

VOICES



April 2018



WILLIAM & MARY
OFFICE OF DIVERSITY AND INCLUSION

Who we are

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Please contact us if you have ideas for future issues of VOICES.



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 the work of academic and administrative departments, students, affinity groups and more. Past issues are available at <http://www.wm.edu/offices/diversity/>.

Did you know?

April is Arab American Heritage Month

Arab American Month is a celebration of Arab history, culture, and people. It also celebrates the many contributions of Arab Americans to the United States.



April is Sexual Assault Awareness Month

Sexual Assault Awareness Month is an annual campaign to raise public awareness about sexual assault and educate communities and individuals on how to prevent sexual violence.



April is Autism Awareness Month

Autism Awareness Month is a nationwide effort to promote autism awareness, inclusion and self-determination for all, and assure that each person with ASD is provided the opportunity to achieve the highest possible quality of life.



April is W&M Pride Month

Although National LGBT Pride Month is June, the W&M community celebrates it in April. The Lambda Alliance is hosting W&M's annual Pride Festival on April 6 at 3pm in the Sunken Garden.



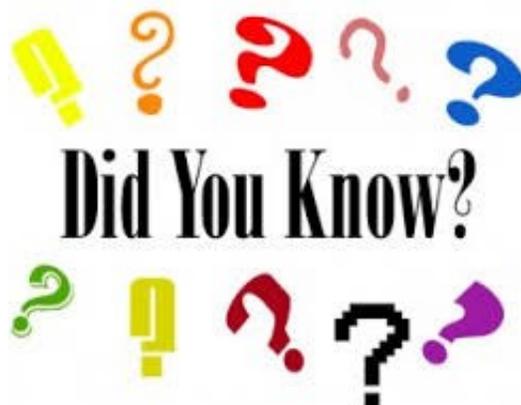
Announcements

Compliance & Equity:

Highlighting W&M Programs

Did you know that William & Mary allows some employees to telework? Or that you may be able to negotiate a flexible work schedule? The university has policies that offer flexibility in the workplace. These policies can be of particular value for employees with caretaker responsibilities or other personal obligations. One relevant policy is The Hours of Work and Overtime Policy, which discusses options for Alternate Work Schedules. An Alternate Work Schedule may be four-10 hour days instead of the typical five-8 hour days. Flexible hours or job sharing are also possibilities. Another relevant policy is the Telecommuting Policy, which can allow employees to work at home (or from an alternate work locations) for all or part of their workweek. To learn more, review the policies mentioned above. Please be aware that not all positions are eligible for telecommuting or for an alternate work schedule.

The university also has resources for lactating mothers who have the right to reasonable break times to express milk, and the right to access a space other than a bathroom for expressing milk or breast feeding. Please visit the Lactation Rights and Resources page for more information.



Announcements

Transformative Dialogues: Circles of Change

Given the powerful conversations that occurred during our “After Charlottesville” dialogue, the Office of Diversity & Inclusion (ODI) is piloting a new initiative called “Transformative Dialogues: Circles of Change” which strives to provide opportunities and spaces to engage respectfully and thoughtfully with each other across our differences.

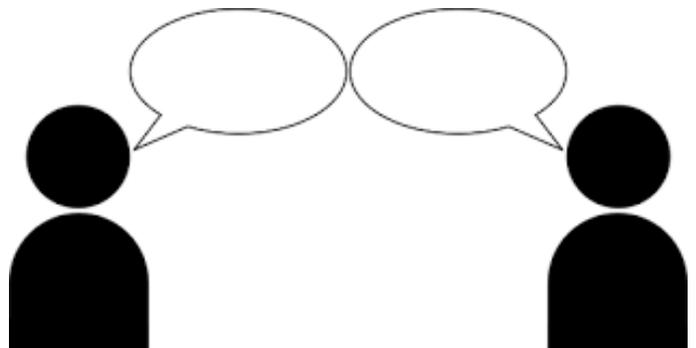
Starting in Spring 2018, we will be partnering across campus to bring such dialogues with actionable solutions.

The format will always consist of round tables (“circles of change”) with the intention that the participants at each table create their own actionable solutions to the topic being discussed and continue the work beyond the dialogue.

Please consider joining this critical work. The potential impact of this initiative depends on the contributions of many individuals across the breadth of the William & Mary community.

If you have any ideas on dialogues that we should be having at William & Mary as a part of this initiative, we welcome your thoughts [HERE](#).

For any additional questions, comments or concerns, you may contact Dania Matos, Deputy Chief Diversity Officer at dmatos@wm.edu.



