

# VOICES

Office of Diversity and Community Initiatives



September, 2012

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## Affirmative Action Case to be heard by Supreme Court

In early October the Supreme Court will hear the Fisher vs. University of Texas Austin case. Abigail Fisher, an undergraduate student at the University of Texas Austin, has brought the case forward. For additional information and to view several briefs, please see <http://www.insidehighered.com/news/2012/02/21/supreme-court-takes-affirmative-action-case> or the SCOTUS blog.



*Sarah Glover*

Welcome to VOICES, a monthly newsletter from the Office of Diversity and Community Initiatives. 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](http://www.wm.edu/diversity) for additional information. 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](mailto:diversity@wm.edu). Many Voices. One Tribe,

## Dr. Sue Rankin to Visit William and Mary



On Thursday, September 13, Dr. Susan (Sue) Rankin will give a lecture entitled: "Building Inclusive Communities: The State of Higher Education for LGBT People." Dr. Rankin is a Senior Research Associate in the Center for the Study of Higher Education and Associate Professor of Education in the College Student Affairs Program at Pennsylvania State University. She has presented and published widely on the impact of sexism, racism and heterosexism in the academy and in intercollegiate athletics. Dr. Rankin's current research focuses on the assessment of institutional climate and providing program planners and policy makers with recommended strategies to improve the campus climate for underserved communities. Dr. Rankin has collaborated with over 90 institutions/organizations in implementing assessments and developing action plans. In her advocacy work, Dr. Rankin is a founding member of the Consortium of Higher Education LGBT Resource Professionals and the Statewide Pennsylvania Rights Coalition. Dr. Rankin is the recipient of the ACPA 2008 Voice of Inclusion Medallion. The award recognizes individuals who embody the student affairs values of social justice.

Dr. Rankin will facilitate a workshop for faculty entitled, "Creating Inclusive Classrooms" at 12:00 noon in Blow Hall 201. Lunch will be provided by the Charles Center. Please sign up with the Charles Center to participate. The lecture will begin at 7:00 pm in the Tidewater Rooms of the Sadler Center. Dr. Rankin's visit is made possible by contributions from the Office of the Provost, the Office of Student Affairs, the Center for Student Diversity, the Charles Center, and EqualityWM.

***Interested in learning or teaching Korean?*** HelloWM: Korean is a student-run organization that teaches Korean to WM students and staff. Three levels (beginner, heritage/intermediate, advanced) special help is extended to those who are considering working/studying in Korea. For more information, please email [hellowmkorean@gmail.com](mailto:hellowmkorean@gmail.com).



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. To sign up for a Safe Zone workshop this fall, please see the safe zone website at [www.wm.edu/safezone](http://www.wm.edu/safezone).

### Events

**September 13:**  
Sue Rankin Faculty Brown Bag on “Creating Inclusive Classrooms”  
12:00 noon in Blow 201.

**September 17:** Faculty of Color Welcome Reception—  
4:30 pm in PBK, Dodge Room.

**September 20:** WISE Workshop on the Faculty Recruitment Process facilitated by Sharron Gatling from Equal Opportunity. 2:00 pm.

## *IDEA Grants*

For the second year, the Office of Diversity and Community Initiatives will offer grants for innovative and creative projects. IDEA is an acronym for Innovative Diversity Efforts Awards. Grants will be 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–\$1,000. 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. Applicants will be notified within 30 days following the application deadline regarding the funding decisions. Please see the Diversity and Community Initiatives website at [www.wm.edu/diversity](http://www.wm.edu/diversity) for information on how to apply. The deadline for proposals is November 1, 2012. The grants are made possible by the Multicultural Endowment. To contribute to this endowment, please contact the Development Office.

## *Get Involved with College Affinity Groups*

### 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](http://www.wm.edu/womensnetwork). Mark your calendars for the upcoming Women’s Forum for all women on campus on **October 17th**. Details on time and location will soon be announced.

### EQUALITY WM

The purpose of Equality WM is to improve the learning and working environment at the College for LGBT 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 see [www.wm.edu/equalitywm](http://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.



**Ravenn Gethers**, an advanced doctoral student in the Higher Education program, was selected as a University Council for Educational Administration (UCEA) Barbara Jackson Scholar. This two-year program provides formal networking, mentoring and professional development for graduate students of color who intend to become professors of educational leadership. The goals of the program are to provide students of color with a system of support and to model a mentoring experience and the professional practices necessary to promote a successful transition into the professoriate. As a scholar in this program, Gethers will participate in the UCEA annual convention and participate in UCEA-sponsored workshops during the annual meeting of the American Educational Research Association.

## Upcoming Events

### *Salsa is Nuyorican*

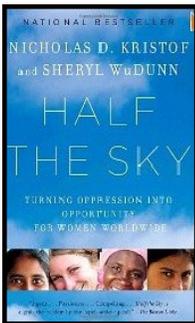
Thursday, September 27 7:00 pm  
Commonwealth Auditorium

The music amalgam known as salsa was created by Puerto Ricans and Nuyoricans in Spanish Harlem. Blending teaching and performance, Jose Obando and his band will present the artistic, social and economic contributions of salsa.



