



# VOICES

November/December 2018

**WILLIAM & MARY**  
OFFICE OF DIVERSITY AND INCLUSION

## November is National Native American Heritage Month



- The United States Congress designated a week of October to celebrate Native American Awareness Week in 1976.
- In August of 1990, President Bush approved the designation of November as National American Indian Heritage Month. Each year a similar proclamation is issued.
- President Clinton noted in 1996, "Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against all odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence."
- The holiday recognizes hundreds of different tribes and approximately 250 languages, and celebrates the history, tradition, and values of American Indians.
- National American Indian Heritage Month serves as

a reminder of the positive effect native peoples have had on the cultural development and growth of the United States, as well as the struggles and challenges they have faced.

### Gender Identity and Expression

Gender ☐ Female ☐ Male ☐ Other ☐ Prefer not to say

#### The Benefits of a Diverse Team

Diversity is more than a checkbox to improve the variety of world views in your team. In a diverse world, diversity becomes a requirement.

*-Caio Braga*

[Click HERE for More Information on Gender Diversity & Inclusion](#)

### DIVERSITY RECOGNITION NOMINATE A COLLEAGUE!

*Nominate Someone Today  
Who Makes a Difference!*

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 a member of faculty/staff, please fill out this [form](#) also available at: <http://forms.wm.edu/39094>

### December is Universal Human Rights Month

In December, we celebrate Universal Human Rights Month, which honors the Universal Declaration of Human Rights (UDHR), an international document adopted by the General Assembly of the United Nations on December 10, 1948. The Universal Declaration states basic rights and fundamental freedoms to which all human beings are entitled. Many of these rights are ones we, as Americans, may take for granted, including freedom from discrimination, the right to equality, and the right to be considered innocent until proven guilty. But some have raised questions among my students, including freedom from torture and degrading treatment and the right to recognition as a person before the law. These are tough conversations, but they are also important conversations. And spending time with the content over the course of a month can allow for richer conversations and deeper understandings among your students.

Source: <http://ideas.demco.com/blog/tips-universal-human-rights-month/>



## Recent Events

### *The Office of Diversity & Inclusion Hosted the 3rd Annual Diversity Symposium*

The Office of Diversity & Inclusion hosted our 3rd Annual Diversity Symposium on November 9th at the School of Education. President Rowe and Chief Diversity Officer Chon Glover kicked off the day with warm and welcoming words, followed by Calandra Jarrell, Vice President of Diversity & Inclusion, Global Human Resources, Bank of America, who discussed diversity & inclusion within higher education. In the afternoon, workshop presenters Natoya Haskins, Carina Sudarsky, Ryan Brown, Delores Kimbrough, Elavie Ndura, Elvia Guillermo, Corey York, Jack Horner, and Roxie Patton held sessions on various topics spanning from Mental Health to Understanding Deaf Culture to Inclusive Teaching to name a few. A big thank you to all who contributed to make this event successful through your attendance.



## Recent Events

### Green Zone Training



On October 2, 2018, the William & Mary Military/Veterans Working Group held the W&M Green Zone Training for faculty and staff. The training was led by Student Veterans of America William & Mary chapter president Corey York and vice president Jack Horner. Attendees were individuals who identified as wanting to support veteran students and active duty students on campus. For additional resources, click [HERE](#).

### Lunch & Learn: December Dilemma Recap



On October 9, 2018, the Virginia Center for Inclusive Communities lead a session on the December Dilemma. Faculty and staff came together to discuss ways that we can be inclusive of all during the upcoming holiday season. For more resources click [HERE](#).

### Lunch & Learn: Welcoming International Diversity Recap



On November 6, 2018, the Virginia Center for Inclusive Communities lead a session on Welcoming International Diversity an VIMS. Faculty and staff came together to discuss ways that we can foster a more inclusive community for our valued international students, staff, and faculty. For more resources click [HERE](#).



William & Mary's connections to the military date back to its earliest days as a College, when 17-year old George Washington received his first surveyor's license through the College and returned after the Revolutionary War to become its first American chancellor. This month we honor all faculty, staff, students, and alumni who have served in the military.



