

VOICES

Office of Diversity and Community Initiatives



September, 2011

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Many Voices.
ONE TRIBE.



Welcome to the first edition of VOICES, a monthly newsletter from the Office of Diversity and Community Initiatives. 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, TRIBE, when can hear and learn from those around us who may have different religious views, cultural perspectives, or philosophical thoughts. The work of diversity is shared across all schools, departments, and administrative units. Each month VOICES will inform you of how the College is furthering its diversity efforts. You are invited to view our website at www.wm.edu/diversity for additional information. Have a great year and I look forward to working together to advance a culture of inclusive excellence at William and Mary. If you have upcoming programs or events you would like to share, please send it to diversity@wm.edu.

One Tribe. One Family,

Chon Glover

Chon Glover

IDEA Grants



As Chief Diversity Officer, I embrace my role in guiding and leading diversity initiatives; however, this work is larger than one person or office. Beginning this year, we are offering a new way to work together across campus to advance these efforts.

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 and Community Initiatives 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 and Community Initiatives website for information on how to apply. The deadline for proposals is **November 1, 2011.**



Safe Zone is a campus-wide program designed to foster a welcoming and supportive campus environment for all members of the community, regardless of sexual orientation or gender identity, by creating a visible network of supportive allies. Safe Zone offers educational workshops starting in October open to the College community. Contact safe-zone@email.wm.edu for more information.



The President's Interfaith and Community Service Campus Challenge

Earlier this Spring, The White House announced a new initiative designed to encourage interfaith cooperation as an important way to build understanding between different communities and contribute to the common good. In April, a group of campus partners began work on developing a proposal to have the College considered for participation in this initiative. We're excited to announce that our proposal was accepted, along with approximately 200 other colleges and universities from across the nation. Our

proposal covers year-long projects in the Williamsburg and Petersburg communities.



Several campus partners, including the Center for Student Diversity, the Office of Community Engagement & Scholarship (OCES), Campus

Ministries United (CaMU), and I-Faith will be participating and providing leadership in this effort. On August 3, 2011, Dr. Vernon J. Hurte, Director of the Center for Student Diversity, and Dr. Drew Stelljes, Co-Director of the Office of Community Engagement & Scholarship, will represent William & Mary at the White House for the Initiative's official kickoff. A website will be launched in early September, so check it out and keep up with how our service projects progress.

Get Involved!

EQUALITY WM: The purpose of Equality WM is to improve the learning and working environment at the College for the 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 info check out www.wm.edu/equalitywm

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. See

more at <http://www.wm.edu/sites/bfsf>

WOMEN'S NETWORK: The Women's Network are the women faculty members, professionals, and administrators at the College. The purpose of the network is to support each other, help newcomers, socialize, celebrate successes and advocacy. See more at www.wm.edu/womensnetwork

Admission Summer Outreach

This summer the Office of Undergraduate Admission's Multicultural Recruitment team hosted a number of organizations aiming to expose underrepresented groups to college life. In June, they hosted an on campus outreach session for Hampton's GEAR UP students who were on campus for a STEM program. In July, the team hosted two groups: Richmond's Partnership for the Future and Horizons Hampton

Roads. Each group spent the day touring campus, learning about the college application process and talking with current students. Additionally, the team has been very active with the Virginia Indian Pre-Collegiate Outreach Initiative (VIP-COI). They traveled around the state providing college access information at three powwows and three VIP-COI summer camps.

International Student Services

New International Students:

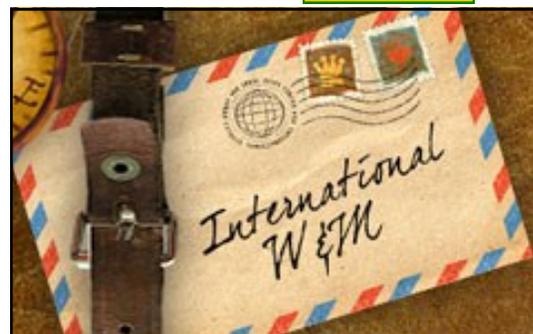
The Reves Center welcomes 127 international graduate students, including 5 language house tutors, 7 law exchange students and one Fulbright Student as well as 125 undergraduates including 36 exchange students. This is a combined total of 252 new international students representing 34 countries.

Reves Hall: Reves Hall, William & Mary's own "Global Village," houses international students and domestic students with an interest in international affairs. It is designed to foster

an inclusive atmosphere that encourages students to pursue global scholarship, engage in intellectual debate, develop cross-cultural competence, and expand their awareness of the issues that affect our interconnected global community. The hall will have 30 residents for academic year 2011 – 2012, including seven students from abroad, two of which are exchange students. Hee Kyung Baek, an international student from South Korea, will be the hall's Program Coordinator.

English for Speakers of Other Languages (ESOL) Workshops:

The Office of International Students and Scholars is collaborating with the Writing Resource Center to put together a series of ESOL (English for Speakers of Other Languages) workshops for tutors and faculty during the fall semester. Cortney Cain from the Graduate Center will be conducting the workshops. Eva Wong is the Reves Center contact.



News from the Office of Disability Services

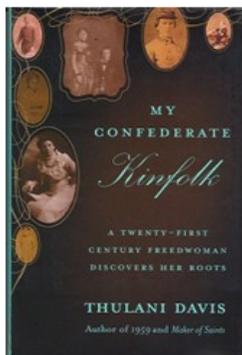
The Disability Services website is looking good with several new enhancements! Check out the "Student Stories" section for more information about the challenges faced by some of our current students and learn how WM supports these students. See also the new Faculty Resources tab which provides faculty, staff (anyone really!) with links to former blog entries on hot topics and

trends in disability services, as well as the latest in disability research studies.

