

S E P T E M B E R 2 0 1 9

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# VOICES

The Official Newsletter of the Office of Diversity & Inclusion



Welcome to VOICES, a monthly newsletter from the Office of Diversity & Inclusion. 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. It is very important that we have diverse perspectives, ideas, and voices at all tables. We are a stronger community

when we can listen and learn from those around us who may have different religious views, cultural perspectives, or philosophical thoughts. You are invited to view our website at <http://www.wm.edu/diversity> for additional information on the programs and services offered by the office. I look forward to working together to advance a culture of inclusive excellence at William & Mary. If you have upcoming programs or events you would like to share, please send [vmdiversity@wm.edu](mailto:vmdiversity@wm.edu) by the 15<sup>th</sup> of each month.

-Chon Glover

**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)

*"It is our duty  
and  
responsibility to  
become the best  
person we are  
intended to be."*

*--Luz Marie Caro*

*"Diversity is about  
all of us having to  
figure out how to  
walk through this  
world together."*

*--Jacqueline Woodson*

## HISPANIC HERITAGE MONTH

September 15 - October 15

During National Hispanic Heritage Month, the contributions made and the important presence of Hispanic and Latino Americans to the United States are recognized, and their heritage and culture is celebrated. Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

Hispanic Heritage Month, whose roots go back to 1968, begins each year on September 15, the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. Mexico, Chile and Belize also celebrate their independence days during this period and Columbus Day (Día de la Raza) is October 12.

The term Hispanic or Latino refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish, Hispanic and/or Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin."

Today, 55 million people or 17% of the American population are of Hispanic or Latino origin. This represents a significant increase from 2000, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population.

*"I had no need to apologize that the look-wider, search-more affirmative action that Princeton and Yale practiced had opened doors for me. That was its purpose: to create the conditions whereby students from disadvantaged backgrounds could be brought to the starting line of a race many were unaware was even being run."*  
*-Honorable Sonia Sotomayor*



Raffi Freedman-Gurspan



Cesar Chavez



Nydia Velasquez

## Tips for Creating an Inclusive Workplace

Scheduling. Avoid conflicts with major cultural and religious holidays by consulting the Provost's annual memo on Religious Accommodations (August 26, 2019). There are several identified campus designated Meditation Rooms located in the Campus Center, Wellness Center, Swem Library.

Use Microphones. Whether in a small or large room, always use a microphone for the speaker and if there are opportunities for the audience to speak, have hand-held microphones accessible with an appointed individual to assist with moving the microphone.

Gender Inclusive Restrooms Ensure availability of accessible and single stall restrooms by consulting campus lists of gender-inclusive restrooms

[file://localhost/\(https://www.wm.edu/offices/studentdiversity/events-student-life/gender-neutral-facilities/index.php\)](file://localhost/(https://www.wm.edu/offices/studentdiversity/events-student-life/gender-neutral-facilities/index.php))

Lactation Rooms. Ensure availability of accessible lactation rooms.

<https://www.wm.edu/offices/compliance/topics/pregnancy/Lactation/index.php>

Food and drink. Provide a range of food that includes vegan/vegetarian, gluten free, healthy, and Kosher/Halal options, and ensure that these options and ingredients are clearly labeled in large print and either individually packaged or offered in a way that avoids cross-contamination. Serve non-alcoholic beverages in a similar style as alcoholic drinks. Provide water and make straws available. Always label foods and provide a list of ingredients (i.e. made with nuts).

Addressing the Audience. Avoid using "Ladies and Gentlemen" or any terminology that sets up a binary.

Accessible presentations. Provide presenters with guidelines for making content accessible, including PowerPoints, and handouts. Sign language interpreters are highly recommended when requests are made in advance of the event.

Off-site Participation. If an event is being held off-campus, discuss inclusion issues with the venue managers, including emergency planning. For presentations, provide options for remote access, live streaming video and post-event recordings, including captions.

