Over the course of a couple of years, we heard a series of lectures that briefly touched on the history of lynching—and we were struck by how little we knew about it. Around the same time, the Equal Justice Initiative published its *Lynching in America* report, documenting over 4,000 racial terror lynchings that took place between 1877 and 1950. As documentarians, we wanted to know, "What are the human stories behind that shocking number?" When we could find no contemporary piece of media presenting the complex and disturbing history of lynching, we were compelled to make one ourselves. Lynching is critical to understand because it helps explain an era of American history that most of us know little about: the 80+ years between Reconstruction and the mid-20th century Civil Rights Movement. Lynching was a tool that whites used to try to remove the freedoms promised to African Americans after emancipation. It helps explain so many things: an overly-brief list includes enduring economic disparity, the Great Migration, the importance of oral history, and the reasons why the Black Lives Matter movement is necessary today. This isn't just "black history"—this is American history.

Q: How can audiences continue the social justice mission of your film?

A: We want *An Outrage* to serve as a hub for community action. We hope the film starts local conversations about how best to confront and preserve this past. Lynchings occurred all over the South—and elsewhere—but documentation of these crimes is scant, and recognition of the victims rare. Individual communities need to uncover this history and decide how best to grapple with it and remember it. There are models out there, like the Lynching Sites Project of Memphis. An interfaith organization, the Project is erecting markers, constructing memorial gardens, and organizing events to ensure that the memory of racial violence takes its rightful, visible place in the Memphis landscape.

The history of lynching ought to grab us by the collar, compel us to confront fundamental truths—among them, that the present is an ongoing exchange with the past. History is not a long-distance conversation with the dead. The past is persistently present. To tell the truth, we must understand the lies—the outrages—that led us to today

an-outrage.com
facebook.com/AnOutrageFilm
twitter.com/AnOutrageFilm
instagram.com/AnOutrage



ROOTED IN SCHOLARSHIP of award-winning historians

AN OUTRAGE benefits from the expertise and accessible style of historians Isabel Wilkerson (Pulitzer Prize-winning author of *The Warmth of Other Suns*), Jonathan Holloway (Yale University), Mia Bay (Rutgers University), and Yohuru Williams (Fairfield University). Together, they explain the roots and mythology of lynching, and argue for why its legacy matters today.

DRIVEN BY MEMORIES of descendants and activists

"My family never talked about this much," one descendant tells us, "because it was so painful for them." By connecting with those whose ancestors were lynched and others committed to publicly memorializing these crimes, we visit sites of lynching to learn what the archives cannot teach.



READY FOR ACTION in classrooms and public squares

At a half-hour in length, AN OUTRAGE is made to fit in class meetings and community forums. Our principle goal is to spur needed conversations that lead to real change, so the film conveys powerful stories and vital history in short form.

Recent Events



Distinguished scholar George Lipsitz lectured on the role of the humanities and American Studies in particular in the current moment. He is seen here with Deputy Chief Diversity officer Dania Matos, and Dr. Charity Hudley.



Judy A. Smith answering questions from W&M students, faculty, and staff after her interview.



Our monthly Lunch & Learn hosted by the Women's network. Dr. Anne Harper Charity Hudley speaking about advocating for yourself.

Upcoming Events

Culturally Responsive Practices 2017

April 1st, at 10:30am - 4pm

Click on the link for more information, [Culturally Responsive Practices 2017](#)

Hidden Figures Discussion & Screening

April 4th

<https://events.wm.edu/event/view/wm/85502>

WM is hosting a terrific day kicked off with a talk by Dr. Christine Darden, featured in the book/movie, Hidden Figures, and followed by a luncheon, viewing of the movie, and a reception. The event is free. Live in the moment with a history maker!

Contact: Prof. Shantá Hinton, sdhinton@wm.edu

ACLU Bystander and Ally Training

April 4th , at 6:30 PM

<https://www.facebook.com/events/1647252255583857/>

Charlie Schmidt, our speaker for this event, is the Public Policy Counsel for the ACLU of Virginia where he focuses on criminal justice and policing reforms, immigrant rights, and privacy and technology concerns. Prior to this, he managed his own practice which focused on criminal defense, civil rights, and public advocacy. He regularly hosts legal aid and "Know Your Rights" workshops at public libraries and is an adjunct professor at Virginia Commonwealth University.