## *The Reves Center's Pumpkin Carve: Creative Diversity and Diverse Creativity*



Carving pumpkins for Halloween may owe its origin to the Celtic people, but it is now a firmly ensconced piece of Americana. And yet, for international students and scholars the tradition of creating a jack-o'-lantern for their porch is most likely something they know only from films or TV. While in Williamsburg, they may see pumpkins appear on stoops and decorations in stores, but being a curious spectator is the closest encounter they have.

For the staff of International Students, Scholars and Programs (ISSP), however, the whole point of immersing oneself in another culture is to, well, immerse oneself, and Halloween in the U.S. is something you have to experience to understand. It's one thing to watch a pumpkin being carved, but the pressure of the knife struggling to break through the tough rind, the sliminess on your hands as you scoop out the pulp... a DIY video just won't do the trick. And so in 2004, ISSP staff started a yearly Pumpkin Carve just before Halloween for international members of the William & Mary community.

To read the full article and to learn more about the Reves Center and International Students, Scholars and Programs (ISSP) click [HERE](#).

*Submitted by: Kate Hoving*

## *Shenkman Jewish Center Opening*

The Shenkman Jewish Center marks a new beginning for Jewish students to explore and strengthen their identity on campus as well as feel more connected with each other and the university. Mark and Rosalind Shenkman, the generous benefactors behind the 3,000-square-foot center, envision it as a central gathering place for Jewish students to participate in a variety of cultural, spiritual, social and educational activities and programming.



*Photos submitted by: Chon Glover*

## The Future of Muscarelle

### Muscarelle Art Museum

**The Muscarelle Museum of Art at William & Mary is proud to welcome our new Director of Engagement and Distinguished Artist in Residence, Steve A. Prince**

*Submitted by: Aaron H. De Groft, Ph.D.*



The Director of Engagement is responsible for the development, planning, managing and representation of the outreach and educational programs of the Museum working collaboratively with various departments of the College, students and greater community. In his role as Distinguished Artist in Residence he will facilitate the creation and formation of a publishing atelier studio to produce limited editions of fine art prints by visiting artists.

Prince is a native of New Orleans, Louisiana. He received his BFA from Xavier University of Louisiana and his MFA in Printmaking and Sculpture from Michigan State University and has shown his art internationally in various solo, group, and juried exhibitions. Prince received several honors for his art and scholarship including the 2010 Teacher of the Year for the City of Hampton and has participated in several residencies including the 2007 Partners of the Americas Artist in Residence in Santa Catarina, Brazil. Prince has lectured and conducted workshops in both secular and sacred settings internationally in a variety of media. Many of his hands-on workshops and community-based projects have culminated in the creation of permanent communal based artworks. Among his public works is an 8' x 8'

mixed media work entitled *Lemonade: A Picture of America* created in 2017 to commemorate the first three African American students in residence at William & Mary. He spreads a message of hope and renewal to the global community through the cathartic funerary tradition from New Orleans called the *Dirge* and *Second Line* operating under the credo, *Your imagination is your only limitation.*"

For more information, click [HERE](#).

## National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCCHE)

Our local chapter of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCCHE) aims to increase diversity in STEM at William & Mary by providing opportunities to students of all backgrounds. NOBCCHE at William and Mary became an official chapter in Fall 2018 and was recognized at the National NOBCCHE conference at Orlando in September 2018. NOBCCHE was founded with the intent of increasing the number of graduating STEM majors of color by building connections and sharing opportunities directed towards underrepresented populations across campus. We also provide events that benefit members, such as national conferences for professional development, as well as outreach opportunities in the community. NOBCCHE hopes to expand its reach across campus as well into the outer community, to provide education and mentorship to underrepresented students in the Greater Williamsburg area.



*Source: Emily Peairs, Carina Garcia, Asia Prentiss, and Naa-Kwarley Quartey  
Photos by: Professor Dana Lashley and Danielle Jones*



## Upcoming Events

*Spring Symposium 2019 Celebrating Legacies, Constructing Futures: Four Hundred Years of Black Community and Culture*

### SAVE THE DATE

*For the 9th Annual Lemon Project Symposium*

**Celebrating Legacies,  
Constructing Futures:  
Four Hundred Years of Black  
Community and Culture**

**MARCH 15-16, 2019**

*\*Universities Studying Slavery Meeting will be held at  
William & Mary on March 14, 2019*

#### Upcoming Events

##### Drum Circle

November 16, 2018 at noon

Crim Dell Amphitheater

Trinkle Hall (rain location)

RSVP at <http://forms.wm.edu/39388>

For more information about the Lemon Project and their upcoming events, click [HERE](#). Submitted by: Sarah E. Thomas



**WILLIAM & MARY | DINING SERVICES**



Jennifer Currin (Jenny) is from Quezon City in Manila, Philippines.