Event Marketing. Include information about proactive measures in all event advertising and invite participants to identify accommodation needs, including food allergies and chemical sensitivities, before the event via email or phone. Promote and advertise using a variety of media.





# Save the Date

## Annual Diversity & Inclusion Symposium

November 1, 2019

*"Creating an Inclusive Community"*

The 4th Annual Diversity & Inclusion Symposium will be a day-long event focused on advancing the conversation on diversity & inclusion within higher education. The day will feature a keynote address, round-table discussions, and panels covering the most pressing diversity and inclusion issues facing universities.

Registration will open **September 1.**

**Keynote Speaker: Dr. Claude Steele**  
**Leading Scholar in Higher Education**  
**Author of "Whistling Vivaldi"**

The symposium is made possible by a generous gift from Ernst & Young.

Register at [forms.wm.edu/38934](https://forms.wm.edu/38934)

**Diversity** is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Inclusion** is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

An **inclusive university** promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

# Ways to Get Involved

## **Staff Assembly**

The Staff Assembly represents the interests of all staff of W&M and VIMS. The Assembly consists of 24 elected members representing all operational and classified employees and non-student hourly wage employees of the university. The Assembly advises the President and the Senior Vice President for Finance & Administration and relays staff concerns, interests, and issues to appropriate channels. The Staff Assembly functions in an advisory capacity, promoting staff interests in university governance, promote honest and open communication between the administration and staff.

Website: <http://www.em.edu/staffassembly>

## **Professional/Professional Faculty Assembly (PPFA)**

The PPFA is a 21-member elected board that represents W&M and VIMS staff members who are professionals and professional faculty (PPFs). The PPFA provides a forum for the collection of opinions of professionals and professional faculty on issues, policies, and matters of relevance to PPFs and those impacting the general welfare of the College. The PPFA identifies, reviews and researches university-wide issues and policies as well as those specifically affecting PPFs and makes recommendations on both to the administration.

Website: <http://www.wm.edu/ppfa>

## **EqualityWM**

The purpose of EqualityWM is to improve the learning and working environment at W&M for lesbian, gay, bisexual and transgender faculty, staff, and students through representation, action and community. EqualityWM has a two-part mission that includes advocacy and social engagement. All faculty and staff (including allies) that are dedicated to improving the learning and working environment for LGBT faculty, staff and students are invited to be part of EqualityWM.

Website: [www.wm.edu/equalitywm](http://www.wm.edu/equalitywm)

## **The Forum**

The Black Faculty and Staff Forum took concrete form in the spring of 1987 with two meetings and a reception. This effort was revived in 1991 and The Forum quickly became a recognized vehicle for advancing the interests of the Black community at W&M in the 1991-92 academic year. The Forum organized itself formally with bylaws and duly elected officers in the fall of 1992. Today, The Forum is not just an avenue for Black faculty and staff but for all persons of color to get involved in the mission and goals of William & Mary. The Forum exists to help bring into fruition a community of diversity within the university.

Website: [www.wm.edu/bfsf](http://www.wm.edu/bfsf)

## **W&M Women's Network**

The W&M Women's Network provides a way for all female employees at the university to support each other, help newcomers learn the ropes, socialize with each other, celebrate our successes and, (occasionally) to advocate for each other when things get tough. In recent years, the Women's Network has provided information to the administration on issues relating to family leave, resources at the Campus Child Care Center, varsity athletics, the sexual harassment policy, fringe benefits issues, salary equity, and partner/spousal hiring. Throughout the year we provide opportunities for instructional faculty, administrators, professionals, operational, classified, and hourly staff to support each other, help newcomers learn the ropes, celebrate our successes, and advocate for each other when things get tough. The Women's Network is trans-inclusive.

