

**Enslaved Ancestors College Access Scholarship and Memorial Program
Annual Report
November 1, 2022**

College of William & Mary

Memorial Program

In 2009, the William & Mary (W&M) Board of Visitors (BOV) passed a resolution acknowledging the institution's role as a slaveholder and proponent of Jim Crow and established the Lemon Project: A Journey of Reconciliation. A report was issued in 2018, which covered the work of the Lemon Project to date. This report included a recap of sponsored programs and events, course development, and community engagement efforts. It also began to come to grips with the complexities of the history of the African American experience at W&M.

Research and Scholarship

During the past 13 years, faculty, staff, student, and community volunteer research has provided insight into the experiences of African Americans at W&M. This information has been shared at conferences and symposia, during community presentations, in scholarly articles, and in the classroom.

In April 2018, the BOV officially apologized for W&M's history of slavery and discrimination: "The Board of Visitors acknowledges that William & Mary enslaved people, exploited them and their labor and perpetuated the legacies of racial discrimination. The Board profoundly regrets these activities, apologizes for them, expresses its deep appreciation for the contributions made by the African-American members of its community to the vitality of William & Mary then, now, and for all time coming, and commits to continue our efforts to remedy the lingering effects of past injustices."

Additional information may be found at the following links:

Lemon Project: A Journey of Reconciliation

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

History of Slavery at William & Mary: <https://www.wm.edu/sites/enslavedmemorial/slavery-at-wm/index.php>

Hearth: Memorial to the Enslaved

In August 2018, W&M announced a design competition for the Memorial to the Enslaved. The international competition was open to everyone. Dr. Phyllis Slade Martin, Slade & Associates, LLC, served as competition advisor, managing the search through its completion.

"We seek a conceptual design for a physical memorial that establishes a new place of community and contemplation within or directly engaging with the setting of William & Mary's Historic Campus," read the call for submissions. "By virtue of its scale, location, materials and narrative content, the conceptual design will create a noble and lasting tribute to the memory of the people who built and served the university."

The design concept needed to include space for names of the enslaved to be prominently featured. The competition was anonymous. The nine-person jury selected three finalist designs out of over 80 submissions.

From those finalists, President Rowe chose the winning concept, “Hearth” by architect Will Sendor ’11. President Rowe shared “Hearth” with the BOV in April 2019.

Once the concept was chosen, W&M sought an architectural firm and construction firm to make the design into a reality. Richmond-based architects Baskervill and construction firm Kjellstrom & Lee, as well as the Memorial Building Committee and W&M’s Facilities Management team, spearheaded this phase.

The Board of Visitors committed unrestricted donations to match targeted private gifts totaling more than \$1 million. The groundbreaking for Hearth: Memorial to the Enslaved took place in May 2021 and the dedication was in May 2022.

Names of those enslaved may be found at the following link:

<https://www.wm.edu/sites/enslavedmemorial/enslaved-names/index.php>

(Note: names are displayed in sections for those enslaved by W&M as well as those enslaved by people at the university.)

Enslaved Ancestors Scholarship

During fiscal year 2022, W&M established two endowed scholarships aligned with the SCHEV guidelines for the Enslaved Ancestors College Access Scholarship and Memorial Program. Both the Lemon Scholarship Endowment and the Anne R. Willis Scholarship Endowment will provide need-based scholarship support for undergraduate students with a demonstrated historic connection to slavery as identified in the process set forth under Virginia law. These endowments are funded entirely by private donors. The Lemon Scholarship and the Anne R. Willis Scholarship Endowment will each be awarded annually to an eligible student to partially offset tuition and fees.

The application and selection process for these scholarships is in development and will conform to the eligibility requirements established in the SCHEV guidelines. It is anticipated that the application process will be in place in time to make inaugural awards for the 2023-24 academic year. The award of undergraduate scholarships is managed by the Financial Aid Office. Funding for Heath: Memorial to the Enslaved and scholarships did not result from general funds or from increases in tuition or fees.

Longwood University

In accordance with § 23.1-615.1. of the Code of Virginia, Longwood University seeks to “[address] the long legacy of slavery in the Commonwealth, and [acknowledges] that the foundational success of several public institutions of higher education was based on the labor of enslaved individuals.” Longwood University certifies that state general funds and non-general funds, such as tuition and fees, were not used for any aspect of this program, other than the uses allowed under SCHEV guidance.