### *Half the Sky: Turning Oppression into Opportunity for Women Worldwide*

Monday, October 1 8:00 pm  
Commonwealth Auditorium



W&M joins a worldwide movement with this documentary viewing party based on the book by New York Times columnist Nicholas Kristof and Sheryl WuDunn. *Half the Sky* follows celebrity activists as they travel and meet inspiring, courageous individuals who are confronting oppression and developing real, meaningful solutions through health care, education, and economic empowerment for women and girls. This landmark series aims to amplify the central message of the book — that women are not the problem, but the solution — and to bolster the broad and growing movement for change. Hosted by Center for Student Diversity, W&M PanHellenic Council, and the Office of Community Engagement.

### *Jordan Burnham to Share His Story*

#### *Living with Depression and Inspiring Others Along the Way*

October 3 7:00 pm  
Commonwealth Auditorium

You may have seen this story on ESPN 360. Jordan Burnham is a 19 year-old young man that suffers from depression. In 2011 he tried to commit suicide by jumping out of a 9-story bedroom window. After falling over 100 feet, by miracle he survived and now visits college campuses to make a positive from such a horrible nightmare. This program is sponsored in part by a grant from the NCAA, the Department of Intercollegiate Athletics, the Counseling Center, and the student organization Active Minds. All are welcome and encouraged to hear Jordan's powerful and inspirational story. For more information, please contact Dr. Felicia Brown-Anderson at 221-3620 or [fbrow@wm.edu](mailto:fbrow@wm.edu) or Dr. Deidre Connelly at 221-3386 or [dxconn@wm.edu](mailto:dxconn@wm.edu).

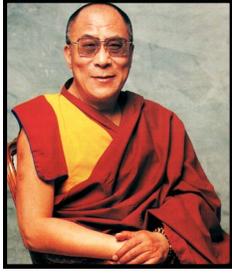


### *Cohen Career Center Receives Recognition*

The Cohen Career Center recently received GOLD level of certification as a first time participant in the LGBTQ Career Center Certification Assessment sponsored by the national non-profit organization, Out for Work. The primary goal of Out for Work is to “provide academic institutions and students with an evaluation of the support available to LGBTQ students facing employment and workplace challenges,” while the mission of the Career Center Certification Program is “to enhance Lesbian, Gay, Bisexual, Transgender, and Queer specific resources in academic career centers across the United States.” The Cohen Career Center continues to collaborate with the Center for Student Diversity by providing career-related workshops and information for various student organizations. At the Annual Out in the Park Event in Norfolk in August, resources and information were provided for individuals who identify as LGBTQ and their Allies. Links to these resources will be updated on the Cohen Career Center website.



# Congratulations



The Dalai Lama will speak at William and Mary on October 10th at 2:00 pm in William and Mary Hall. For updated information please go to <http://www.wm.edu/dalailamavisit>.

facebook

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

Congratulations to Peel Hawthorne '81, on her 300th Career Win. She earned 269 wins as coach of WM Field Hockey and 31 as coach of Connecticut College. Peel is the 13th Head Coach in Division I history to win 300 games and is tied for 10th among all active coaches. Congratulations!



## *Women's Network hosts Opening Reception*

The Women's Network held its annual welcome reception on September 5th in Blow Hall. The purpose of the event was to welcome new professional and instructional faculty, recognize recently and tenured women faculty, and provide an opportunity for networking. Virginia McLaughlin, Dean of the School of Education, shared reflections with the group.



## *Department of Anthropology—American Indian Resource Center*



The American Indian Resource Center is located in the Department of Anthropology. Founded in 1998, with the encouragement of the late Thomasina E. Jordan, the mission of the American Indian Resource Center (AIRC) seeks to serve the Native community, scholars and students interested in American Indian culture and history, as well as the public at large. The conception of the AIRC was to be an heir to the strong tradition of service fostered here at the College of William & Mary. A current project is a Podcast Series of interviews with Native people involved in contemporary American Indian issues. You are encouraged to visit the center and learn more about other programs and projects. The director of the American Indian Resource Center is Danielle Moretti-Langholtz and the Chair of the Department of Anthropology is Kathleen Bragdon.

## *Department of Biology—Dr. Tyrone Hayes to visit William and Mary*

Dr. Tyrone Hayes, assistant professor in the Department of Integrative Biology at University of California-Berkeley, will speak at William and Mary on October 19 at 4:00 pm in Commonwealth Auditorium. His topic will be "*From Silent Spring to Silent Night: A Tale of Toads and Men.*" Hayes earned his Ph.D. in integrative biology in 1993 at University of California-Berkeley. His primary research focuses on the role of environmental factors on growth and development in amphibians, specifically the effects of endocrine-disrupting pesticides on amphibian growth, development, reproduction and immune function, and how these studies predict effects in other wildlife and humans. He has pioneered the field by showing that atrazine can alter normal development in animals resulting in a multitude of developmental defects, deformities and cancer.