Website: <http://www.wm.edu/womensnetwork>

## Faculty Development Resources— National Center for Faculty Diversity and Development

William & Mary holds an Institutional Membership with the National Center for Faculty Development and Diversity (NCFDD), a nationally recognized, independent organization that provides online career development and mentoring resources for faculty, post-docs, and graduate students from over 450 colleges and universities. In addition to the resources available to you as an Institutional Member, the Center also offers professional development training and intensive mentoring programs and support needed to be successful in the academy. Members receive a weekly motivational email (the Monday Motivator) and access to the full NCFDD Core Curriculum, guest expert webinars, intensive multi-week courses facilitated by national experts, a private discussion forum, monthly writing challenges, and the opportunity to connect with a writing accountability partner.

To activate your confidential, personal membership please complete the following steps:

- 1) Go to <http://www.FacultyDiversity.org/Join>
- 2) Choose your institution from the drop-down menu.
- 3) Select “Activate my Membership”
- 4) Complete the registration form using your institutional email address (i.e. @InstitutionalEmail.edu)
- 5) Go to your institution email to find a confirmation email. Click “Activate Account” in the confirmation email.

We encourage you to take full advantage of the resources available to you through the NCFDD. If you have any questions or comments, please contact Chon Glover, Chief Diversity Officer, at [wfglov@wm.edu](mailto:wfglov@wm.edu). If you have any technical questions, please email NCFDD at [Membership@FacultyDiversity.org](mailto:Membership@FacultyDiversity.org).

### ***NOYCE Scholars Program***

*The Noyce Scholars Program at William & Mary aims to meet a national need for talented STEM teachers who are prepared and committed to teaching diverse communities of students in high-need schools. Our program hopes to interest outstanding mathematics and science majors in teaching; help students sustain an enduring commitment to STEM teaching; and develop students' ability to connect effectively with diverse communities.*

*This NSF Grant partners with the W&M Office of Community Engagement to engage first- and second-year mathematics and science students in teaching activities and reflection. Working with W&M community engagement staff, prospective teachers will explore issues of fair access to skills in mathematics and science for all students. Our scholarship program supplements cultural competency preparation in the curriculum with activities focused on equity-mindedness and working with diverse communities.*

*The Noyce Scholars program offers \$15,000 a year for up to two years (\$30,000) of scholarship support to students in our program. More information can be found at: <https://www.wm.edu/as/sciencemathed/> or by contacting Monica Grillo at [mgrillo@wm.edu](mailto:mgrillo@wm.edu).*



# Diversity Recognition



Nasha Lewis, Global Education Office  
**Assistant Director for Global Education - Student Experience**

One of the first hurdles some students encounter when planning to go abroad is obtaining a passport. For some students, this hurdle is a barrier, and effectively stops them from moving forward and taking advantage of the many programs offered at W&M.

Knowing this and how it impacts some of the most socio-economically challenged of our students, Nasha jumped on an opportunity to bring CIEE, a non-profit organization that promotes international education and exchange, to campus for a drive to give out 100 passports to students who have previously never had a passport. This drive involved not just CIEE, but also partnering with the USPS to come to campus to ensure that forms are properly submitted, etc.

This project took over two years to plan and execute, and endless amounts of additional work on Nasha's behalf, but Nasha thoroughly believed that by providing students with passports, it would lead students to have an opportunity to go abroad at another point in time. With one of the COLL curriculum components being satisfied through study abroad (COLL 300), now more than ever having a way of ensuring all students have access to the necessary documents to travel overseas is incredibly important.

Nasha communicated with various offices across campus so they could also promote the upcoming event and marketed it broadly so that any eligible students knew of the upcoming event. Since it involved needing specific documents, she also held check-ins prior to the event to make sure that students had filled out the forms correctly and had their official documents, so that everything would run smoothly on the day of the event.

While this project was a one-time event, we feel that this event deserves recognition for promoting diversity and inclusivity to our campus.

*Congratulations, Nasha!*

Each month, the Office of Diversity & Inclusion invites 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 month of October, please complete the form at <http://forms.wm.edu/43488!>

## Center for Student Diversity

The Center for Student Diversity is a unit within the Division of Student Affairs. In alliance with the William & Mary mission, the Center for Student Diversity (CSD) strives to foster inclusion, collaboration, and relationship building within our campus community. The Center provides academic, social, and transition support for underserved and underrepresented students and promotes exchange and dialogue between individuals of diverse backgrounds and identities. We also serve as an information center, providing training and resources to the campus and local Williamsburg community regarding multicultural and diversity topics.