Longwood University was incorporated as the Farmville Female Seminary Association on March 5, 1839; in 1860, the name changed to Farmville Female College. From 1839 to 1865, the original property for the seminary was on High Street in Farmville (Lots 105 and 107 of the Josiah Chambers survey). The College did not become a public institution until 1884, when it became the State Female Normal School.

Research has occurred in manuscript collections not held by Longwood University in an attempt to identify names of enslaved individuals who may have had a connection to the Farmville Female Seminary. There are no institutionally held records that shed insight on the experiences of enslaved people at the Farmville Female Seminary. According to the records of the trustees of the Farmville Female College after the Civil War, the early records of the Farmville Female Seminary Association were burned by the Union Army as it moved through Farmville on April 6-7, 1865.

Research has uncovered an 1863 lease agreement for an enslaved individual named Mimi (George LaMonte papers, New Jersey Historical Society), and an 1863 runaway slave ad for a boy named Ben “who ran off from the Female College” (Richmond *Whig*, June 16, 1863). These are the only written records that directly name enslaved individuals connected with the Farmville Female College discovered to this date. Additional research continues in manuscript collections, newspapers, and government records to attempt to identify enslaved people with connections to the Farmville Female College and Farmville Female Seminary.

Public programming for a commemoration honoring enslaved individuals’ role at the institution is planned for March 2023. Dr. Melvin Patrick Ely, William R. Kenan Jr. Professor of Humanities in History, and author of the Bancroft-prize winning book, *Israel on the Appomattox: A Southern Experiment in Black Freedom from the 1790s Through the Civil War*, will also speak on his recent research about slavery in Prince Edward County.

Planning is underway for a scholarship program for Virginia students who have a “demonstrated historic connection to slavery in Virginia.” Details about the amount, eligibility, and the process for application are being worked out. It is intended for this scholarship to be awarded for academic year 2023-2024.

In addition to the above efforts regarding the history of enslaved individuals, Longwood continues to be engaged in scholarship, commemoration, and reconciliation work around the Prince Edward County civil rights movement, which is of particular importance to the local community and to Longwood’s partnership with the Robert Russa Moton Museum.

University of Virginia

Enslaved Ancestors Memorial and Scholarship Program

Pursuant to Virginia Code § 23.1-615.1, this report provides an update on the implementation of the Enslaved Ancestors Memorial and Scholarship Program at the University of Virginia. Included in this report are previous actions taken at the University that have laid the foundation for the work that is currently underway, actions taken over the course of the previous year, and specific announced actions that will be taken as the University continues to move forward. Prohibited state general funds and non-general funds, as outlined by SCHEV guidance, were not used for any aspect of this program other than as allowed under the guidance.

President's Commission on Slavery and the University

In September 2013, former President Teresa Sullivan established the President's Commission on Slavery and the University (PCSU) as an advisory body that would provide recommendations on the commemoration of the University's historical relationship with slavery and enslaved people. In proposing the creation of the PCSU, Vice President and Chief Officer for Diversity and Equity Dr. Marcus Martin discussed the previous and ongoing work led by groups such as the Memorial to Enslaved Laborers, the UVa IDEA Fund, and University and Community Action for Racial Equity, which would guide the Commission.¹ Five years after its creation, the PCSU delivered the *2018 President's Commission on Slavery and the University Report to President Teresa A. Sullivan*. The report includes an overview of the African American community at the University pre-1865 in which it discusses the role of slavery in the construction and maintenance of the University, violence towards enslaved individuals, and the daily life of enslaved persons at the University. The 2018 report also includes a discussion of the initiatives undertaken by the PCSU, including the development of the Memorial to Enslaved Laborers and the Universities Studying Slavery Consortium.

Universities Studying Slavery Consortium and the Gibbons Project

As a part of the efforts to identify and memorialize, the PCSU created the Virginia's Colleges and Universities Studying Slavery in 2014, which was composed of the University of Virginia, the College of William and Mary, Washington and Lee University, Virginia Commonwealth University, Virginia University of Lynchburg, Norfolk State University, Roanoke College, Longwood University, Virginia Military Institute, and Sweet Briar College. In 2015, Georgetown University joined the consortium and the group formally became Universities Studying Slavery (USS) Consortium, the goal of which has been to encourage all schools to engage in this work, as well as to connect schools to share research and best practices. The research network that is available because of the Consortium—now made up of almost 100 institutions of higher education in the United States and across the world—helps the University and other institutions break down research silos, connect disparate records, and trace enslaved individuals that moved between institutions in the Americas and across the Atlantic.

