

diversity dialogue day 2017-2018

FINAL REPORT



VIRGINIA CENTER FOR
INCLUSIVE
COMMUNITIES



2017-2018 DIVERSITY DIALOGUE DAY

co-sponsored by



ACHIEVING SUCCESS THROUGH INCLUSION

The Virginia Center for Inclusive Communities works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout the Commonwealth.

CONTACT US AT 804-515-7950 OR VISIT OUR WEBSITE AT www.inclusiveVA.org





SNAPSHOTS

ABOUT DIVERSITY DIALOGUE DAY 2017-2018 school year

OVERVIEW

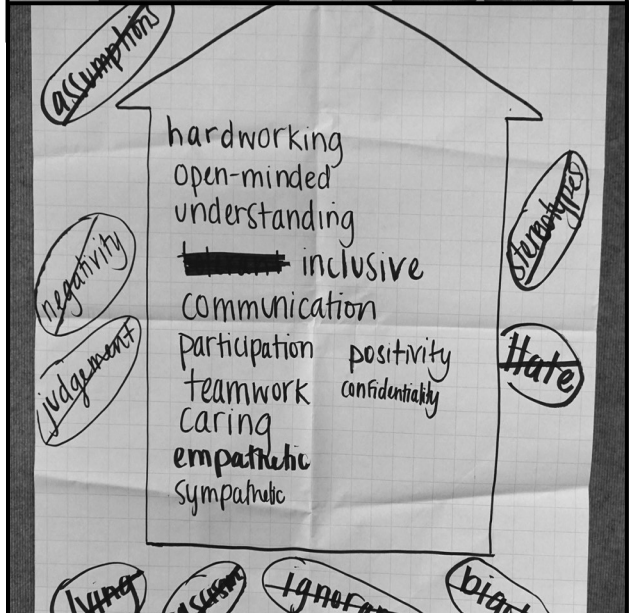
A one-day high school forum, Diversity Dialogue Day (3D) is open to all high school students and educators in each of VCIC's chapter locations. The program is designed to guide students through a process of awareness to action. 3D gives youth an opportunity to develop solutions to create a more inclusive environment at their school. It's a chance for students to learn about discrimination and prejudice, talk with their peers about problems facing their school, and get motivated to create changes.

GOAL

To increase high school youth's sensitivity to and awareness of diversity issues so that they can create school and community environments free from the distractions of prejudice, stereotypes, and bigotry.

WHERE

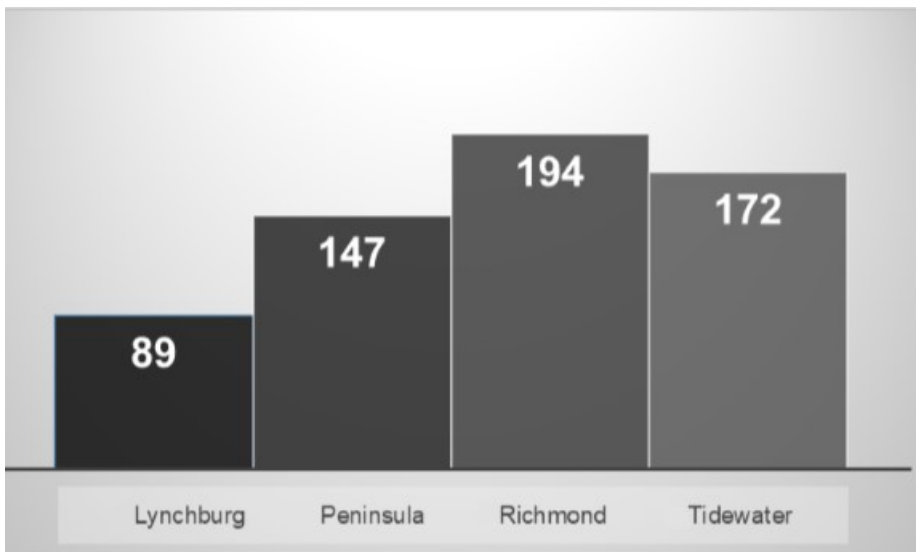
In the 2017-2018 school year, Diversity Dialogue Day forums sponsored by Dominion Energy took place in four regions across Virginia, including attendees from: Lynchburg (including attendees from Amherst County, Appomattox, Bedford, Botetourt, Campbell, Lynchburg, and Nelson), Peninsula (including attendees from Hampton, Newport News, Poquoson, Williamsburg, and Yorktown), Richmond (including attendees from Chester, Fredericksburg, Farmville, Glen Allen, Henrico, Highland Springs, Hanover, Midlothian, New Kent, North Chesterfield, Prince George, and Richmond), and Tidewater (including attendees from Chesapeake, Norfolk, Portsmouth, and Virginia Beach).



