Eighty years ago, the Virginia Center for Inclusive Communities was founded as the Virginia office of the National Conference of Christians and Jews (NCCJ). At that time, people of goodwill came together to say that the rising anti-Catholic and anti-Semitic sentiment of the 1920’s and 1930’s had no place in our Commonwealth and our country. Sustaining the values that inspired our founding, VCIC is now convening groups across Virginia to stand together in response to increasing Islamophobia and xenophobia.

The “Standing Together” initiative features joint public statements, press conferences, a social media campaign, and community events in Hampton Roads and Richmond. Private donations allowed the Virginia Center for Inclusive Communities to place full-page advertisements in the Richmond Times-Dispatch and The Virginian-Pilot, listing the names of religious and organizational leaders who signed on to statements drafted by our organization. Members of the public can also add their names via VCIC’s website.

At a press conference coordinated by VCIC and held at the Islamic Center of Virginia on December 17, 2015, nearly 100 religious leaders representing Baha’i, Catholic, Hindu, Jewish, Latter-day Saints, Protestant, Sikh, and Unitarian Universalist communities were in attendance. One participant called the event, “the most impressive broadly based inclusive interfaith clergy gathering I have been privileged to be a part of.” Another added, “The solidarity and support shown… was inspiring and moving beyond words. Thank you VCIC and community faith leaders.”

Senator Mark Warner invited a small group of religious and organizational leaders to a private meeting and press conference at the First Freedom Center, and VCIC was represented there as well. President & CEO Jonathan C. Zur noted at that event, “It is not just the Muslim community’s responsibility to stand up to Islamophobia, but all of us, coming together to hold up our highest ideals.”

StandingTogether is being used to catalog all of the initiative’s programming online, and community members are invited to share how you are promoting understanding and respect using the hashtag on social media. Learn more about “Standing Together” by visiting www.inclusiveva.org/participate.

Pictured below: Jonathan C. Zur welcomes nearly 100 participants and members of the media to the “Standing Together” press conference at the Islamic Center of Virginia.
Message from the President & CEO

Jonathan C. Zur

It is hard to imagine the Virginia Center for Inclusive Communities existing without the leadership of Dr. Allix B. James. For more than five decades, Dr. James supported this organization in a variety of capacities. He served as a member of the Richmond Chapter, VCIC’s State Board (where he was named chairman emeritus), and he even represented this organization nationally. Dr. James also holds the distinction of being the first person to receive two awards from our organization: he earned the Humanitarian Award in 1975, and he was presented with the Jeffrey B. Spence Award for Interfaith Understanding when that recognition was created in 2009. More than board positions or recognitions, however, it was Dr. James’ thoughtful counsel, collaborative spirit, moral code, and good humor that made him an invaluable leader and friend.

Anyone who heard Dr. James speak about the horrors of segregation in Virginia understands why he was so passionate about the mission and work of Inclusive Communities. Through his many roles at his beloved Virginia Union University, Dr. James not only educated several generations, but he also built bridges throughout the community across racial and religious lines. And quite often, his efforts were behind-the-scenes, as he was focused on getting the job done, not personal accolades.

Sadly, Dr. James passed away on September 26, 2015 at the age of 92. Not a day has gone by that I haven’t thought of him and wondered how he would handle the myriad challenges we face in creating a more inclusive Commonwealth and country. Fortunately, his example continues to provide great lessons, and I can still hear his encouragement and laughter at just the right moments. His was a life extraordinarily well lived. May the memory of Dr. Allix B. James continue to be a blessing to VCIC and all who knew him.

Chapter News

Lynchburg Chapter
- On May 25, 2016, the 49th annual Lynchburg Humanitarian Awards Dinner will take place under the leadership of Marjette G. Upshur, Director of the Lynchburg Office of Economic Development.
- Recent programs include workshops and presentations for Lynchburg City Schools, Lynchburg College, Lynchburg Regional SHRM, and Randolph College. Additionally, a Project Inclusion retreat is scheduled for E.C. Glass and Heritage High Schools, and a Diversity Dialogue Day forum will be held for area schools.

Peninsula Chapter
- Honorees for the 48th annual Peninsula Humanitarian Awards Dinner are Debra A. Flores, Robert L. “Bobby” Freeman, Jr., Anne W. Henry, Rosemary D. Trible, and Joseph R. Witt. That event, on February 25, 2016, will be chaired by Alexis N. Swann (Wells Fargo).
- Hampton and Phoebus High Schools recently participated in Project Inclusion, as have all six high schools in Newport News. Local professional development is being provided to the College of William & Mary and Patient Advocate Foundation.