Announcements

*Nominate Someone Today
Who Makes a Difference!*

DIVERSITY RECOGNITIONS NOMINATE A COLLEAGUE!

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](http://forms.wm.edu/32004) also available at: <http://forms.wm.edu/32004>



Honors and Recognitions

Magazine names W&M's Matos among nation's leading women

Dania Matos, William & Mary's deputy chief diversity officer, has been counted among the nation's leading women in higher education.

She is included on a list of "Top 25 Women in Higher Education and Beyond" that appears in today's issue of *Diverse: Issues in Higher Education*. This is the seventh year that the magazine has released the list as part of Women's History Month. Matos is the first person from William & Mary to be featured in the report.



"It is a huge honor to celebrate my inaugural year at William & Mary with this incredible recognition by *Diverse: Issues in Higher Education* amongst such notable women during Women's History Month," said Matos. "Addressing inequities in higher education is no easy feat and the labor not often visible, but the impact is one we cannot do without if we truly are to achieve inclusive excellence. While I am being recognized, I know this work is not possible through just one person. It is our collective action and effort that brings about change so I thank you for being change agents with me."

According to the magazine, the list honors women in the academy "who are making a difference." Other women highlighted this year include faculty and administrators from Vanderbilt University, the University of Mississippi, Rutgers University and Brown University among others.

Matos started at William & Mary on March 10, 2017, as the university's first deputy chief diversity officer. The position was created in response to a recommendation from W&M's Task Force on Race and Race Relations. Throughout her first year at the university, Matos has worked closely with Chief Diversity Officer Chon Glover to develop diversity action plans for academic and administrative units, build strong relationships with university affinity groups, lead the IDEA grant program and organize training sessions and other special events, including the university's Diversity & Inclusion Symposium.

"We are very excited for Dania as she receives this recognition! Since arriving at W&M, she has played a pivotal role in advancing the work of the Office of Diversity & Inclusion," said Glover. "She is extremely committed and passionate about these issues, and we celebrate her current success and all that she will continue to add to William & Mary and to the world."

Prior to her time at W&M, Matos worked at Brown University, her undergraduate alma mater, where she served on the president's leadership and diversity advisory councils and helped develop diversity and inclusion action plans for the school. A graduate of Catholic University's law school, she worked as a lawyer with private firms before entering the public sector to focus on indigent defense.

She has also served as executive director of *Latinas Leading Tomorrow*, senior advisor for the Hispanic Heritage Foundation and a board member for the Latin American Youth Center, the Hispanic National Bar Association and the Hispanic Bar Association of Washington, D.C. The Embassy of Spain recognized her as a Hispanic leader in 2016.

Taken from [wm.edu](http://www.wm.edu/news/stories/2018/magazine-names-wms-matos-among-nations-leading-women.php) (<http://www.wm.edu/news/stories/2018/magazine-names-wms-matos-among-nations-leading-women.php>)

Honors and Recognitions

Jaime Settle is W&M's latest 'Rising Star'

The State Council for Higher Education in Virginia will acknowledge Jaime Settle's contributions on March 1 by honoring her with a 2018 Rising Star award. Part of the annual Outstanding Faculty Awards, it's given to a faculty member who shows extraordinary promise at the start of his or her academic career and has no more than six years continuous service as a fulltime faculty member.



Photo by Stephen Salpukas

Settle, who had been nominated once before, was taken aback by the news. The congratulatory phone call came from a number with an 804 area code. Settle has lots of friends whose numbers carry that prefix. She assumed the call was from one of them.

"It was one of those moments where you are left without words momentarily before you can pull yourself together and make an appropriate response," she said.

In her first year at W&M, Settle established the Social Networks and Political Psychology Lab, a research lab comprised entirely of undergraduate students. Each year, 15 undergrads work collaboratively with her on several research projects that explore the biological, psychological and social underpinnings of political behavior. Since the lab was established, Settle has worked with 43 students, paved in part by a \$150,000 National Science Foundation grant she received in 2014.

"The best part of that was the number of students who benefited in some way, everything from the chance to be a proctor for one of our lab experiments and just get a sense for what that part of the research process is all about, to one of the assistants in my lab who really got to help design and execute these studies," she said. "There were graduate students from other universities as well who had the opportunity to come to our lab and visit. I felt like I was able to expand the impact beyond just me and one or two students."

In addition, Settle has taught several classes about social media and political polarization at the W&M Washington Center, where students can interact with policymakers and make site visits in the nation's capital.

