

# 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.

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*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](http://www.wm.edu/offices/diversity/voices/index).*



## WILLIAM & MARY

OFFICE OF DIVERSITY AND INCLUSION



## JANUARY IS NATIONAL MENTORING MONTH

### From the Corporation for Community Service:

National Mentoring Month is an annual, high-profile campaign to draw attention to the need for more volunteer mentors to help America's young people achieve their full potential.

This January, the [Harvard Mentoring Project](http://www.mentoring.org/our-work/campaigns/national-mentoring-month), [School of Public Health](http://www.nationalservice.gov), [Leaving National Service.gov](http://www.nationalservice.gov), [MENTOR: The National Mentoring Partnership](http://www.mentor.org), [Leaving National Service.gov](http://www.nationalservice.gov), and the [Corporation for National and Community Service \(CNCS\)](http://www.cncs.org) [Highland Street Foundation](http://www.nationalservice.gov), [Leaving National Service.gov](http://www.nationalservice.gov) are spearheading an effort to raise awareness of ways that individuals can lend their support to this important cause.

Source: <https://www.nationalservice.gov/special-initiatives/national-mentoring-month>

Please go to <http://www.mentoring.org/our-work/campaigns/national-mentoring-month> and download the free mentoring toolkit, which contains valuable information, links and ideas on how to be a mentor!



# Diversity Recognitions for November and December



The Office of Diversity & Inclusion recognizes colleagues for their efforts toward diversity initiatives. For December and January, please congratulate the following individuals:



**Katherine Guthrie** has been nominated for her outstanding work with two student clubs supporting women, additionally to her efforts in designing and implementing the Course “Diversity in the Workplace, Developing Your Voice”, which is highly successful. Thank you Katherine for your efforts!



**Sherry McKinney** has been recognized for her outstanding work integrating inclusion and diversity into the new Collaborate to Educate program which she built. She is also recognized for bringing Paul Gorski to our campus, which has helped to spark further discussions, conversations, and actions.

## Diversity Recognitions – Nominate a Colleague!

The Office of Diversity & Inclusion welcomes every month 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 October, please fill out the [form](#)! A reception will be held in April '17 for all nominees!

*“If I have seen further it is by standing on the shoulders of giants.”  
— Isaac Newton*

## Celebrate Diversity of Faith – January 2017

|     |           |   |
|-----|-----------|---|
| SUN | 1/1/2017  | New Year's Day  |
| SUN | 1/1/2017  | Feast of Mary, Mother of God (Roman Catholic); Holy Name of Jesus (Orthodox Catholic) |
| FRI | 1/6/2017  | Epiphany, Three Kings Day (Christian)   |
| SAT | 1/7/2017  | Feast of the Nativity (Orthodox Catholic)   |
| THU | 1/12/2017 | Mahayana New Year (Buddhist, 1/12-1/15)   |
| MON | 1/16/2017 | Martin Luther King Jr., Day   |
| SAT | 1/28/2017 | Lunar New Year (Asian Cultural Holiday)   |

Hello,

The time is now! As rancor and mistrust grow in our communities, as fear robs us of our ability to enjoy our neighbors and as more people feel unseen and unheard, it is time to listen carefully and to clarify who we are and what we can do. Now!

In January, All Together will begin a unique series of dialogue circles to start the conversation. These circles are facilitated groups of ten people from diverse backgrounds who meet weekly for an hour and a half for five sessions. The goal is increased understanding of the racial and ethnic issues that divide us. The hope is that participants will leave with some awareness of what they can do to improve race relations and build a stronger community.

We urge you to join us. If you believe that peace and prosperity for all will come only when we see beyond the stereotypes and embrace our commonalities, sign up for a dialogue circle. Please consider this opportunity to widen your sense of community. If you are interested, please respond to this email: [atw1995@cox.net](mailto:atw1995@cox.net).