Richmond Chapter
- Altria Group, Bon Secours Richmond Health System, and Wells Fargo were Humanitarian sponsors for the 53rd Richmond Humanitarian Awards Dinner on October 29, 2015.
- The Prejudice Awareness Summit for middle schools and Diversity Dialogue Day for high schools each reached hundreds of local students. Five high schools in Richmond Public Schools are participating in Project Inclusion during the 2015-2016 school year. Also, professional development is being conducted for BrownGreer, Columbia Gas, and Higher Achievement.

Tidewater Chapter
- The 52nd annual Tidewater Humanitarian Awards Dinner will take place on April 7, 2016. That night, VCIC will honor Charles G. Barker, James R. Bergdoll, Cynthia A. Cutler, B. Courtney McBeth, Alvin A. Wall, and the Institute for the Humanities at Old Dominion University for the “Birth of An Answer” Program.
- VCIC led local programs for the Hampton Roads Diversity & Inclusion Consortium, Norfolk Public Schools, Tidewater Community College, Virginia Beach City Public Schools, and Virginia Wesleyan College.
Dear Friends of Inclusive Communities,

This year, the issues that the Virginia Center for Inclusive Communities addresses have filled headlines, led newscasts, and been at the forefront of conversation and controversy in our country. Think about it: each day, VCIC’s staff and volunteers facilitate programs on topics such as bullying in schools, religious conflicts, immigration, police-community relations, poverty, and more. And, as we have done for 80 years, VCIC rose to the challenge in FY15, reaching record numbers of people with our award-winning workshops, retreats, forums, and dialogues that make measurable differences in schools, businesses, and communities across Virginia.

None of these successes would be possible without generous donors and dedicated program partners. With your support, the Virginia Center for Inclusive Communities will continue to show progress in making our Commonwealth a place where every person is included and where prejudice, intolerance, and fear of facing those issues don’t stand in the way of success for our schools, businesses, and communities.
The Virginia Center for Inclusive Communities gratefully acknowledges the gifts of individuals and institutions whose generosity provides the means to fulfill our mission. Gifts listed here were made from July 1, 2014, to June 30, 2015 (VCIC fiscal year 2015).

**Gifts $10,000 and above**

<table>
<thead>
<tr>
<th>Altria Group</th>
<th>$10,000 to $9,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bon Secours Health System</td>
<td></td>
</tr>
<tr>
<td>The Community Foundation</td>
<td></td>
</tr>
<tr>
<td>Serving Richmond &amp; Central Virginia</td>
<td></td>
</tr>
<tr>
<td>Daily Press</td>
<td></td>
</tr>
<tr>
<td>Dominion Foundation</td>
<td></td>
</tr>
<tr>
<td>Jackson Foundation</td>
<td></td>
</tr>
<tr>
<td>R.B. Foundation of The Community</td>
<td></td>
</tr>
<tr>
<td>Foundation Serving Richmond &amp;</td>
<td></td>
</tr>
<tr>
<td>Central Virginia</td>
<td></td>
</tr>
<tr>
<td>SunTrust Foundation</td>
<td></td>
</tr>
<tr>
<td>TowneBank</td>
<td></td>
</tr>
<tr>
<td>Wells Fargo</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $5,000 to $9,999**

<table>
<thead>
<tr>
<th>Ferguson Enterprises</th>
<th>$5,000 to $4,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Genworth Financial</td>
<td></td>
</tr>
<tr>
<td>Greater Lynchburg Community Trust</td>
<td></td>
</tr>
<tr>
<td>Metro Productions</td>
<td></td>
</tr>
<tr>
<td>Newport News Public Schools</td>
<td></td>
</tr>
<tr>
<td>Newport News Shipbuilding (Div of</td>
<td></td>
</tr>
<tr>
<td>Hill)</td>
<td></td>
</tr>
<tr>
<td>Patten, Wornom, Hatten, &amp;</td>
<td></td>
</tr>
<tr>
<td>Diamonstele LC</td>
<td></td>
</tr>
<tr>
<td>Riverside Health System</td>
<td></td>
</tr>
<tr>
<td>SunTrust</td>
<td></td>
</tr>
<tr>
<td>University of Richmond</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $1,500 to $4,999**