At the 2022 Fall USS Conference at the University of Virginia, President Ryan announced the Gibbons Project, which is “an extensive new effort to support archival and genealogical research at UVA to fully understand the lives of the enslaved laborers who built and maintained the University and to trace their family trees to the present”. The Gibbons Project grew from the work of the PCSU and the Commission on the University in the Age of Segregation and will have dedicated staff to oversee archival and genealogical research as well as research to connect descendants and their ancestors. Central to these initiatives are the efforts of the Descendants of

¹ Written by Meghan Faulkner and commissioned by the UVa IDEA Fund, a 2013 report catalogues early initiatives of the University community: https://dei.virginia.edu/sites/g/files/jsddwu511/files/inline-files/SlaveryatUVA_FAULKNER_001.pdf

Enslaved Communities at UVA, the mission of which is to research and reclaim the narrative, to honor the legacies of enslaved and free Black communities and their descendants, and to achieve restorative justice for communities rooted at the University of Virginia and surrounding regions. Dr. Shelley V. Murphy—the genealogist hired in 2019 as a descendant project researcher for a three-year term will research in partnership and collaboration with the Gibbons Project—has to date identified and is working on about 130 family trees as this work continues. Thus far, approximately 570 of the estimated 4,000 enslaved laborers who worked on Grounds throughout the University’s history have been identified.

Memorial to Enslaved Laborers

The decade-long effort to properly memorialize enslaved individuals was first conceived by students and became a central initiative of the PCSU. Prior to the creation of the PCSU, the University placed a small marker near the Rotunda to memorialize free and enslaved laborers. In 2011, a student-led organization, Memorial for Enslaved Laborers (MEL), worked to garner support for the building of a more fitting memorial. In 2012, a plaque honoring Henry Martin was placed by the University Chapel. Additional efforts to memorialize enslaved individuals at the University included the 2014 renovation and commemoration of a recently discovered enslaved cemetery, the 2015 naming of Gibbons House residence hall after William and Isabella Gibbons—including interpretive panels that tell the Gibbons’ story—the adding of interpretive panels at the burial ground that was identified at Gooch Dillard in 1983, and the naming of Skipwith Hall.

In 2016, the Board of Visitors formally began the process of creating the Memorial to Enslaved Laborers by initiating a capital building project and authorizing funds to design the memorial. The Memorial to Enslaved Laborers—which was developed in a collaborative effort involving students, faculty, staff, alumni, the design team, and the local community—was formally dedicated in April 2021, after the COVID-19 pandemic forced the University to postpone the originally scheduled 2020 public dedication.

The Memorial is designed in the shape of a broken shackle—representing freedom from physical bondage—the diameter of which matches that of the Rotunda. The Memorial includes two paths: one towards the North Star and the second that aligns with the sunset on March 3, Liberation and Freedom Day. The concentric rings of the Memorial hold three different images and descriptions. The outer wall of the Memorial’s outer ring is etched with the image of the eyes of Isabella Gibbons, a former member of the enslaved community who became a teacher after Emancipation. The inner facing side of the outer ring bears the names of individuals known to be enslaved at UVA and includes memory markers created to identify the lives and the names that have yet to be found. The names of individuals identified as this research effort continues will be added to the Memorial and unveiled to the descendants of the enslaved. Lastly, the inner most ring details a timeline that begins with the first arrival of enslaved Africans in Virginia in 1619 and ends in 1889, the year of Isabella Gibbons’ death. This timeline details the horrid events in the lives of the enslaved at the hands of students and faculty of the University. A documentary, *The Lives Between the Lines*, is set to be aired at the 2022 Virginia Film Festival documenting the Memorial to Enslaved Laborers.

Summary of Community Development and Scholarships

Two working groups were established as part of the President’s Council on UVA-Community Partnerships to support the community development goals of the Enslaved Ancestors Scholarship and Memorial Program: the Pipelines & Pathways Working Group and the Local Economy Working Group.