TOTAL NUMBER OF PARTICIPANTS

In total, 602 students, educators, and volunteers came together across three regions to address how they can effectively combat prejudice in their schools.

PARTICIPANTS BY REGION



DIVERSITY DIALOGUE DAY

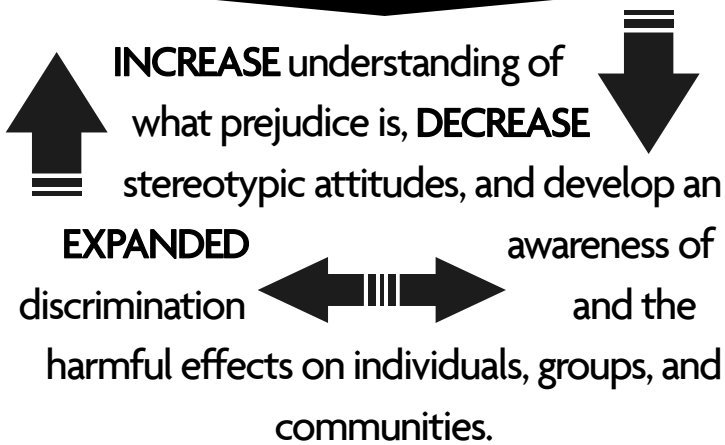
GOAL and OBJECTIVES

2017-2018 PROGRAM

GOAL

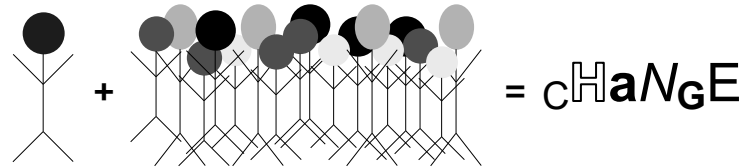
To increase high school youth's sensitivity to and awareness of diversity issues so that they can create school and community environments free from the distractions of prejudice, stereotypes, and bigotry.

objective #1

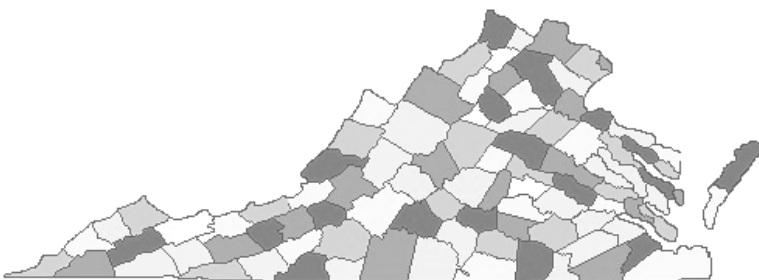


objective #2

Develop an increased sense of personal empowerment and recognize the positive impact they, as individuals and as groups of students, can have on their own schools and communities.



objective #3



objective #4

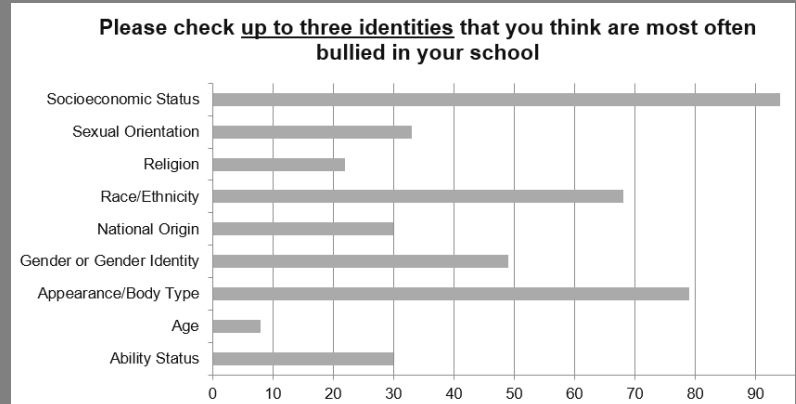


HOW DID WE DO THIS?

In the Fall...

We traveled to Hampton University and the University of Richmond where participants focused on Breaking Down Bullying. As students arrived, they were welcomed into a large group workshop where they saw their own pre-survey data reflected back to them, while also exploring definitions related to bullying, diversity, and inclusion. They were introduced to VCIC's Cycle of Prejudice framework, and participated in skits that

illustrated how conditioning, thoughts and expectations, deliberate avoidance, and verbal dehumanization related to bullying. Once students moved to their breakout room, they got to know one another and discussed how relational aggression shows up in their schools and communities. Students were asked to consider times when they may have been a bully, bystander, upstander, or ally throughout their life, particularly in the face of bullying. To close the day, students made personal commitments to set themselves up as a successful upstander or ally when they witness the Cycle of Prejudice in their school.