<table>
<thead>
<tr>
<th>Adrian Builders Group LLC</th>
<th>$1,500 to $1,499</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank of America</td>
<td></td>
</tr>
<tr>
<td>BB&amp;T</td>
<td></td>
</tr>
<tr>
<td>Dr. Virgie M. Binford</td>
<td></td>
</tr>
<tr>
<td>Birdsong Corporation</td>
<td></td>
</tr>
<tr>
<td>Billey's</td>
<td></td>
</tr>
<tr>
<td>Boys &amp; Girls Clubs of Virginia</td>
<td></td>
</tr>
<tr>
<td>Peninsula BWXT</td>
<td></td>
</tr>
<tr>
<td>Canon Virginia, Inc.</td>
<td></td>
</tr>
<tr>
<td>Centra</td>
<td></td>
</tr>
<tr>
<td>Central Virginia Community College</td>
<td></td>
</tr>
<tr>
<td>Chrysler Museum of Art</td>
<td></td>
</tr>
<tr>
<td>City of Newport News</td>
<td></td>
</tr>
<tr>
<td>Collegiate School</td>
<td></td>
</tr>
<tr>
<td>Cushman &amp; Wakefield J Thalhimer</td>
<td></td>
</tr>
<tr>
<td>Dixon Hughes Goodman LLP</td>
<td></td>
</tr>
<tr>
<td>DPS Inc.</td>
<td></td>
</tr>
<tr>
<td>The Dragas Companies</td>
<td></td>
</tr>
<tr>
<td>DTSV</td>
<td></td>
</tr>
<tr>
<td>Eastern Virginia Medical School</td>
<td></td>
</tr>
<tr>
<td>Edmunds &amp; Williams PC</td>
<td></td>
</tr>
<tr>
<td>Mr. J. Benjamin English</td>
<td></td>
</tr>
<tr>
<td>Free Agents Marketing</td>
<td></td>
</tr>
<tr>
<td>Mr. &amp; Mrs. William H. Goodwin, Jr.</td>
<td></td>
</tr>
<tr>
<td>Gumenick Properties</td>
<td></td>
</tr>
<tr>
<td>Hampton City Schools</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $500 to $1,499**

<table>
<thead>
<tr>
<th>AARP Virginia</th>
<th>$500 to $1,499</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Carolyn A.Abron-McCadden</td>
<td></td>
</tr>
<tr>
<td>An Achievable Dream</td>
<td></td>
</tr>
<tr>
<td>Dr. Marika E. Anthony</td>
<td></td>
</tr>
<tr>
<td>Banker Steel Company</td>
<td></td>
</tr>
<tr>
<td>Ms. Golden H. Bethune-Hill</td>
<td></td>
</tr>
<tr>
<td>Ms. Claudia R. Biegler</td>
<td></td>
</tr>
<tr>
<td>Mr. William C. Boinest</td>
<td></td>
</tr>
<tr>
<td>Mr. Raymond A. Booth</td>
<td></td>
</tr>
<tr>
<td>Mr. Charlie C. Boyd, Jr.</td>
<td></td>
</tr>
<tr>
<td>Mr. Linwood O. Branch, III</td>
<td></td>
</tr>
<tr>
<td>Ms. Joan Bryan</td>
<td></td>
</tr>
<tr>
<td>Mr. &amp; Mrs. Rudolph H. Bunzl</td>
<td></td>
</tr>
<tr>
<td>C &amp; F Bank</td>
<td></td>
</tr>
<tr>
<td>C. A. Barrs Contractors, Inc.</td>
<td></td>
</tr>
<tr>
<td>C. B. Fleet Company, Inc.</td>
<td></td>
</tr>
<tr>
<td>C.D. West &amp; Company Real Estate</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $250 to $499**

<table>
<thead>
<tr>
<th>Altria Group</th>
<th>$250 to $499</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bon Secours Health System</td>
<td></td>
</tr>
<tr>
<td>The Community Foundation</td>
<td></td>
</tr>
<tr>
<td>Serving Richmond &amp; Central Virginia</td>
<td></td>
</tr>
<tr>
<td>Daily Press</td>
<td></td>
</tr>
<tr>
<td>Dominion Foundation</td>
<td></td>
</tr>
<tr>
<td>Jackson Foundation</td>
<td></td>
</tr>
<tr>
<td>R.B. Foundation of The Community</td>
<td></td>
</tr>
<tr>
<td>Foundation Serving Richmond &amp;</td>
<td></td>
</tr>
<tr>
<td>Central Virginia</td>
<td></td>
</tr>
<tr>
<td>SunTrust Foundation</td>
<td></td>
</tr>
<tr>
<td>TowneBank</td>
<td></td>
</tr>
<tr>
<td>Wells Fargo</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $230 to $499**