Quezon City is the country's most populous city!

Jenny's family owns a cafeteria that specializes in Filipino cuisine with Asian, Spanish, and American influences.

She has worked at W&M Dining since 2009. Jenny is currently a senior cook in our culinary department.

In her free time, Jenny likes shopping, watching movies, and swimming.

*Jennifer Currin*

Dinner on Wednesday 11/28 in Sadler, Jenny will be featuring her favorite meals in Filipino cuisine: chicken adobo, pancit, lumpia egg rolls, and more!

**PHILIPPINES**

Submitted by: Melissa Strain, M.B.A., L.S.P.

## Fall 2018 Professional Development Series

### "Diversity Beyond the Buzz Word"

Date	Time	Location	Description
Wednesday, November 28	12:00 - 1:30 pm	Sadler Center Chesapeake C	<p><b>Ageism</b></p> <p>This session will define and explain in depth the concept of ageism and how this form of bias impacts students, faculty, and staff on a college campus. This workshop will be facilitated by the Virginia Center for Inclusive Communities (VCIC).</p> <p>Sign up <a href="#">HERE</a>.</p>

# *Save The Dates*

## *Spring 2019 Professional Development Series*

***Tuesday, February 5, 2019 from 12:00pm - 1:30pm***

**ABILITY STATUS:** This session will review best practices for supporting persons of varying ability statuses. Participants will explore what policies, practices, and procedures should be reassessed.

To register, click [HERE](#).

***Friday, March 15, 2019 from 12:00pm – 1:30pm***

**SOCIOECONOMIC STATUS:** This session will provide participants with an opportunity to reflect on their own socioeconomic status and to consider how socioeconomic status impacts the students, faculty and staff that they serve.

To register, click [HERE](#).

***Wednesday April 24, 2019 from 12:00pm – 1:30pm***

**LANGUAGE & ACCESS:** How do students who speak English as their second language experience the W&M campus? This session will encourage participants to reflect on services their office offers and will share best practices to close gaps related to language access services.

To register, click [HERE](#).

For updated information visit:

<https://www.wm.edu/offices/diversity/programsandservices/lunchlearn/index.php>

\*All workshops will be facilitated by the Virginia Center for Inclusive Communities and held at William & Mary's Sadler Center.



## *Honors & Recognition*

### *Diversity Spotlight*

#### **Lisa Crawford, Director of Video & Multimedia, Office of Advancement**

Lisa Crawford is a high-performing professional on our marketing and communications team in the office of advancement. She is incredibly busy leading our videography work and, at the same time, has been leading our internal D&I committee -- the university advancement diversity & inclusion committee -- for more than a year, guiding a large team of advancement professionals and communicating with our leadership team.

The committee's members are themselves a diverse group, and Lisa is able to lead and guide them patiently. She gives all the opportunity to speak at meetings and also keeps us focused on the work at hand. Under her leadership, the committee has sent out surveys to gauge the work we need to do and the issues our colleagues are most concerned with. In addition to her great leadership, Lisa does a lot of the heavy lifting for the committee, compiling work plans and our goals, keeping subcommittees focused on their tasks and on time, as well as communicating with the leadership team on a regular basis.

Lisa is patient, professional, and sets a wonderful example for our entire office to address the importance of diversity & inclusion at W&M and in the office of advancement.

### *Diversity Spotlight*

#### **T Davis, PhD, CHES. Assistant Director**

T is a very active person on campus who takes the time to acknowledge positive life choices or "Tribe Choices." The Office of Health Promotion and T promote these qualities by handing out Tribe Choices or Acts of Kindness coins. This a simple recognition to let someone know they are doing their best.

### *Diversity Spotlight*

#### **Monica Griffin, Director, Engaged Scholarship and Sharpe Community Scholars**

Dr. Monica Griffin is an inspiration to us all. It is no coincidence that under her directorship faculty and staff receive the President's Award for Service. She has made incredible strides as a long-term representatives in the field of health disparities and the intersection between medical narrative and sociology. This campus needs all that Dr. Griffin represents. Please join me in clapping out loud.