The Jewish concept of tikkun olam was a constant in her home, synagogue and her social circle. It translates to "repair the world," and charges that humanity has a responsibility to change, improve and fix its earthly surroundings. It implies that each person has a hand in working towards the betterment of society as well as the lives of future generations.

"I hoped I could inspire students to apply their knowledge toward more constructive political conversations and activities, instead of speaking past one another parroting partisan talking points," she said.

"I believed then and continue to believe now that I am able to make the greatest difference in my capacity as a college professor. I think of this as a 'multiplier effect' – what I invest in my students is repaid many times over by their impact on society."

Taken from [wm.edu](https://www.wm.edu/news/stories/2018/jaime-settle-is-wms-latest-rising-star.php). Read in full: (<https://www.wm.edu/news/stories/2018/jaime-settle-is-wms-latest-rising-star.php>)

Honors and Recognitions

'Compassion and hope' guide multilingual initiatives at School of Education

According to School of Education professor Katherine Barko-Alva, the future of education in Virginia is multilingual.

Barko-Alva joined the College of William and Mary two years ago, and her research focuses on the construct of academic language, especially on English as a second language and dual-language enrollment programs.

She is also a member of the Virginia Dual Language Educators Network (VADLEN), where she serves on the executive board as the higher education representative.

This semester, her passion for dual-language education is largely reflected in legislative advocacy work. The priorities VADLEN identified for this legislative session in the Virginia General Assembly include five specific ESL and dual-language-focused bills. Four originated in the House of Delegates: HB13, HB442, HB507 and HB1156. One, SB 238, originated in the Virginia Senate.

HB507's chief patron is Delegate Mike Mullin. When VADLEN reached out to him about dual-language programs, he took on the initiative, inspired in part by the dual-language enrollment program already in place at Saunders Elementary School in the Newport News City public school system.

The bill would allow school divisions to use money from the Standards of Quality budget to hire dual-language teachers to provide instruction for English language learners. Legislation currently in place requires schools with dual-language programs to fund them out of pocket.

The bill passed in the House vote Feb. 2 (91 Y – 7 N) and has been assigned to the public education subcommittee in the senate. If it passes, beginning this fall, students in Virginia will be able to make use of this program if their school districts decide to adopt dual-language enrollment programs.

"We need to recognize that the future of Virginia is becoming only more diverse and that we want to be able to embrace that and be able to help our students achieve the best they can in the 21st-century Virginia economy," Mullin said.

Mullin stressed that he does not believe this to be a particularly partisan issue.

"The more that people are exposed to dual-language requirements and dual-language education, the more they see what a successful program it is," Mullin said.

HB13 purports to increase the ratio of full-time instructional positions for English language learning students. HB442 proposes that the Virginia Department of Education create and distribute accommodations for ELLs for every Career and Technical Education assessment that counts toward CTE graduation credentials. HB 1156 would add a pre-k and k-6 dual-language endorsement option for licensure for teachers who meet a designated set of criteria. SB 238 would prevent schools from collecting demographic data on students in excess of what is required by current state and federal law.

Barko-Alva stressed that dual-language enrollment programs are immensely valuable to both English language learners and native English-speaking students.

You put these two groups of kids together from the moment they reach pre-k all the way to fifth grade, going all the way until middle school and high school, and they become bilingual," Barko-Alva said. "And there is that cross-cultural communication piece where they understand each other, because they're growing as a family."

Dual-language programs ideally include a 50-50 split both in the proportion of English language learners to native English speakers and in the amount of time each day taught in each language. Multilingual education is also close to Barko-Alva's heart due to her own educational background. Her parents fled political instability in Peru and moved to the United States when Barko-Alva was a senior in high school.

This article originally appeared in The Flat Hat. See in full: <http://flathatnews.com/2018/02/14/compassion-and-hope-guide-multilingual-language-initiatives-at-school-of-education/>



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Diversity Spotlight

Nikki Giovanni headlines Lemon Project Symposium

People of all ethnicities seem to forget that the first Africans brought to America contributed far more than just free, forced labor, poet and historian Nikki Giovanni told her audience at the Lemon Project and 50-year Commemoration Symposium at William & Mary on Saturday.

“These are going to be great people, and it is time we recognized their greatness,” she said. “These are people who are going to build a nation, because no matter what we think about this country called America, it wouldn’t be diddly-squat without black people.”



Photo by Skip Rowland

Giovanni, a distinguished university professor at Virginia Tech who has authored more than 27 poetry collections, seven albums, four collections of essays or memoirs and been given the keys to the cities of New York, Miami, Los Angeles and New Orleans, delivered the keynote address at the eighth annual symposium. This year’s symposium also recognized the 50th anniversary of the university’s first African-American residential students, which is being commemorated throughout the 2017-18 academic year with a series of special events and programs.

