

VOICES



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, but the shared responsibility of all. We define diversity in its broadest terms and celebrate how this makes William & 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 work of academic and administrative departments, students, affinity groups and more. Past issues are available at the Diversity & Inclusion website: www.wm.edu/offices/diversity/voices/index.



WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION

A Month of Celebration!

March is Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week."

Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Presidents Clinton, Bush and Obama have issued a series of annual proclamations designating the month of March as "Women's History Month."

From womenshistorymonth.gov/about.html

PROFESSIONAL DEVELOPMENT WORKSHOP SERIES

Lunch and Learn

Topic: *Advocating for Yourself*

March 13, 2017, 12 - 1:30pm at Sadler Center,

Chesapeake C. Join members of the Women's

Network Executive Committee as

we discuss tips for asking for

raises/promotions, approaching a mentor,

asking for professional development

opportunities, and more! Learn more about

the Women's Network on Campus in addition

to discussing how you can better advocate for

yourself in the workplace. This workshop will

be facilitated by the W&M Women's Network.

Lunch will be provided. Please [register](#) by

March 9, 2017.

Quiz: Which Items were invented by Women?



Photo from:

<http://images.enstarz.com/data/thumbs/full/161083/810/0/0/0/hidden-figures.jpg>

Test your knowledge and see if you can identify which products were created by a female inventor!

1. Circular saw
2. Life raft
3. Medical syringe
4. Windshield wiper
5. Car heater
6. Monopoly
7. Fire escape
8. He computer algorithm
9. Wireless transmissions technology
10. Kevlar

Answer: They **all** were invented by women. Celebrate Women's History Month throughout the month of March.

Sources:

<http://www.factmonster.com/ipka/A0906931.html>

<http://www.buzzfeed.com/hannahjewell/inventions-by-women-that-changed-the-world#.hdWKJXILA>

Women's March- A Moment in History



Photo from: <http://www.vagazette.com/news/va-vg-womens-march-0118-20170118-story.html>

On the day after President Donald Trump was inaugurated, students from the College of William and Mary joined the approximately 500,000 people estimated to be at the Women's March in Washington, D.C. Others filled Duke of Gloucester Street in a sister march, showing their support for peers in D.C.

According to the Women's March platform, the mission of the march was to stand together in solidarity with partners and children for the protection of rights, safety, health and families. For students from the College attending, taking a stand against some of Trump's stated policies led them to travel to D.C.

"I attended the march because I felt it was important to take a stand and say that I am against the Trump administration's promised treatment and policies for the most vulnerable and marginalized populations in America," Special Projects Worker at the Office of First Year Experiences Samra Asghedom '17 said in an email. "Overall, it was an incredibly enlightening experience though. For me, this has definitely encouraged me to go to more protests and become more involved in working for the ideas and beliefs I stand for. I hope that this does not end at this one protest and will sustain itself as a movement into the future." For Anna Fridley '20, the march was less of an anti-Trump protest than a march to support women, their supporters and equality.

"The Women's March on Washington was a phenomenal, once in a lifetime opportunity that has changed me for the rest of my life," Fridley said. "I have never experienced more love, hope and courage in one day. It was absolutely incredible to be in a sea of pink and be surrounded by people who all believed in love. Every speaker was eloquent and left a footprint of who they were in my heart. It was absolutely incredible marching next to the Washington Monument and seeing that I was a part of something much bigger than myself. January 21, 2017 was truly a day that changed my life."

In analyzing the march, many on the national level — and some students at the College — have critiqued the diversity and intersectionality represented at the Women’s March. Damiana Dendy ’17 said that she was pleased with the diversity she saw in the speakers and marchers.

Speakers at the march included the NAACP’s National Board of Directors Chairman Roslyn Brock, mother of Eric Garner Gwen Carr, actress Scarlett Johansson and author Janet Mock. “I found the march to be greatly empowering,” Dendy said. “We saw great diversity in the protestors as well as the speakers, and noting that intersectionality is crucial. It was powerful to see firsthand so many people from all walks of life across the U.S. — those of different ages, races, genders and sexualities all marching in solidarity. However, we cannot stop there. The magnitude of this march points to how vital our solidarity is. The march was a moment in history, but we must continue the fight in our day-to-day lives. Although marchers across the globe protested in solidarity, we did not protest one issue; there are a plethora of issues and it will take a village, a global village, to fight the good fight. I worry that people went home after the march feeling like they made a statement and that’s good enough, but it’s not.”