## Meet the Staff



**Dr. Kimberly Weatherly**  
Assistant Dean and Director



**Shené Owens**  
Associate Director

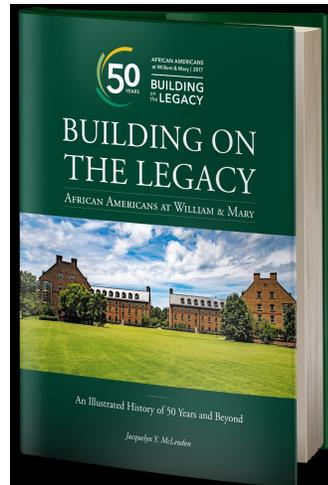
## Upcoming Events

**Chat & Chew: Diversity @ W&M: WMSURE and Sharpe Scholars**  
September 6 | 12:00-1:00 pm | Center for Student Diversity

**CSD Welcome Back Block Party**  
September 13 | 6:00-8:00 pm | Hunt Hall & Trinkle Hall

**Cultural Organization President's Council Retreat**  
September 14 | 9:00 am- 2:00 pm | Sadler Center, Tidewater A

# Coming Soon!



The commemoration year for the 50<sup>th</sup> anniversary of the first African American students in residence at William & Mary is over, but the positive results of acknowledging integration and the contributions that African Americans have made here continues on. The forthcoming book *Building on the Legacy: African Americans at William & Mary, an Illustrated History of 50 Years and Beyond*, by Dr. Jacquelyn Y. McLendon, results from conversations with alumni who expressed a need for such a history and from the support of many, especially former provost Dr. Michael R. Halleran.

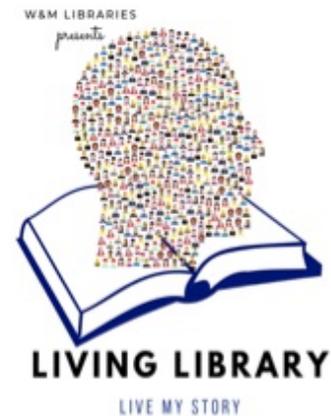
*Building on the Legacy* focuses on the time period beginning in the early 1950s with the admission of the first African American graduate students through the end of the commemoration year in 2017-18, drawing on information from historical documents and personal interviews about African American professors, staff, current students, and the surrounding African American community members who have played an important role in William & Mary's history. The narrative is accompanied by thoughtfully chosen photographs to enhance the telling of the stories. *Building on the Legacy* also contains supplemental overviews contributed by Dr. Jody Allen on slavery at William & Mary, by Dr. Danielle Moretti-Langholtz on the Brafferton Indian School, by Dr. John Riofrio on the Latinx communities, and by Professor Francis Tanglao Aguas on the Asian American and other diverse communities in theatre.

*Building on the Legacy: African Americans at William & Mary, an Illustrated History of 50 Years and Beyond* will be officially launched with an author signing event during this year's Homecoming. More about the time and place of the launching and about sales before the homecoming event will be announced soon.

## Professional Development Opportunities

### Living Library

On September 25th, from 11:00 am - 3:00 pm, W&M Libraries will be hosting a Living Library. This one-day event promotes the human experience of finding common ground through dialogue. The Living Library will draw upon the vast array of lived experiences represented in the W&M and the Williamsburg community. We are looking for volunteers who are willing to act as living "books." Living "books" will share significant and defining stories from their lives in a small, group setting. Through brief, small- group conversations facilitated by our "books", "readers" (attendees) will have the opportunity to respectfully engage with and learn from those whose backgrounds and identities differ from their own. We hope creating space for these discussions will bring together communities, help us embrace diversity, and find connection through conversation and active listening.