The Lemon Project, named for a man who was once enslaved by William & Mary, took shape in 2009. After student and faculty resolutions calling for a full investigation of the university’s past, the Board of Visitors acknowledged that W&M had “owned and exploited slave labor from its founding to the Civil War; and that it had failed to take a stand against segregation during the Jim Crow Era.”

As a result, the board offered its support for the establishment of The Lemon Project: A Journey of Reconciliation.

In remarks prior to Giovanni’s address, W&M President Taylor Reveley acknowledged that reconciliation is a work in progress.

“For generations, William & Mary’s relationship with the community has not been good,” he said. “We are remembering the past in order to learn from it, to find a way to become a more inclusive society than we are now. The Lemon Project is a crucial means to this end.”

Giovanni opened by reminding the audience “white guys didn’t wake up one morning and say, ‘Let’s go to Africa and start a slave trade.’ It didn’t happen. We know that whatever those guys were, they went to Africa and became a part of a slave trade that was going on, that’s still going on. And that’s something we have to deal with. Somebody sold us, and somebody bought us.”

She detailed how the captured men and women were stacked “head to toe, head to toe” in the hold of the ship, how they were brought to the deck and “cleansed” and made to “dance” by whipping. She detailed that many were killed in unsuccessful rebellion attempts.

But out of that misery, she said, black women initiated the first attempt at having disparate captives with different languages communicate as a means of some small comfort.

“This woman underneath the ship is going to have to find a way to talk to her people, and there is no language that she had. So she’s going to do something that’s incredibly important. She’s going to hum, because that’s what she has, a song, a song that she has to invent. She’s going to moan, and her people are going to respond to that moan.”

In time, she said, African Americans introduced the world to music – the moan, the spiritual, jazz, the blues “and whatever it is that you’re hearing now. We created it.”

“It’s time we admit that what has made this country whatever it is we have decided to be a part of,” she said. “We have brought some love. We have brought something wonderful, forgiveness.”

“There is another story to be told, another story that you and I who are black are going to have to find about what it means to be black in this country. It’s good that we remember what we contributed, we remember what we have done to make this a better place – and we should take credit for doing that.”

Taken from [wm.edu](https://www.wm.edu/news/stories/2018/nikki-giovanni-headlines-lemon-project-symposium.php) (https://www.wm.edu/news/stories/2018/nikki-giovanni-headlines-lemon-project-symposium.php)

Diversity Spotlight

Scenes from the Lemon Project & 50-Year Commemoration Symposium: Building on the Legacy

2018 Spring Symposium

Theme: Desegregating Higher Education in Virginia: William and Mary in Historical Context

(Content courtesy of Jody Allen)



Valarie Holmes, actress/writer



Keynote Speaker Nikki Giovanni with University of Richmond Students



Building on the Legacy Roundtable



Thank you to Allesandro Ragazzi, president of Students of Hip Hop Legacy (SoHHL), for organizing the Open Mic. Pictured: Neonna Ferebee.

Diversity Spotlight

Content Courtesy of Jody Allen



Art workshop led by Steve Prince



Ka'miya Gunn

Anthony Conyers, Community Member; Clarence Wilson, Community Member



Desegregating W&M Roundtable



Iyabo Osiapem, W&M Linguistics Professor; Edith Heard, Community Member; Dr. Virginia Wells, W&M Health Center

Diversity Recognitions

50th Anniversary Commemoration Committee

The members of this committee have gone above and beyond to make sure that the anniversary of the first African American students in residence is commemorated with pride, respect, and thoughtfulness. This year's commemoration certainly could not have happened without the individuals who have served on the committee.



Anna Mroch

Anna's assistance with the launch of the Campus Climate survey did not go unnoticed and is greatly appreciated.



Betsy Edwards

Betsy has been extremely helpful in organizing both the Faculty and Staff Diversity Symposium in October 2017 and the Student Diversity Symposium in February 2018.



Laini Boyd and Elijah Levine

Laini and Elijah showed great leadership in organizing the Student Assembly's 'Tending Our Roots' Conference on race in Virginia colleges.



Recent Events

Women's Stock Pitch and Leadership Summit

On March 23-24th, 16 visiting stock pitch teams and over 170 students and professionals gathered for the 3rd Annual William and Mary Women's



Stock Pitch and Leadership Summit. This woman-focused stock pitch and subsequent leadership summit, one of only two in the country, began with a Keynote Speech by Ursula Burns, the first African-American CEO of a Fortune 500 company. The stock pitch competition was won by the University of Sydney team, all the way from Australia, and runners-up included Notre Dame, University of Texas at Austin, and Brown University.