Dendy compared the Women’s March to the Black Liberation Movement, saying that [action beyond words](#) is required for success.

“I heard women at the march say they are marching for all people, because once women are free, everyone is free. But the Black Liberation Movement, for example, has been saying since day one that once blacks are liberated, all people are liberated. Now it’s time for real action and real intersectionality. People often become complacent with small victories, as I feel many will following this march. However, there is no room for complacency.”

For some students like Erica West ’17, the Women’s March was just one of many protests during the inaugural weekend. West said that she was involved in multiple protests during the inauguration ceremony on Jan. 20. West, in discussing diversity at the march, also said that she would have liked to have seen more diversity in the Women’s March and the day before.

“The Women’s March was a mixed bag for me, probably because I was involved in protests during the inauguration the day before,” West said. “On one hand, it was heartening to see the sheer

number of people who were spurred to action in the face of this presidential administration and its influence on the American populace — especially kids and teenagers. I also think it is important to have ‘entry level’ demonstrations of the people’s will such as the Women’s March, because it makes activism more accessible and friendly to those who are new to it. On the other hand, the crowd was not as diverse as it could have been, and one thought I had throughout was, ‘How many of these people will be spurred to action beyond this day?’ It would have been lovely to have so many people on our side the day before as we went toe-to-toe with angry Trump supporters. Protest is rarely popular in its time — what happens to this movement and momentum when it isn’t ‘in style’ to be involved anymore?”

Not all students were able to make it D.C. to participate in the march, so some spent the day after the inauguration marching in Colonial Williamsburg or calling local representatives in support of inclusive legislation.

Class of 2020 President Kelsey Vita ’20 said that when she found out that she couldn’t go to the Women’s March, she wanted to do something that she felt could still make an impact. Vita decided to call representatives on the federal level to advocate against some of Trump’s policies.

“The main goal was to let people know they can be effective if they can’t or don’t feel like protesting,” Vita said.

Vita also joined other students who were marching in Colonial Williamsburg.

“Marching in Colonial Williamsburg was really eye-opening,” Vita said. “I wasn’t sure what to expect turnout-wise, since a lot of people I know went to D.C., but I would guess at least 100 people were there. At one point this little kid was chanting, ‘coexist, coexist’ even after everyone else had stopped chanting, and it was really heart-warming to see how much this kid cared about the safety of others. The overall atmosphere of the day for me was still somewhat somber considering the inauguration the day before, but was mostly very empowering. It was inspiring to be surrounded by so many people who care about progress.”

Reprint from The Flat Hat by Sarah Smith

The Office of Diversity and Inclusion Welcomes its New Staff



Dania Matos comes to William & Mary as the Inaugural Deputy Chief Diversity Officer. She is a 2003 graduate of Brown University and a 2009 graduate of the Catholic University School of Law. Before coming to William and Mary, Dania was the Executive Director of Latinas Leading Tomorrow and have also worked for the Office of the Federal Public Defender (Eastern District of Virginia) and Beveridge & Diamond, P.C. Dania brings strong leadership skills in which she continues to serve on Brown University President's Leadership Council, Brown University President's Diversity Advisory Council and Brown University Alumni Interviewing Program. Dania will begin her work on March 10th!



Marie Dominguez will join William and Mary as the Administrative Assistant. She is an Air Force veteran, and graduated from The City College of New York with a BS in Psychology. She was awarded a highly competitive six month fellowship through The Mission Continues, a nonprofit that fosters veteran's commitment for community betterment. Before coming to William and Mary, Marie worked with the Headstrong Project as an outreach specialist to combat the growing number of veterans with PTSD, with awareness and education. Marie begins employment with W&M on March 6th.

The Center for Student Diversity Welcomes its New Staff



Jessica (Roxie) Patton will join the Center for Student Diversity as the new Associate Director. In this role, Roxie will provide leadership to the CSD's diversity education initiatives, as well as coordinate our LGBTQ outreach and support initiatives. Roxie comes to us from The University of Florida, where she serves as Director of LGBTQ Affairs within the Office of Multicultural Student Affairs. Prior to that, Roxie was a Program Specialist for Diversity & Inclusion Education and Training at East Carolina University. Roxie holds a B.A. in Theatre & Dance from Wittenberg University and a M.A. in Higher Education from Wright State University.

Roxie's first day in the Center will be March 6th.

CSD hosts annual Martin Luther King Jr. talk: Angela Rye discusses King's legacy in post-Obama United States, Trump presidency



Thursday Jan. 19, political analyst Angela Rye joined the College of William and Mary and the Williamsburg community to discuss Dr. Martin Luther King Jr.'s legacy, especially with reference to the current climate of political uncertainty and change.