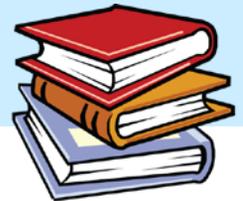
Sincerely,

All Together

Jessica O'Brien President  
Beth Haw Vice President  
Barbara Watson Secretary  
Leslie Revilock Treasurer

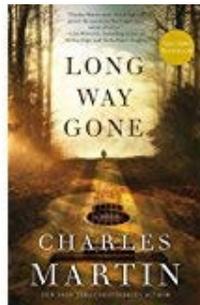
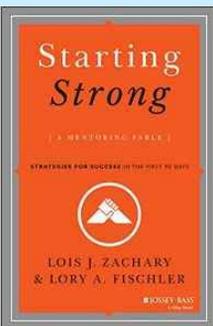
*"We make a living by what we get, we  
make a life by what we give."  
— Winston Churchill*

## Recommended Reading



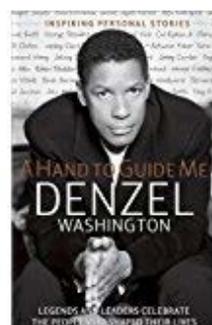
### [Starting Strong. A Mentoring Fable](#)

By Lois J. Zachary & Lory A. Fisher



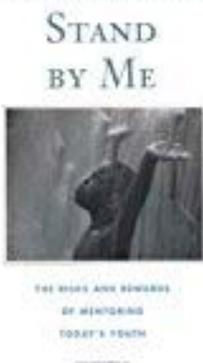
### [Long Way Gone](#)

By Charles Martin



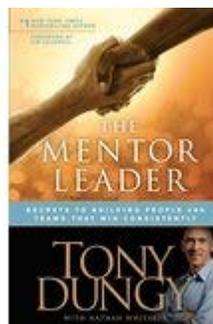
### [A Hand to Guide Me](#)

By Denzel Washington



### [Stand By Me. The Risks and Rewards of Mentoring Today's Youth](#)

By Jean E. Rhodes



### [The Mentor Leader: Secrets to Building People and Teams That Win Consistently](#)

By Tony Dungy



## Professional Development Series

The Office of Diversity & Inclusion will host a series of 4 Lunch & Learn workshops this spring. January and February will be facilitated by the Virginia Center for Inclusive Communities on the topic Responding to Resistance. Please see detailed description, dates and locations below:



**January 23, 2017, 12 - 1:30pm at Sadler Center, Chesapeake C.**

**Topic: *Responding to Resistance***

Please [register](#) by January 19, 2017. Lunch in form of sandwiches will be provided.

**February 16, 2017, 12 - 1:30pm at VIMS Watermen's Hall, Classroom A/B.**

**Topic: *Responding to Resistance.***

Please [register](#) by February 14, 2017. Lunch in form of sandwiches will be provided.

"Issues of diversity and inclusion can often be challenging for individuals and organizations to engage. It is critical to be prepared to respond to colleagues if resistance emerges. This workshop will help participants understand the benefit of engaging those who are resistant by exploring questions and techniques that help identify the sources of resistance. It will also examine ways to utilize the resistance as feedback for growth and refinement of D&I efforts. Attendees will leave with heightened awareness and opportunities to practice new approaches in communication and conflict resolution."

**March 13, 2017, 12 - 1:30pm at Sadler Center, Chesapeake C.**

**Topic: *Advocating for Yourself***

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.

## From the Office of Compliance & Equity

With incidents of harassment being reported at universities nationwide after the election, we want to remind members of our community that William & Mary does not tolerate discrimination or harassment on the basis of race, sex, disability, religion, national origin or ethnicity, sexual orientation, gender identity or expression, or any other irrelevant personal factor. If you experience or witness harassment we encourage you to report it so that the unwelcome conduct may be addressed. We have created a user-friendly website with harassment resources and reporting options. The site can be found here:

[http://www.wm.edu/offices/compliance/concerns\\_violations/reportingdiscrimination/reportingharassment/index.php](http://www.wm.edu/offices/compliance/concerns_violations/reportingdiscrimination/reportingharassment/index.php)

We created this new site as a companion to the sexual violence website.