Integrative Diversity & Inclusion Forum

April 6th, at 11 am

[Integrative Diversity & Inclusion Forum](#)

22nd Annual Oliver Hill Brunch

April 8, at 9:30am

It will be held at the Kingsmill Resort in the James River Grand Ballroom. The meal promises a vibrant discussion on historical and modern issues facing the African-American community and an acknowledgement of Hill's legacy. Retired Wake Forest Professor Beth Hopkins JD '77 will deliver the keynote address.

www.regonline.com/...n.aspx?EventID=1924409

The Philippine Suffrage Movement in Washington DC

April 10th, at 2 pm

Andrews Hall, Room 101

"The Washington Home of the Philippine Suffrage Movement"

By Erwin Tiongson, Titchie Carandang and Monica T. Bascon, "Philippines on the Potomac Project: Filipino-American Stories in Washington D.C."

Lunch & Learn: Internationalization and Diversity

April 13, 2017 at 12 pm

In the wake of intense national debate about recent proposals for change in US immigration policies, what are the implications for universities internationalization and diversity efforts? Join Vice Provost for International Affairs Steve Hanson and other representatives of the Reves Center for International Studies as they offer their thoughts on the current state of affairs. An informal discussion will follow. Register at forms.wm.edu/31598 . Session will be held on Sadler Center, Chesapeake C.

100th Anniversary of Women @ W&M

April 12, at 12:30 pm

In 2018-19, William & Mary will commemorate and celebrate the 100th Anniversary of the admission of women students. Since 1918, 55,000+ women students have come to and through William & Mary. Women faculty now hold distinguished chairs, serve as department heads, and deans. What happened in 1918 that caused the College to defy history and enhance its future? Jayne Barnard, Co-chair of the Advisory Committee for the 100th Anniversary Year, will tell that story and discuss key goals for the 100th Anniversary year.

Open House at The Haven April 5 from 5-8pm in Campus Center 166

**HOPE and Vox Present: "The Hunting Ground" Screening
+ Advocate Discussion** April 6 from 6-8:30pm in ISC 1127

Someone You Know Panel Discussion
April 11 from 7:30-9pm in Small 111

**SA Presents: A Conversation with Annie E. Clark
and Sofie Karasek** April 13 from 7:30-9pm in Andrews 101

HOPE Presents: Take Back The Night
April 20 from 7pm in Andrews 101 & 8pm on Sunken Gardens

HOPE Presents: Supporting a Survivor 101
April 23 from 4-5pm in Blow 333



**Sexual
Assault
Awareness
Month**

William & Mary's 2017 Supplier Diversity Fair

When: **Thursday, April 13th**

Time: **1 – 4 PM**

*Exhibitors: Setup 10:00 AM – 12:30 PM
Lunch & Learn sessions
11:00 & 12:00*

Where: **W&M Campus Ctr – Trinkle Hall
104 Jamestown Road
Williamsburg, VA 23185**



SWaM Vendors:

Don't miss an opportunity to network with representatives across campuses in ONE afternoon!

Register [now](#)*

W&M/VIMS Faculty & Staff:

Come out to meet with various diverse, local businesses interested in learning your department's needs and future business opportunities.

Register to [attend!](#)

Be sure to bring upcoming purchases and your business cards!



*Registration fee: \$45, includes a 6-ft table & two chairs, electricity is an additional \$5 (subject to availability).

[Credit Card Registration](#)

[Check Registration](#)

Checks will need to be made out to: "College of William & Mary" and mailed to:
W&M Procurement Office, Attn: Marra Austin
PO Box 8795, Williamsburg, VA 23187-8795

Please contact Marra Austin maaustin@wm.edu or 757-221-7636 with any questions.
Once registration fee is received, a confirmation logistics email will be sent.

Religious/Cultural holidays

April 2017

- April 5** **RAMA NAVAMI**– Hindu
Celebrates the birthday of Rama, king of ancient India, hero of the epic Ramayana, and seventh incarnation of Vishnu.
- April 9** **PALM SUNDAY** -Christian
Observed the Sunday before Easter/Pascha to commentate the entry of Jesus into Jerusalem
- April 10-18** **PASSOVER/PESACH**—Jewish
Celebrates Israel's deliverance from Egyptian Bondage.
- April 14** **GOOD FRIDAY**-Christian
Known as Holy Friday in Eastern Christianity, it commentates the Crucifixion of Jesus on the Friday before Easter/Pascha.
- April 16** **EASTER** –Christian
Known as Pascha in Eastern Christianity, it celebrates the resurrection of Jesus
- April 23-24** **YOM HASHOAH**– Jewish
“Holocaust Remembrance Day” memorialized the heroic martyrdom of six million Jews who perished into eh Nazi holocaust.
- April 21** **Day of Silence**
It is a student-led national event organized in thousands of schools, bringing awareness to the silencing effects of anti-LGBTQ name-calling, bullying and harassment in schools.

*The Office of Diversity and Inclusion has
launched on new social media platforms!*

Follow Us



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



<https://twitter.com/WMDiversity>



<https://www.instagram.com/wmdiversity/>