### Lunch & Learn: Understanding Barriers & Interventions to D&I Work



September 18<sup>th</sup>: 12:00-1:30. We often ask ourselves what can I do better or differently to continue the work of diversity & inclusion? This workshop will explore the barriers to promoting this work and interventions participants can make in their day-to-day work to increase the effectiveness of creating an inclusive workplace.

Sign up by September 9 at <http://forms.wm.edu/42909>

### Suggested Books

Whistling Vivaldi by Dr. Claude Steele

Blind Spot: Hidden Biases of Good People by Mahaznn Banaji, Anthony Greewald

The New Jim Crow by Michelle Alexander

Presumed Incompetent: The Intersections of Race and Class for Women in Academia edited by Gabriella Gutierrez y Muhs, Yolanda Flores Niemann, Carmen G. Gonzalez, Angela P. Harris

The Music Lesson: A Spiritual Search for Growth through Music by Victor Wooten

# Lemon Project News



The Lemon Project: A Journey of Reconciliation is excited to release our Call for Proposals for the 10<sup>th</sup> Annual Lemon Project Spring Symposium, which will be held on March 29-31, 2020. The theme for this symposium is “When and Where They Enter: Four Centuries of Black Women in America.” You can view the Call for Proposals at

[https://www.wm.edu/sites/lemonproject/annual\\_symposium/index.php](https://www.wm.edu/sites/lemonproject/annual_symposium/index.php)

From the W&M Press Release on the Mellon grant

<https://www.wm.edu/sites/lemonproject/news/1m-mellon-foundation-grant-funds-inclusive-research.php>:

“The Andrew W. Mellon Foundation has awarded William & Mary a \$1 million grant to support inclusive research, teaching and community engagement around the legacies of slavery and racism. The five-year grant will fund several key initiatives, including community-led research into the legacies of slavery at William & Mary and James Monroe’s Highland, an oral history project that documents the untold stories of descendants of enslaved men and women, new historical exhibits and university-wide courses that promote inclusion and civil discourse.

The project, called Sharing Authority to Remember and Re-Interpret the Past, will be funded by the grant from July 1, 2019 to June 30, 2024. The start of the project coincides with statewide public events that mark 400 years since the arrival of the first Africans to Virginia. The project is a university initiative that will be executed through the Lemon Project in Williamsburg and James Monroe’s Highland, a former presidential residence that is a division of William & Mary, in Charlottesville, Virginia.”

You can view more news articles on the Lemon Project here:

<https://www.wm.edu/sites/lemonproject/news/index.php>

AMP and The Lemon Project are hosting a Pop-Up event, “The Lemon Project: Uncovering the William & Mary Story” on September 6 from 1:00 p.m. to 3:00 p.m. at the Sadler Center Terrace. Come out to talk to the Lemon team about our research and work towards reconciliation and healing. You can view the rest of our upcoming events at our W&M Events page:

<https://events.wm.edu/calendar/upcoming/lemonproject>



## IDEA Grants (Innovative Diversity Efforts Awards)

The Office of Diversity & Inclusion embraces its role in guiding and leading diversity initiatives; however, this work is larger than one office or even a few individuals. We offer a way to work together across campus to advance these efforts.

IDEA Grants: IDEA is an acronym for Innovative Diversity Efforts Awards. 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. Submit the report to the Office of Diversity & Inclusion within 60 days of the project's conclusion. The disbursement of funds will occur in phases, depending on the nature of the proposal. Applicants will be notified within 45 days following the application deadline regarding the funding decisions. **The deadline for proposals is October 9, 2019 by 5:00 pm.** The application may be emailed to [wmdiversity@wm.edu](mailto:wmdiversity@wm.edu) or brought by the office—Hornsby House, 336 Jamestown Road – directly. For questions, please contact Sharron Gatling at [ssgatl@wm.edu](mailto:ssgatl@wm.edu).