## Institute for Historical Biology symposium explores slavery and memory



Photo by Steve Salpukas

by Joseph McClain | December 5, 2016

Reprinted from

<http://www.wm.edu/news/stories/2016/institute-for-historical-biology-symposium-explores-slavery-and-memory.php>

Michael Blakey looked out over the audience in Commonwealth Auditorium and talked about the importance of asking permission.

“Asking permission remains a central part of the practice of archaeology,” he said. “It’s the central difference between collaboration and exploitation, democracy and slavery, love and rape.”

Blakey was the leadoff speaker at a half-day symposium, titled Archaeology of Slavery & Memory in the Diaspora. The Nov. 29 event was sponsored by William & Mary’s Institute for Historical Biology, the Africana Studies Program and the university’s Department of Anthropology. Blakey is the director of the Institute for Historical Biology as well as NEH Professor in William & Mary’s Department of [Anthropology](#).

He discussed his own work as director of the New York African Burial Ground, which began when he was on the faculty of Howard University. He then introduced a number of symposium participants, individuals, he said, who have “looked at the remnants of slavery from Richmond to Rio, from New York to Dakar, from Charles City County to Washington, D.C.”

**Registration Now Open!**

### **Building a Vocal Community: The Power of Song in Community January 27-28, 2017**

WHEN: 6-9pm Friday and 9am-4pm Saturday (lunch provided)

WHERE: William & Mary School of Education, Matoaka Woods Room

In this workshop, Dr. Ysaye Barnwell, a former long-time member of the renowned musical group Sweet Honey in the Rock, will lead participants in experiencing the musical traditions of Africa and the Diaspora (including chants, spirituals, ring shouts, and songs from the Civil Rights Movement), and exploring the power of music to bring communities together. No musical experience needed; just a willingness to raise your voice and learn.

For a sample of Dr. Barnwell's style and underlying message, view her December 2015 TEDx talk, *The Power in Vocal Communities*.

Register now at

[www.tinyurl.com/vocalcommunity](http://www.tinyurl.com/vocalcommunity)

Contact

[wmsbgvocalcommunity@gmail.com](mailto:wmsbgvocalcommunity@gmail.com) for more information.

Sponsored by All Together, the William & Mary Lemon Project, William & Mary Africana Studies Program, William & Mary Music Department, Williamsburg Unitarian Universalists, The Office of Diversity & Inclusion, and the Colonial Williamsburg Foundation, with generous financial support from the Williamsburg Community Foundation.

The featured guest speaker was Tania Andrade Lima of the Museu Nacional/Universidade Federal do Rio de Janeiro in Brazil. She was the chief archaeologist on the discovery of the Valongo Wharf. Now a candidate for a UNESCO site, the wharf was unearthed during preparations for the Olympic Games. The Valongo Wharf was the site of the unloading of an estimated half-million enslaved Africans into Brazil.

The symposium included work by two other William & Mary archaeologists. Joseph L. Jones, assistant professor of anthropology, discussed his work at the East Marshall St. Well Project in Richmond. Blakey presented the work of Autumn R. Barrett, co-director of the Remembering Slavery, Resistance and Freedom Project and senior research associate at the Institute for Historical Biology. Barrett was unable to attend the symposium.

Blakey discussed the formation of an archaeological paradigm based on public engagement. He said the concepts undergirding the collaborative clientage model came out of the New York African Burial Ground project, which began in 1991.

Blakey was director of the African Burial Ground project, which saw the extraction of 419 sets of skeletal human remains from a 5.5 acre site in lower Manhattan that had been earmarked for a U.S. government building.