### *Diversity Spotlight*

#### **Rosanna Koppelman, School of Business**

#### **Carlane Pittman, Director, MBA Programs, Mason School of Business**

Both Rosanna and Carlane have taken the front seat to lead in the creation of a new Black MBA Alumni Council, which is outside the purview of both of their positions, but they have done so in order to help further the D&I opportunities within W&M and the Mason School of Business, specifically.

### *Diversity Spotlight*

#### **Richard Long, Senior Associate Director of Development for the Alumni Association and Corporate Sponsorships**

Richard is currently director of development for the William & Mary Alumni Association. He has worked creatively with colleagues to be more inclusive with our affinity groups, in particular - LGBTQ affinity and Hulton Willis Association affinity. His leadership, his presence and his voice has served us well in this area. He recognizes that with enhanced engagement will come enhanced philanthropic support. He has been a stalwart advocate of engaging with alumni who have been historically underserved and encouraging them to invest in W&M. He has a natural and disarming disposition that has yielded us increased philanthropic support of various fundraising projects for the benefit of W&M. He is the kind of colleague who is not afraid to venture into the unknown and work within shades of gray. He is a great role model for us all and we are lucky to have him on our team. I nominate him enthusiastically and with great admiration.

### *Diversity Spotlight*

#### **Regina Root, Professor of Hispanic Studies**

Dr. Regina Root, a professor in the Modern Languages and Literatures department, received the 2018 Distinguished Achievement Award from the Virginia Rehabilitation Association. This recognition is "awarded to a person with a disability who has demonstrated imagination, perseverance, resolve, and an indomitable spirit in working to overcome barriers in their lives resulting in a better quality of life for themselves and others."

To submit a nominee for Diversity Recognition, click [HERE](#).

## Southern Regional Education Board

The SREB Institute on Teaching and Mentoring was held October 24-28, 2018 in Washington, DC. This was the 25th anniversary for the Institute. Over 70 universities were represented in search of promising scholars who were interested in graduate school, post docs, or faculty positions. The Institute on Teaching and Mentoring is the largest gathering of underrepresented minority Ph.D. scholars in the country. For over 24 years, the Institute has provided workshops, recruitment and networking opportunities to enhance the professional development of the Ph.D. scholars with effective tools to be successful as faculty in post-secondary institutions. The goal of the Institute is to provide a safe environment for doctoral scholars to share insights and survival tips for success in graduate work, build community among themselves and faculty representatives, and enrich their research and teaching strategies. Next year's conference will be held in Atlanta, GA.



Outstanding Leadership Award  
Virginia Network for Women in Higher Education  
The Virginia Network for Women in Higher Education Outstanding Leadership Award will recognize an outstanding woman leader who has made significant contributions to higher education in Virginia. By recognizing outstanding women in Virginia higher education, we create an environment that supports the development and promotion of women leaders.

Criteria: The award winner shall have:

- exemplified leadership, success and service; and
- shall have served as a role model and leader to other women in the field of higher education through her demonstrated commitment to their leadership and development; and
- employment in, or retired from, a Virginia institution of higher education.

Process: Nominations should be submitted to the Scholarship and Award Committee by December 7, 2018. By completing the form located at <https://tinyurl.com/yarnscf8>. The award will be presented at the annual conference on May 31, 2019. Up to three letters of recommendation may be added.

For more information, please visit:

<http://www.virginianetwork.org/home.html>

## Recommended Readings

### Managing Diversity Flashpoints in Higher Education

by Joseph E. Garcia and Karen J. Hoelscher

### Dear America, Notes of An Undocumented Citizen

by Jose Antonio Vargas

### A Beautiful Constraint: How To Transform Your Limitations Into Advantages, and Why It's Everyone's Business

by Adam Morgan and Mark Barden

### White Fragility: Why it's so Hard for White People to Talk

#### About Racism

by Robin DiAngelo

### Race on Campus, Debunking the Myths with Data

by Julie J. Park

### Learning to be Latino: How Colleges Shape Identity Politics

by Daisy Verduzco Reyes

### See it Feelingly

by Ralph James Savarese



Thank you for reading this issue of VOICES. We 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 Jade Bayless at [jmbayless@wm.edu](mailto:jmbayless@wm.edu) by the 15th of each month.

- *Chon Glover*