Upcoming events: In October, Disability Services is celebrating Disability Awareness Week by partnering with AMP for a showing of *The King's Speech* on campus, followed by an educational program on stuttering.

Watson Lab: The Watson lab serves to enhance educational access through technology. The lab is located on the first floor of the Campus Center (Room 110). The Watson Lab includes large screen computers, Job Access With Speech (JAWS), Blazie Braille Embosser, Adaptive Keyboards, Type N Speak, Braille Translation Software, and much more!

Playwright, Novelist and Screenwriter, Thulani Davis to speak on October 19



William and Mary is hosting poet/playwright/novelist/essayist Thulani Davis at the Muscarelle on **October 19th at 7pm** to read from

her memoir *My Confederate Kinfolk*. Thulani Davis is known for her work in a number of

genres. Her publications include *Playing the Changes* and *All the Renegade Ghosts Rise* (poetry); *Maker of Saints* and *1959* (novels), and *Everybody's Ruby: Story of a Murder in Florida* (play). Her latest book, *My Confederate Kinfolk*, is a memoir exploring her family's black and white roots in America during and after the Civil War.

Educated at Barnard College, the University of Pennsylvania, and Columbia, Davis was the

first woman to win a Grammy Award in the liner notes category. She has recently returned to graduate study at New York University, where she also teaches in the Department of Dramatic Writing. Davis, a Buddhist priest ordained in Kyoto, Japan, is a co-founder of the Brooklyn Buddhist Association. She is known for her wide range of interests and passionate engagement with a number of genres. There will be a reception immediately following the reading.

PLUS 2011



This summer, 33 dynamic members of the Class of 2015 participated in the **Preparing for Life as a University Student (PLUS) Program**. They came from across the Commonwealth, as well as Maryland, New Jersey, New York, Pennsylvania, South Carolina, and Washington, D.C. During this week-long experience, students participated in a series of great classes and workshops. This year's PLUS faculty included Profs. Anne Charity Hudley (English & Linguistics), Mark Forsyth (Biology), Artisia Greene (Theatre), Monica Griffin (Community Engagement & Scholarship), and Margaret Saha (Biology). The students also participated in great workshops led by Melinda Anderson (Academic Advising), Ashleigh Heck and Tiffanie Rosier (Cohen Career Center), and Nancy Everson (Dean of Students Office). One of the highlights of this summer's PLUS experience was our visit to the William and Mary Washington, D.C. Office, where we were fortunate enough to have our PLUS students officially welcomed to the William and Mary family by the College's Rector, Jeff Trammell. We are expecting great things from the Class of 2015!

The Office of Diversity and Community Initiatives and EqualityWM will host a reception for Jeff Trammell on September 21 at 5:30 pm in Blow Hall 201. Please RSVP to diversity@wm.edu.



Follow us on Facebook at William and Mary Diversity and Community Initiatives.

Diversity Highlights from 2010-2011

- The Chief Diversity Officer facilitated internal reviews of current diversity programs and practices for academic and administrative units.
- The School of Education dedicated a book collection in the name of first African-American graduate, Hulon Willis, Sr.
- The College received an \$866,000 grant from the Mellon Foundation that will fund three new positions in Global Studies programs.
- The College secured partnership with National Law School of India in Bangalore.
- The College launched new Asian and Middle Eastern Studies Program.
- W&M hosted the Virginia Indian Nations Summit on Higher Education and the National Colloquium on Minority Studies.
- W&M produced video as a part of the "It Gets Better Project."
- Law School dedicated new Veteran's Clinic.

Religion and Culture—Did you know?

Ramadan: the Ninth month of Islamic calendar (Aug. 1-29/30, 2011). It is a month of fasting, in which participating Muslims refrain from eating, drinking, smoking and sex during daylight hours and is intended to teach Muslims about patience, spirituality, humility and submissiveness to God. Ramadan ends with the three-day holiday, Eid al-Fitr.

For More information on upcoming events, please contact the Muslim Student Association (MSA) at muslim@wm.edu

Rosh Hashanah: September 28-30, the Jewish Holiday that celebrates the beginning of a new year according to the Jewish calendar. It marks the beginning of a period introspection and planning for changes to make in the new year. In Hebrew, Rosh Hashanah means, literally, "head of the year."

Yom Kippur: October 7-8, In Hebrew Yom Kippur means "Day of Atonement." It is a day to atone for the sins of the past year. It is custom on Yom Kippur to refrain from eating and drinking.

Hillel, the Jewish Organization on campus will be hosting a dinner on the eve of Rosh Hashanah, September 28, and coordinating rides to local synagogues for the holiday and for Yom Kippur. For more information contact hillel@wm.edu

Hispanic Heritage Month takes place from September 15th to October 15th to celebrate Hispanic culture and heritage. September 15 was chosen as the starting point for the celebration as it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua which all declared independence in 1821.

Activities including storytelling, celebrating Latino(a) culture with food, rituals, and celebrations. The Hispanic Cultural Organization (HCO) will be hosting Late Night Salsa to introduce the campus to some Hispanic Culture. For more information please contact the HCO at mastokes@email.wm.edu

Save the Date!!!!

The second annual Lemon Project Spring Symposium, which brings together students, faculty, staff, and community members to share ideas, will take place Saturday, March 24, 2012. Details forthcoming. Mark Your Calendar.