The proposed federal building would sit atop a portion of a 17th- and 18<sup>th</sup>- century graveyard: "It originally contained an estimated 15,000 burials of the enslaved Africans who built the city and the economy of New York," Blakey said.

The construction was halted by what Blakey called "enormous and extended protest over the burial ground's desecration by the U.S. government and its archaeologists." The protest, largely by members of the African American community, resulted in a smaller government building being built— and a national monument within the U.S. National Park service and visitor center commemorating the site.

The protest also brought in a new set of archaeologists, led by Blakey, a group that developed what he termed "publically engaged archaeology" at the African Burial Ground project.

He explained that the publically engaged archaeology concept is based on the assumption that living members of descendant communities have the right to honor and to memorialize their dead.

"Consistent with the simultaneous demands of indigenous peoples worldwide, we instituted a program of research on this basis, requiring scholars to ask permission of the descendants to help tell a story of themselves in which they were interested," Blakey said.

*"A mentor is someone who allows you to see the hope inside yourself."  
— Oprah Winfrey*

He told the symposium audience that the clientage model forged at the New York African Burial Ground has been widely adopted, as has a number of related terms and concepts. One central idea, Blakey said, is the identification of a project's "ethical client," representatives of a descendant community (or their surrogates). He noted that the term "descendant community" has entered the working lexicon of archaeologists worldwide, as have other concepts.

"Even the now-conventional term 'enslaved African,' as a replacement for the term 'slave,' came through the project from the African American community with which we were engaged," he said.

And Blakey stressed that the science didn't suffer for the sake of community collaboration. He said his group produced a 2,500-page [report](#) published in 2009 that "included the most sophisticated bioarcheological analysis yet conducted anywhere.

"As director, I know I strain humility with that comment. But we all met on the project here in May, all the researchers from 25 years before, and we couldn't find anything that was more sophisticated than what we produced," he said. "It would be unfair to them and to all those who circled around us to make it possible to say anything else."

Joseph Jones was one of the researchers involved in the African Burial Ground project, starting as an osteological technician when he was an undergraduate at Howard University. Jones examines the teeth recovered from skeletal remains to try to trace the geographic origin of the individuals through trace elements and stable isotopes. The presence of lead, he said, is especially helpful in determining geographic origin, as exposure to lead was much more common in colonial America than in west Africa.

As a member of the Institute for Historical Biology, Jones took the concepts of the African Burial Ground clientage model to Richmond when he became involved in the East Marshall St. Well Project.

Jones gave an overview of the project at the symposium. The well was discovered in 1994 during construction for a building on the campus of Virginia Commonwealth University. Jones played a video documentary by VCU scholar Shawn Utsey telling the story of the well, which was found to contain the remains of more than 50 individuals — all African in origin.

The well was found to be the interment site of cadavers used by anatomists at the old Medical College of Virginia. The video narration included a description of how a MCV employee named Chris Baker acted as “resurrection man,” robbing graves to supply material for dissections in the late 19<sup>th</sup> and early 20<sup>th</sup> centuries.

Jones said the African Burial Ground and the East Marshall St. Well projects are examples of a new kind of anthropology whose practitioners identify themselves as members of the “decolonizing generation,” whose aim is “to rescue anthropology from its colonial moorings.”

He explained that both the New York burial ground and the well project in Richmond also incorporated the concept of “surrogate ancestry” — a group of people who can be entrusted “to speak for those who can’t speak for himself.” In that spirit, he said the Well Project brought together five community consultation sessions to discuss the work.

“What’s important is that the goal of the consultations was not simply to inform — that was one goal, to inform people about the well so they knew as much as possible,” Jones said. “Secondarily, it was to solicit input as to what should be the disposition of these remains.”

The community consultation sessions generated formation of the 10-person Well Planning Committee, a group Jones said served as surrogate descendants of the people in the well to help guide the study while maintaining the dignity of the subjects. He told the symposium that a draft set of recommendations for the study is being finalized.