Rye was the keynote speaker for the annual Center for Student Diversity's [Dr. Martin Luther King Jr. Commemoration](#). She is the CEO of IMPACT Strategies, a political advocacy firm based in Washington D.C.

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In addition to this, Rye is a CNN political commentator and NPR political analyst who regularly joins other news outlets for on-air commentary. During the 112th Congress, Rye served as the executive director and general counsel to the Congressional Black Caucus.

Although the Center for Student Diversity holds the [King commemoration](#) annually, this marked the first time the discussion among attendees examined a post-Obama era.

Rye used King's 1967 "Where Do We Go From Here?" address at the 11th annual Southern Christian Leadership Conference Convention as a focal point throughout her lecture. Rye highlighted the main topics of the speech: affordable housing, job creation, voter education and strong minority-owned small businesses, topics she said "ring eerily familiar" today.

"With all the struggle and all of the achievements, we must face the fact, however, that the negro still lives in the basement of the great society.' That's a sobering thing to read," Rye said, quoting King.

In this context, Rye shared her impressions of Obama's rise to the presidency. She said that she was initially skeptical, doubting that a black man would be elected president in America. However, as the prospect seemed more and more likely, Rye became proud of her country. For Rye's now 99-year-old grandmother, Obama's election was even more significant: it marked the first time she ever called herself black.

"My grandmother would say she was Creole, she was Indian, she would say she was brown, whatever that meant that day, but this woman has been black ever since Barack Obama was elected," Rye said.

To Rye, the election of Obama meant the shattering of a misnomer, of prejudice and of implicit bias. Children would be born with a black man as president and it would be completely normal.

Discussing the symbolic importance of the period, Rye recalled moments like when Obama danced with a 106-year-old black woman before the 2016 Black History Month reception at the White House or when he let the five-year-old black son of a White House staffer touch his hair.

However, Rye said she rejected the idea that the Obama administration marked the beginning of a post-racial era, the fulfillment of [King's dream](#). She noted that America's very founding was based on racial oppression.

Discussing Donald Trump's rise to power, Rye brought attention to a sustained division in American society.

"This election highlighted that divide even more so," Rye said. "We battled with what it means to make America great again, when for so many of us, America had never been greater."

Drawing a stark contrast to her characterization of Obama, Rye listed acts of misogyny and racism by Trump throughout his campaign and career.

"You can't disassociate the actions [Trump] took during his campaign from who he's been his entire professional life," Rye said. The day after the election, Rye said she threw herself on the floor and just cried. When she got up, Rye said she was still angry; however, she said she began to think about where to go from there.

Guiding the discussion back to King's 1967 speech, Rye shared three of King's main points: assert dignity and worth, organize strength into economic and political power and create full employment in a guaranteed annual income.

"We must massively assert our dignity and worth," Rye said on the first point, quoting King.

Drawing a parallel between King's statement and the Black Lives Matter movement, Rye concluded the organized

portion of the event by encouraging students and community members to join together, attend demonstrations and become part of the national dialogue.

Opening the discussion to the attendees, Rye responded to questions regarding unifying local and national advocacy groups, the Women's March on Washington and how to engage politically with younger members of the community.

Audience members shared details about a demonstration in Merchants Square the following day.

Another question concerned how Rye engages with her colleagues who voted for Trump.

"What I have done — and I don't know if it's helpful, but it's helped me survive this," Rye said. "The people that I go on air with — I've been very conscientious about who they are as human beings outside our political banter on air."

However, Rye continued, she has largely avoided political conversations with her Republican counterparts. After the event, students and community members gathered for a chance to meet Rye in person.

Two of the students waiting to meet Rye were Bianca Bowman '20 and Samir Talaware '19, who discussed their plans for inauguration weekend.

"Now that I know that there is something in Merchants Square, I might go to that, then we are driving to D.C. for the Women's March on Saturday," Bowman said.

Kim Green, a Fellow for Education Programs in the Office of Community Engagement, said she came to the lecture looking for a little inspiration, given what she called the "rocky" political climate.

"I think that a lot of people could have come here today and given a really good MLK speech," Green said. "They could have given a speech that left students inspired, they could have quoted some MLK speeches, but what Angela Rye did today was modern, appropriate, and I think she was completely honest."