In the Spring...

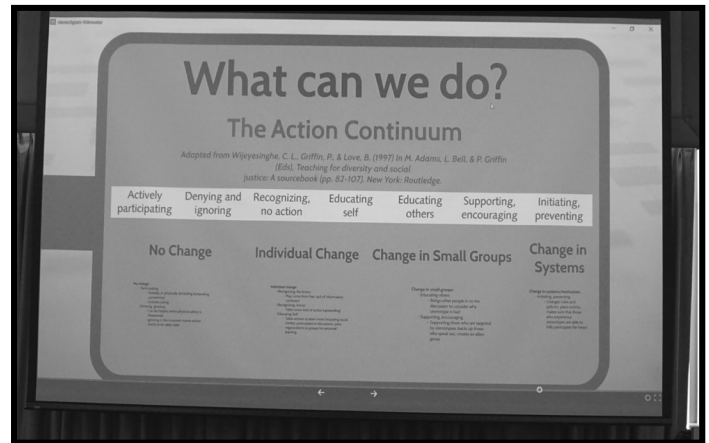
In the spring, we developed a new curriculum for students who attended 3D at Old Dominion University and Lynchburg College. At these programs, participants considered ways to Stop Stereotypes In Schools. Students engaged in a large group workshop that helped to build awareness on how stereotypes show up in everyday life and the dangers of prejudice. The presentation concluded with a description of the Action

Continuum, a framework intended to help students identify and develop personal methods for addressing prejudicial stereotypes in a variety of situations. Students later divided into break out rooms, where they participated in an interactive activity that encouraged them to examine the impact of negative stereotypes and where and when they show up in school.

With this information, students explored their own individual leadership styles and considered how those styles could be used to challenge negative stereotypes. At the end of the forum, students reconnected with their school groups and shared their individual commitments to take action in their schools.

COMMITMENT TO CHANGE

Diversity Dialogue Day provides a space for youth to come up with ideas to address some of their school's most challenging problems. At the end of each Diversity Dialogue Day forum, students are asked to make commitments to themselves and to each other in order to bring about positive change in the schools and communities. At the end of the programs in Peninsula and Richmond, students learned how to Break Down Bullying, by discussing how relational aggression shows up in their schools and communities. At the end of the Tidewater and Lynchburg programs, students were asked to think about creating specific actions of being an up-stander or ally based on the action continuum.



STUDENTS SAID...

"Diversity Dialogue Day was something different that will stick in my mind forever. I hope to get my friends involved more next time!"

"Diversity Dialogue Day was very educational. I heard stories from people from different schools, backgrounds, and it opened my eyes and mind to what goes on with bullying."

"My Diversity Dialogue Day experience was amazing and I can definitely say that I have learned more about not only bullying, but about my culture and personal identity as well."

"My Diversity Dialogue Day experience was very beneficial. I feel more informed about bullying and different forms. I have definitely been inspired to take this information back to my school, and be impactful by starting a club."

EVALUATION RESULTS



In the Peninsula Region...

91% percent of students believe they can contribute to reducing bullying in school.

93% percent of students that have an increased awareness of the experiences of people different than them.

In the Richmond Region...

97% percent of students are more motivated to make their school a place where different people and groups can feel like they belong, achieve, and contribute.

96% percent of students who are more motivated to work with people different than them.



In the Tidewater Region...

91% percent of students believe they can contribute to reducing bullying in school.

93% percent of students are more motivated to make their school a place where different people and groups can feel like they belong, achieve, and contribute.

In the Lynchburg Region...

90% percent of students that have an increased awareness of the experiences of people different than them.

92% percent of students are more motivated to make their school a place where different people and groups can feel like they belong, achieve, and contribute.



This final report was prepared by:



804.515.7950 • contact@inclusiveVA.org • www.inclusiveVA.org

SPECIAL THANKS

Dominion Energy

Hampton University

Lynchburg College

Old Dominion University

Volunteers

Jillian Abel

William Harris Jr.*

Kathleen Barksdale*

Shelby Hernandez

Grace Church

Louis Jaquet*

Tony Conyers

Trevion Jones

Cyril Coombs*

Rhonda Lane

Walter Dickerson

Curtis Lycke*

Regina Elbert*

May Nivar

Brandy Ewell

Richard O'Brien*

Juana Fleary*

LaQuiche Parrott

Lynette Gee

Jamie Plecker

Tanya Graham-Galatro

Melissa Politan

Jennifer Grandstaff*

Rita Raphael

**Dominion Energy Employees*