The Pipelines & Pathways Working Group developed recommendations to increase the number of disadvantaged community residents hired by the University, decrease the rate of turnover, and increase the number of incumbent Academic Division and UVA Health workers including UVA-affiliated workers who advance up the income ladder. As part of this work, Pipelines & Pathways sought to review and refine guidelines that will ensure equitable access to available jobs by community residents. In February 2022, the Pipelines & Pathways Working Group delivered its report to the President's Council, and the President's Council sent it to President Ryan with a letter of endorsement. In the University's response to this report, President Ryan detailed the University's ongoing and forthcoming efforts to implement these recommendations in order to create more job opportunities for local residents from disadvantaged communities. The response also includes the estimated costs and resource requirements of certain initiatives.

Actions taken to support these recommendations include creating a Community Connections Hub, developing a team of career coaches, offering trainings to educate managers on new career resources and their role in improving access to opportunities, and reviewing education requirements for entry-level job postings to confirm they are appropriate for the role's responsibilities.

The Local Economy Working Group developed recommendations for how the University could increase relationships with local businesses led by women and historically marginalized racial and ethnic groups (disaggregated by group and gender), as well as new businesses in the surrounding communities. In June 2022, the Local Economy Working Group sent its report and recommendations to the President's Council, and the President's Council sent it to President Ryan with a letter of endorsement in July. In its October response to the working group's report, the University announced it will support the implementation of each of the recommendations and will dedicate new resources in the FY2024 budget development cycle to support such efforts. Additionally, the response organized the recommendations into a three-phase scope of work—Phase 1: Supply Analysis; Phase 2: Opportunity Analysis; Phase 3: Strategy Development, Implementation, and Monitoring and Evaluation—that culminates in goal setting and strategy implementation by the close of FY 2024.

The Equity Center at the University of Virginia seeks to redress racial and economic inequity in university communities and equip students to lead in building a just society. The Equity Center not only seeks to advance its goals through research, but also through action and collaboration, including initiatives such as the Starr Hill Pathways program. Developed by the Equity Center, the Starr Hill Pathways program is designed to offer Charlottesville area youth career and college exploration and support them from 7th grade through high school. These supports include academic enrichment, 1:1 mentoring support and attending skill-building workshops. The University has sought the advice of the Descendants of Enslaved Communities at UVA and is engaged in purposeful conversation regarding the development of a scholarship program for students who meet the eligibility requirements of the Enslaved Ancestors College Access Scholarship and Memorial Program.

Additional Resources

Dedication of the Memorial to Enslaved Laborers (VIDEO):

<https://news.virginia.edu/video/dedication-memorial-enslaved-laborers-uva>

Exploring the Design of UVA's Memorial to Enslaved Laborers:

<https://news.virginia.edu/video/exploring-design-uvas-memorial-enslaved-laborers>

Memorial to Enslaved Laborers: <https://mel.virginia.edu/>

Memorial to Enslaved Laborers Timeline: <https://mel.virginia.edu/memorial?open=true#making-the-memorial>

Memorial to Enslaved Laborers Stands Out In Telling UVA History:

<https://news.virginia.edu/content/memorial-enslaved-laborers-stands-out-telling-uva-history>

Pavilion X Exhibit - <https://news.virginia.edu/content/pavilion-x-exhibit-highlights-slavery-history-its-former-residents>

President's Commission on Slavery and the University: <https://slavery.virginia.edu/>

President's Council on UVA-Community Partnerships: <https://prescouncil.president.virginia.edu/>

Pipelines and Pathways Working Group: <https://prescouncil.president.virginia.edu/pipelines-and-pathways>

Slavery at the University of Virginia: A Catalogue of Current and Past Initiatives (2013):

https://dei.virginia.edu/sites/g/files/jsddwu511/files/inline-files/SlaveryatUVA_FAULKNER_001.pdf

Unearthed & Understood (Documentary prepared for the symposium "Universities Confronting the Legacy of Slavery"; 2014): https://www.youtube.com/watch?v=d_997dhrOtM

UVA Magazine – "Unearthing Slavery at the University of Virginia":

<https://uvamagazine.org/articles/unearthing-slavery-at-the-university-of-virginia>

UVA Today – "UVA and the History of Race": <https://news.virginia.edu/news-category/uva-and-history-race>

Walking Tour Map & App: <https://slavery.virginia.edu/enslaved-african-americans-walking-tour-map-app-updated-for-2021/>

Virginia Commonwealth University

During the 2021 legislative session, House Bill 1980 was introduced and ultimately passed by the General Assembly in special session (Virginia Code § 23.1-615.1). This legislation requires five institutions, including Virginia Commonwealth University (VCU), to conduct research regarding the institution's relationship with slavery and then to create an Enslaved Ancestors College Access Scholarship and Memorial Program. Following the State Council of Higher Education of Virginia's release of the Identification and Memorialization Guidelines in 2022, VCU convened a group of university leadership to explore how VCU would: 1) conduct this research, 2) fund this research, and 3) take next steps related to the scholarship and memorial programs.