Reprint from The Flat Hat by Emily Martell

Mark your calendars for Upcoming Campus Events



WEDNESDAY, MARCH 1. 6:30. CRIM DELL AMPHITHEATER.

Please join the W&M Neurodiversity Initiative and Corpus for a candlelight vigil in memoriam of the people with disabilities that have lost their lives at the hands of family members and caretakers.

Reva Siegel, Nicholas deB. Katzenbach Professor of Law at Yale Law School, will give an informal lunchtime talk entitled "Judicial Backlash and Same-Sex Marriage" on **Wednesday, March 1st at 12:50 PM** at the **Law School** in room 133. [RSVP now](#). The lecture is free and all are welcome.

**The event is sponsored by the Institute of Bill of Rights Law at the Law School.

Join President Reveley, Kappa Kappa Gamma and others from the W&M campus as we partner with local hospitals and community organizations to assemble After-care Kits to be provided to victims of sexual assault and domestic violence. The F2F Celebration Event will be held on **March 1 at 6:00 pm** in Trinkle Hall.

Join our panel--Professors Suzette Spencer, Ron Sims, and Eddie Cole, and WMSURE Librarian Ms. Natasha McFarland--for a workshop about the experiences of underrepresented students and faculty in higher education. We'll discuss findings from our WMSURE-related research and present strategies for addressing challenges that scholars have faced, using examples from WMSURE scholar experiences. **Wednesday, March 15th 2017, 4pm - 6pm, [Swem Library](#), Ford Classroom**

W&M Supplier Diversity Fair | Thursday, April 13th

Mark your calendars! William and Mary will host its 4th annual supplier diversity fair at Campus Center, Trinkle Hall on Thursday, April 13 from 1-4 PM. The event provides an opportunity for you to meet many local and diverse suppliers in one afternoon. Find potential catering, office supplies, promotional products, industrial supplies, and printing services vendors that may be just what you have been looking for to meet your department's needs. The current vendor listing makes up over \$2 million dollars of W&M's spend for the past fiscal year. Local, diverse businesses are the number one job creators for our state and you should be proud to know your spend with these company supports our state's economy as many are based in Virginia.

For more information, visit:

http://www.wm.edu/offices/procurement/swam_supplier_diversity/sd_events/index.php

Reves Center for International Studies...March Happenings

Looking for International Peer Leaders! Remember what it's like to be a new student? Did anyone help you during your first few days on campus? Now you can be the person to help welcome our incoming international students! We are seeking enthusiastic graduate and undergraduate students to serve as International Peer Leaders for Fall 2017 International Student Orientation. This is a great opportunity to build your leadership, cross-cultural competence, and team-building skills! [Learn more and apply online](#) by **March 15**, midnight.

The International Student Experience...Thursday, March 23, 12-1pm. Reves Room

Presenters: Eva Wong, Assistant Director for International Programs and Zabrina Williams, Immigrant Systems Technician

What is it like to be an international student? Learn about the international student's "life cycle" from applying for admission to post-graduation opportunities. A panel of international students will be invited to share their experiences. Bring your lunch, we'll provide the desserts! [Register here](#).

Religious & Cultural Holidays

March 1	Ash Wednesday (Beginning of Lent, Christian)
March 1	National Women's History Month Begins
March 8	International Women's Day
March 11	Purim (Feast of Lots, Jewish)
March 13	Holi (Festival of Colors and Arrival of Spring, Hindu)
March 17	Feast of St. Patrick (Christian)
March 20	Ostara (Vernal Equinox, Feast of Oestre, Wiccan/Pagan)
March 20	Nawruz* (Baha'i, Persian New Year)
March 21	International Day for the Elimination of Racial Discrimination
March 21	Shubun-sai (Equinox Day, Shinto)
March 25	Annunciation of Our Lady (Christian)

Diversity Recognition

The Office of Diversity & Inclusion recognizes colleagues for their efforts toward diversity initiatives. For January, February, and March, please congratulate the following individuals: Lisa Crawford (Advancement), Laurie Wolf (Theatre, Speech and Dance), Sean Pada (Information Technology), and Lynette Bolden (Psychology).

Virginia Center for Inclusive Communities Humanitarian Dinner

The Office of Diversity and Inclusion along with other employees and friends attended the Virginia Center for Inclusive Communities Humanitarian Dinner on Thursday, February 23, 2017. Chief Diversity Officer, Chon Glover, serves as a member of the Peninsula Board of Trustees. Virginia Center for Inclusive Communities works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs<<http://www.inclusiveva.org/programs/>> that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout the Commonwealth.