Jones said the Well Planning Committee discussed at length the matter of the final disposition of the remains taken from the well.

“We talked about Evergreen Cemetery in Richmond, where many prominent African Americans are buried, and we discussed some other sites,” he said. “But we started, and came back to, the African Burial Ground as the final resting ground for these remains.”

As Autumn Barrett was unable to attend the symposium, Blakey gave her presentation, which Barrett had given in August at the World Archaeological Congress in Kyoto, Japan. It centered around her work as co-director of the Remembering Slavery, Resistance, and Freedom Project.

“The project went around the state, asking African Americans and Euro Americans how they felt about slavery and its interpretation,” Blakey explained, noting that the Remembering Project, as it became known, followed the New York African Burial Ground’s community engagement model.

The Remembering Project was formed in 2010, as a response to the Virginia General Assembly’s Martin Luther King Commission’s charge to create a database of Virginia burial grounds that held the remains of enslaved people.

“The Commission intended to use this database to celebrate the sesquicentennial of the Emancipation Proclamation in 2013, by placing American flags on the marked and unmarked graves of men, women and children who died enslaved,” Blakey said.

The [Remembering Project](#) conducted a set of discussions with members of Virginia communities in 2011 and 2012, sessions that produced a number of revelations.

“We learned that the process of engagement and the dialogues that emerged were considered by participants as meaningful commemorations in themselves,” Barrett’s presentation read. “We did not expect this.”

Barrett’s presentation continued that proposals for exhibits and lectures were well received by discussion participants. “The idea of placing flags on the graves of enslaved people who were not offered citizenship, however, was not,” Blakey read.

The symposium concluded with a panel discussion and audience Q & A. Panelists included Paul Gardulla, curator, Smithsonian National Museum of African American History; Ibrahima Thiaw, Université Cheikh Anta Diop of Dakar, Senegal; Stephen Lubkemann, George Washington University, all of whom are participants in the Slave Wrecks Project. Other panelists were Ana Edwards of the Sacred Ground Reclamation Project; Janet “Queen Nzinga” Taylor, East Marshall St. Well Project; Brian Palmer and Erin Holloway, *Make the Ground Talk* documentary.

## Annual Dr. Martin Luther King, Jr. Commemoration Program



Join us for our annual event commemorating the life and impact of Dr. Martin Luther King, Jr. This year, we are pleased to welcome **Angela Rye** as our keynote speaker.

**When: Thursday, January 19, 2017**

**Where: Sadler Center, Commonwealth Auditorium**

**Time: 7pm - 8:30pm**

For the full description visit:

<https://events.wm.edu/event/view/wm/82870>

## Martin Luther King Day is Monday, January 16, 2017.



Click on image to see video!

Martin Luther King Day celebrates life and accomplishment of Dr. Martin Luther King, Jr. MLK promoted Civil Rights through nonviolent civil disobedience. He is perhaps best known for his 'I have a dream...' speech in 1963. He was assassinated in 1968.

Martin Luther King, Jr. day became a federally recognized holiday in 1983. The first year this holiday was observed was 1986, and not by all states. In 2000, it became a nationally observed holiday in all states. Martin Luther King was awarded the Nobel Peace Prize in 1964. He was 35 years old, which made him the youngest Peace Prize winner at that time.

Life's most persistent and urgent question is: 'What are you doing for others?'

- Dr. Martin Luther King Jr.

Injustice anywhere is a threat to justice everywhere. - Dr. Martin Luther King Jr.

Hate is too great a burden to bear.

- Dr. Martin Luther King Jr.

I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.

- Dr. Martin Luther King Jr.,  
August 28, 1963.

Source: <http://www.wincalendar.com/Martin-Luther-King>

VOICES – a publication that highlights diversity initiatives on campus. To submit information, please email Chon Glover at [wfglov@wm.edu](mailto:wfglov@wm.edu).

Layout by Sandra Patrinicola