While the SCHEV guidelines do permit use of state funds for the compensation of researchers who support general research to identify enslaved ancestors, VCU used non-state funds for the research component. To fulfill this obligation, the university convened a subject matter working group consisting of faculty, archivists, budget officers, and administrators to pursue a method for conducting this research. The working group concluded that with foundation funding, we would procure the services of a neutral, third-party researcher to provide our working group with a preliminary report by October 1, 2022. The working group commissioned Dr. Peter Wosh, Director of the Archives and Public History Program at New York University and an accomplished archivist. In the following months, the working group convened semi-weekly meetings to discuss the progress of Dr. Wosh's research, next steps for the findings in the research, and how this information would be disseminated.

VCU is still in the process of reviewing Dr. Wosh's preliminary report and will have more information in the first quarter of 2023. At this moment, we do not have any memorials or commemorations dedicated to formerly enslaved individuals on campus. Virginia Commonwealth University has deep experience in conducting research and implementing initiatives involving our history. We are working steadfastly to digest the preliminary findings of Dr. Wosh's report and we will convene in November to determine the best path forward as it relates to our research findings, and more importantly, the statutorily prescribed ways in which we will reckon with our past connections to the use of enslaved labor.

Virginia Military Institute

Pursuant to Virginia Code § 23.1-615.1 the Virginia Military Institute (VMI) acknowledges its responsibility to identify and memorialize, to the extent possible, enslaved individuals who labored on the grounds of the Institute between 1839 and 1865, by creating an Enslaved Ancestor College Access Scholarship program and memorial. VMI understands that general fund or tuition/fees will not be used to fulfill the intentions of Virginia Code § 23.1-615.1 and so certifies that no such funds have been used.

VMI is currently in the process of finalizing membership of the steering committee which will be convened no later than December 1, 2022. The steering committee will identify and implement the next steps in the Enslaved Ancestors College Access Scholarship and Memorial Program and determine the appropriate media, avenue, or initiative to acknowledge, respect or pay tribute to the contributions, lives, and impact of these individuals on the early development of VMI. The steering committee may appoint working committees to accomplish specific tasks or programming.

In 2020 research began to identify the enslaved population associated with VMI during the period 1839-1865 (see Attachment 1). While preliminary research indicates that the number of enslaved persons owned by VMI is small—perhaps 10—the number of hired enslaved persons is anticipated to be significantly larger. A third category—the enslaved persons owned by or working for contractors employed at VMI-- will be difficult to determine. The steering committee plans to continue to develop its understanding of the VMI enslaved population through internal research which will include faculty, staff, administrators, and students. This collaborative effort is expected to engage organizations of mutual interest as well as contracted researchers.

As continued exploration provides a clearer understanding of the VMI enslaved community, the committee will determine an appropriate memorial or commemoration, commensurate with the intentions of the enabling legislation. While work is ongoing in this area, there are two pre-existing public programs interpreting the experience of enslaved persons at facilities owned by VMI. The life and living conditions of enslaved persons on the eve of the American Civil War is explored at the Jackson House Museum, a home once owned by VMI professor Thomas Jackson in Lexington Virginia. Eighty miles to the north at the Bushong Farm, located on New Market Battlefield State Historical Park (NMBSHP), programming is being developed around the life of an enslaved family of three. VMI has owned NMBSHP since 1964 and has owned the Jackson House since 2011.

VMI has determined that the greatest positive impact it can make on the community still experiencing the legacy of slavery is through the creation of scholarships administered in accordance with the guidelines provided by the Enslaved Ancestors College Access Scholarship and Memorials Program. The Institute has begun conversations with the VMI Foundation, the private fund-raising organization which manages private financial support for VMI, on necessary funding levels and funding sources to support this initiative.