Fourth Annual William & Mary Powwow

The American Indian Student Association (AISA) held The College's fourth annual powwow on Saturday, March 17. The event, a celebration of Indigenous culture, had attendees from local Virginia tribes, as well as visitors coming from as far as New Jersey. During the event, AISA honored President Reveley for his ten years of service to William & Mary.



Equality WM Lunch and Learn

On March 15, EqualityWM Co-Chairs, Linda Knight and Eric Garrison presented on "LGBTQ Quality of Life from the Black Cat Riots to the Pres(id)ent" to our Lunch and Learn. Thank you for an enlightening presentation on the oppression and liberation that LGBTQ persons in America have experienced under five decades of post-Kennedy Presidents.



Inaugural Green Zone Training

On March 20, 2018, the Office of Diversity and Inclusion and the William & Mary Veterans Working Group held the inaugural W&M Green Zone Training for faculty and staff. Attendees were individuals who identified as wanting to support veteran students and active duty students on campus.



Upcoming Events

The Light of the Moon Screening and Discussion

April 10, 2:30pm, Small Hall Room 111

Sponsored by Women's Network, Office of Health Promotion and The Haven

Reception to follow

This film depicts a graphic portrayal of sexual violence and the aftermath of such violence. Support will be available during/after the screening.

RSVP here: <https://lotm-williamandmary.eventbrite.com>



5th Annual Supplier Diversity Vendor Fair

William & Mary will be hosting its 5th Annual Supplier Diversity Vendor Fair on Thursday, April 12th from 1:00-4:00 p.m. at Campus Center, Trinkle Hall. All faculty and staff are encouraged to attend.

The event provides an opportunity to network with local small, women-, and minority-owned (SWaM) businesses that provide various goods and services for your department business needs. Don't miss this opportunity to meet face to face with close to 40 local and diverse suppliers in one afternoon.

Visit the W&M Supplier Diversity Events page to learn more about the upcoming event. Please be sure to register to attend.

If you have any questions concerning the event, please contact Marra Austin, Supplier Diversity Advocate, at 221-7636.

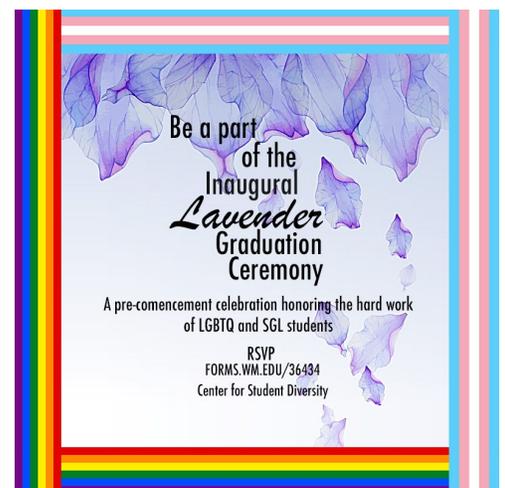


Lavender Graduation Ceremony

The Center for Student Diversity in collaboration with Lambda Alliance, OSTEM, and EqualityWM would like to invite you to be a part of William & Mary's inaugural **Lavender Graduation Ceremony**. Lavender Graduation's are a time honored tradition celebrating the accomplishments of LGBTQ+ and SGL graduates and their contributions to their university communities.

As an official part of Commencement Weekend, William & Mary is creating a space to recognize the unique experiences of LGBTQ+ and SGL students on our campus. Each graduate will receive a commemorative stole and have the opportunity to recognize partners, friends, and loved ones who have contributed to their success. Undergraduate, Graduate, and Professional students are welcome to participate.

The ceremony will be held on May 11 at 2pm in Little Theater, Campus Center. RSVP is required by April 6 at 5:00 p.m.: <http://forms.wm.edu/36434>.



Religious and Cultural Holidays

April 2018

April 1: Easter (Christian)

April 1: Palm Sunday (Orthodox Christian)

April 2: Easter Monday (Christian)

April 6: Great and Holy Friday (Orthodox Christian) 2018

April 8: Easter (Pascha) (Orthodox Christian)

April 8: Divine Mercy Sunday (Catholic Christian)

April 9: Easter Monday (Orthodox Christian)

April 11: Yom Hashoah (Jewish)

April 13: Isra and Mi'raj (Muslim)

April 29: Visakha Puja Day (Buddist)

April 30: Therevadin New Year (Buddhist)

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