**Matter of the Month**

As Black History month comes to a close – on February 26, 2004 Garret A. Morgan was recognized by the U.S. Congress for his contributions to modern public service. With his invention of the first successfully gas-filtering and oxygen-providing helmets, he made the work of rescue workers and later soldiers in WWI possible.

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**Announcements**

Our very own Trustee Emeritus, the Honorable BJ "Buddie" Penn, is soon to be profiled in one of the Greatest Untold Stories: African-Americans in the Military. Congratulations!

**Upcoming Events:**

- **Black Gospel Experience,** 7pm on 2/28/14
  - Email for more info

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**Conversation Starters**

**Books:**

- **Whistling Vivaldi** by Claude Steele
  - The acclaimed social psychologist offers an insider's look at his research and groundbreaking findings on stereotypes and identity

- **Twelve Years a Slave** by Solomon Northup
Morgan is also the noted inventor of the first hair relaxing product and company and is credited with developing the first model of our modern traffic light stop featuring the yellow caution signal. For these reasons he is a man who "Matters."

Quote of the month:
"No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite."
Nelson Mandela

Links:
10 Black Heroes Who Usually Go Unrecognized During Black History Month, But Shouldn't
Lonnie Bunch, the Curator On Exhibit
Unlikely Simultaneous Historical Events
'12 Years a Slave' Is Headed to Schools

The narrative, first published in 1853, of a freeman who was kidnapped and sold into slavery, and spent 12 years in bondage before escaping; the basis of the recently released movie.

What is the Office of Diversity & Inclusion?
Center for Civic Engagement & Public Service
Multicultural Student Services Center
Disability Support Services
Sexual Harassment & Sexual Assault Response Coordinator

Our first official newsletter would be incomplete without a quick, high-level introduction
of our office! Below are some facts and figures about ODI to help you get to know us better.

In 2010, GW President Steven Knapp announced the University would build upon and deepen its long standing commitment to diversity and inclusion. From this, Dr. Terri Harris Reed joined GW in 2011 as the first Vice Provost for Diversity & Inclusion, a position created by Dr. Knapp to provide leadership on all aspects of educational and employment equity, access, human rights, and cultural understanding and competency.

Following a university reorganization during the summer of 2012, the Office of Diversity & Inclusion (ODI) was formed. Under the direction of the Vice Provost for Diversity & Inclusion, several units offer expert knowledge and creative leadership to promote, advocate, support and advance the GW's commitment to diversity and inclusion as a strategic priority. These units include: the Center for Civic Engagement & Public Service, Disability Support Services, Multicultural Student Services Center, and Title IX/Sexual Assault & Sexual Harassment Response. The combined efforts of these units provides a platform for developing and implementing a more cohesive campus-wide approach to facilitating, sustaining, and advancing principles of access, equity, inclusion and community.

The Innovation in Diversity and Inclusion Grants Program, MLK Day of Service, Brown Bag Faculty Workshops, Test proctoring, Multi-Cultural Heritage Celebrations, Diversity Training, Haven, Freshman Day of Service and Freshman Convocation, and the GW Tutoring Initiative are several examples of the signature activities of the ODI units.

With over 150 years of collective experience, almost 30 full time staff, and nearly 100 volunteers, student and part-time employees, the Office of Diversity & Inclusion serves students, faculty, staff, alumni, trustees, and a number of off-campus partners.

**Diversity and Inclusion Defined**

GW's academic excellence is predicated on our success in fostering an environment that attracts the best and brightest from all backgrounds and ensures every individual is able to fully participate and contribute their talents in service to the University's mission. GW defines diversity and inclusion, as follows:

**Diversity:** The term diversity is used to describe individual differences (e.g. life experiences, learning and working styles, personality types) and group/social differences (e.g. race, socio-economic status, class, gender, sexual orientation, country of origin, ability, intellectual traditions and perspectives, as well as cultural, political, religious, and other affiliations) that can be engaged to achieve excellence in teaching, learning, research, scholarship, and administrative and support services.

**Inclusion:** The term inclusion is used to describe the active, intentional, and ongoing engagement with diversity -- in people, in the curriculum, in the co-curriculum, and in
communities (e.g. intellectual, social, cultural, geographic) with which individuals might connect.

**Spotlight on Alumnus Adama Kah**

Adama Kah develops and spearheads "innovation and pioneering" solution that creates liquidity and enhances economic value of distressed mortgage loans.

Adama Kah is a two time GW alumnus (B.S. '94, Electrical Engineering, and M.S. '96, Finance) and a former member of the men's basketball team. Building on the education, skills, and experiences gained at GW, Adama credits his diverse team in its effective collaboration, and applauds Freddie Mac for promoting an environment that values diversity – in backgrounds, thoughts, and skillsets – to achieve success.

As vice president of distressed management for Freddie Mac, with responsibility for the day-to-day management of a multi-billion portfolio of highly illiquid assets, Adama led the creation and financial engineering of an innovative and pioneering mortgage-back security product backed by re-performing loans from borrowers that received a modification under the U.S. Treasury's Home Affordable Modification Program ("HAMP").

The HAMP program was introduced by the U.S. Treasury to help distressed and borrowers that are underwater on their mortgages to retain their homes by lowering their mortgage rates and other terms of their mortgage. There are tens of billions of HAMP loans across many types of financial institutions across the U.S., including large and small banks. For the first transaction, Adama and his team securitized $1 billion of these loans into mortgage-backed securities and then introduced this newtype of bonds to US mortgage backed securities (MBS) institutional investors.

Read Adama Kah's biography

View the press release of the product announcement

**Co-Chairs Announce New Structure and Function for PCDI**

President Steven Knapp established the President's Council on Diversity and Inclusion in May 2010 to identify challenges and recommend opportunities to enhance GW's commitment to diversity and inclusion. Read more on the history of the PCDI.
To strengthen the Council's evolving oversight and monitoring functions, co-chairs Vanessa Northington Gamble and Terri Harris Reed recently announced an expansion of the membership and reconfiguration of the Council into two committees. Effective January 2014, the Council is comprised of the Leadership Committee for Diversity and Inclusion (LCDI), and the Implementation Committee for Diversity and Inclusion (ICDI). The LCDI will bring GW senior leadership together to discuss strategy and monitor diversity efforts. The ICDI will convene key faculty, staff and students to develop, influence, and implement both campus-wide and unit specific initiatives.

The Council will continue to convene work groups dedicated to improving the experience of GW community members and better communicate the efforts of those committed to the diversity and inclusion agenda. If interested in joining a work group, consider getting involved with PCDI.

Office of Diversity & Inclusion:
Center for Civic Engagement & Public Service | Disability Support Services | Multicultural Student Services Center

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