Please email an itemized budget for the event or project for which funds are requested to [wmdiversity@wm.edu](mailto:wmdiversity@wm.edu). Organizations and individuals awarded a grant from the Diversity Endowment agree to abide by all University policies and regulations, including accounting policies under the **William and Mary Foundation Expense and Travel policy** and the **payments to individual policy**. **PLEASE NOTE: payments by individuals to vendors, employees or students for services rendered will not be reimbursed.** **APPLY at <http://forms.wm.edu/43084>**

## NAME COACH

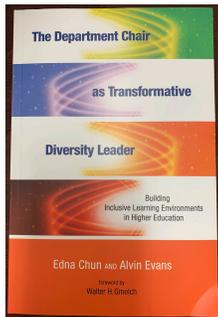
Last spring, Name Coach was launched in Blackboard. Name Coach provides a simple and effective solution to name pronunciation: Users voice-record their names online so others can easily learn and remember how to say them. Name Coach is now available in Blackboard, as a tool within each course. Recording and playback can be done from any device with a microphone that can access Blackboard, like a laptop or smartphone.

Faculty members should record their name and remind students to record their names. Please mention the course tool and encourage its use for listening to the name pronunciation of instructors and classmates. As we strive to become a more inclusive and global university, the correct pronunciation of names is one-way William & Mary can help all members of our community feel respected and welcomed.

This fall, Name Coach was included in the Tribe Guide and included as a part of the First Year Experience programming. Additionally, the Law School has incorporated Name Coach into their MyLaw system. Future phases of the Name Coach implementation project will bring recording and playback to additional tools this Fall so be on the look out!

Name Coach recording is available [here](#), for everyone with a WM UserID and password. Name Coach instructions can be found [here](#).

# Other News



Through a generous gift, the Office of Diversity & Inclusion was able to provide each academic department and area chair with a copy of The Department Chair as Transformative Diversity Leader: Building Inclusive Learning Environments in Higher Education by Edna Chun and Alvin Evans.

The **Women's Network Fall Reception** will be held on Thursday, September 19<sup>th</sup> from 4:00-6:00 pm in the Dogwood Room, School of Education. The invited speaker is Valerie Cushman on behalf of the Society of 1918 to reflect on the 100 years of women events and ongoing plans to honor the contributions of women staff, faculty, and students at William & Mary. Please **RSVP by September 9**.

**Staff Assembly Listening Tour** is coming to the School of Education on Sept 10th from 10am – 11am in room 3107. Stop by and meet some of the Staff Assembly members and share your thoughts, questions, and ideas to guide our efforts over the next year & beyond!

Also mark your calendar now for September 11th. The Staff Assembly will be meeting at 10:00 am in Blow Hall, BOV Room 301.

The annual **Diversity Committee Bootcamp** will be held on Tuesday, September 17<sup>th</sup> from 1:00-3:00 pm in Tidewater Room B. All academic and administrative diversity committee chairs and members are invited to attend this important planning session. Please RSVP to [wfglov@wm.edu](mailto:wfglov@wm.edu) by September 12<sup>th</sup>.

William & Mary will begin offering a **Japanese studies** major this fall, becoming the only public university in the state to offer a bachelor's degree in the discipline. The Bachelor of Arts in Japanese Studies was approved by the State Council in Higher Education for Virginia July 16. W&M's Board of Visitors approved the program proposal on Sept. 28, 2018. The Japanese Studies Program at W&M, which previously offered only a minor, is part of the Department of Modern Languages & Literatures. See Full Story at <https://www.wm.edu/news/stories/2019>

This fall, the William & Mary School of Education will enroll its first students in a new **online master's degree program focusing on military and veterans counseling**. The program, the only one of its kind in Virginia, will train counselors to work with veterans and their families on issues such as post-traumatic stress disorder, traumatic brain injury, the emotional impacts of physical injury, long-term family separation and the transition from military to civilian life. See full Story at <https://www.wm.edu/news/stories/2019>

# Congratulations



**Liz Allison**, Chancellor Professor of Biology at William & Mary, has been awarded the Ruth Kirschstein Diversity in Science Award by the American Society for Biochemistry and Molecular Biology. The

Kirschstein award was established to honor “an outstanding scientist who has shown a strong commitment to encouraging underrepresented minorities to enter the scientific enterprise and who has offered effective mentorship of those within it,” according to a release by the society.



**Ginia Anderson** received the 2019 President’s Award for Service at this year’s Convocation. Presented by the President’s Office and the Office of Community Engagement, the awards are given annually to one student and one faculty or staff member “who have

demonstrated a sustained commitment to service and made a significant and measurable impact on the community.



**Shantá Hinton**, an associate professor in the **Department of Biology**, recently received a \$900,000 National Science Foundation Grant for her research.



**Meredith Kier**, associate professor of science education, has secured a grant worth \$300,000 from the National Science Foundation (NSF) for an exploratory research study that will examine how a partnership between engineering undergraduate

students from underrepresented backgrounds and middle-school STEM teachers can engage and inspire students in engineering.



**Karen Locke**, the **Pat and Margaret Walsh Professor in Leadership and Ethics** at the Raymond A. Mason School of Business, was awarded the Academy of Management's Research Methods Division Distinguished Career Award.

This is the second award Locke has received from the organization, having been awarded the Robert McDonald Advancement of Organizational Research Methodology Award in 2003. Locke has built her career on the value of qualitative research, with her receipt of this award reflecting the work she has done in bringing interest to the field of qualitative research.



## SEPTEMBER 23 TONI MORRISON TRIBUTE

Please join us on Monday, September 23rd from 12 pm to 2 pm in Blow Memorial Hall Rm. 201 to honor the legacy of Toni Morrison by bringing your favorite passage to read from any of her works. Please be prepared to read for no longer than 10 minutes. There will be refreshments to follow.



BLOW MEMORIAL  
HALL, RM. 201

12 PM - 2 PM

COME TO ENJOY THE  
READINGS OR READ  
A PASSAGE OF  
YOUR OWN.

REFRESHMENTS TO  
FOLLOW

IF YOU ARE  
READING YOUR  
FAVORITE PASSAGE,  
PLEASE REGISTER  
AT  
[HTTP://FORMS.WM.  
EDU/43541](http://forms.wm.edu/43541)

FOR EVENT  
INFORMATION:

Professor Hermine Pinson  
[hdpins@wm.edu](mailto:hdpins@wm.edu)

For registration information:

Shanay Butler  
[sdbutl@wm.edu](mailto:sdbutl@wm.edu)



## Smoke and Mirrors: Politics as Racecraft

featuring

Dr. Barbara Fields and Dr. Karen Fields

Far from living in a post-racial society, the United States seems to be steeped in ever-more egregious instances of racism. But when and why did racism emerge in the first place? Did it arrive in 1619, when the first Africans landed in Virginia? On Monday, September 23rd at 7pm in Brinkley Commons (Miller Hall), Karen Fields, an independent scholar, and Barbara Fields, professor of History at Columbia University, will address this tortuous history. Fields and Fields are co-authors of *Racecraft: The Soul of Inequality in American Life*. This is a 400-year Remembrance event.

September 23, 2019

Miller Hall, Brinkley Commons

7:00 pm



aswad  
in the Diaspora

### Remembrance, Renaissance & Revolution

The Meaning of Freedom in the African World Over Time & Space

**A S W A D**  
ASSOCIATION FOR THE STUDY OF THE WORLDWIDE AFRICAN DIASPORA

### November 5-9, 2019

Greetings from the Association for the Study of the Worldwide African Diaspora (ASWAD)!

We hope you will join us at ASWAD's 10th Biennial Conference as William & Mary remembers the arrival of the first enslaved Africans in English North America in 1619 and celebrates the 20<sup>th</sup> anniversary of ASWAD's founding!

For more information:

[www.aswadiaspora.org](http://www.aswadiaspora.org)  [aswad2019@wm.edu](mailto:aswad2019@wm.edu)

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