<table>
<thead>
<tr>
<th>ACP Resources Inc.</th>
<th>$230 to $499</th>
</tr>
</thead>
<tbody>
<tr>
<td>Althea Grove Baptist Church</td>
<td></td>
</tr>
<tr>
<td>Dr. Nathan Altshuler</td>
<td></td>
</tr>
<tr>
<td>Arctraft Management Inc.</td>
<td></td>
</tr>
<tr>
<td>Mr. &amp; Mrs. Robert N. Baldwin</td>
<td></td>
</tr>
<tr>
<td>Becker Eye Care Center</td>
<td></td>
</tr>
<tr>
<td>Ms. Rena J. Berlin</td>
<td></td>
</tr>
<tr>
<td>Dr. Walter Beverly</td>
<td></td>
</tr>
<tr>
<td>Mr. &amp; Mrs. Timothy H. Bibe</td>
<td></td>
</tr>
<tr>
<td>Sister Cora Marie Billings</td>
<td></td>
</tr>
<tr>
<td>R.S.M. Rev. Dr. Melvin T. Blackwell</td>
<td></td>
</tr>
<tr>
<td>Dr. &amp; Mrs. Mark R. Bladergen</td>
<td></td>
</tr>
<tr>
<td>Dr. &amp; Mrs. Scott Brabrand</td>
<td></td>
</tr>
<tr>
<td>Mr. Michael V. Bradford</td>
<td></td>
</tr>
<tr>
<td>Drs. Teresa &amp; Robert Brennan</td>
<td></td>
</tr>
<tr>
<td>Ms. Wendy Jo Einhorn Brovsky</td>
<td></td>
</tr>
<tr>
<td>Mr. &amp; Mrs. William Anthony Brothers</td>
<td></td>
</tr>
<tr>
<td>Mrs. Jenever Hill Brown</td>
<td></td>
</tr>
<tr>
<td>Ms. Valerie C. Butler</td>
<td></td>
</tr>
</tbody>
</table>

**Gifts $100 to $249**

| Jill Thalhimer Campbell & Louis S   | $100 to $249 |
| Campbell Charitable Trust of The    |                   |
| Community Foundation Serving        |                   |
| Richmond & Central Virginia         |                   |
| Mrs. Chris Carlisle                 |                   |
| CarMax Inc.                         |                   |
| Mr. Dan Cawley                      |                   |
| Chesapeake Medical Institute        |                   |
| Christian & Barton, LLP             |                   |
| Christopher Newport University      |                   |
| City of Hampton Dept of Development |                   |
| City of Virginia Beach Economic     |                   |
| Development                        |                   |
| Coleman-Adams Construction Co.      |                   |
| Cooper Realty Corporation           |                   |
| Mr. George C. Crawley               |                   |
| Dr. M. Imad Damaj                   |                   |
| Mr. Antonio DaSilva                 |                   |
| Mr. Lorenzo E. Davis, Sr.          |                   |
| Dr. & Mrs. George W. Dawson         |                   |
| Mrs. Georgia M. Delbridge          |                   |
| Delta Sigma Theta Sorority Inc.     |                   |
| Newport News Alumnus Chapter       |                   |
| Ms. Maryjane T. Dolan               |                   |
| Dominion Foundation Matching Gifts  |                   |

| Senator Eliot S. Schewel            | $100 to $249 |
| Schewel Furniture Company           |                   |
| Schwarzchild Fund                   |                   |
| Senior Connections - CAAA           |                   |
| Mr. William D. Sessoms, Jr.         |                   |
| Richard & Amy Thalhimer             |                   |
| U. S. Charitable Gift Trust         |                   |
| United Jewish Federation of Tidewater |                   |
| Ms. Mariette G. Upshur              |                   |
| VA Community Development Corp.      |                   |
| Ms. Shannon R. Valentine            |                   |
| Virginia Oral & Facial Surgery      |                   |
| Virginia Transfer & Storage Co.     |                   |
| Mr. Sterling A. Wilder              |                   |
| Wilsy | Wilson | Dr. James W. Wright | WSET Inc. | Ms. Nhu Q. Yeargin |
Partners for Inclusion FY15 [ended June 30, 2015]

Ms. Elizabeth Doyle
Mr. Peter K. Doyle
Mr. Martin A. Einhorn
Emmanuel Baptist Church
Imam Vernon M. Fareed
Mrs. Joan F. Foster
Ms. Leana Fox
Dr. & Mrs. David W. Frantz
Free Clinic of Central VA
Dr. & Mrs. Samuel P. Fuller
Dr. & Mrs. Joseph S. Galeski, III
Dr. Kenneth R. Garren
Gastroenterology Associates
Mrs. Jodi K. Gillette
Mr. & Mrs. Robert H. Gillette
Mr. Michael A. Glasser
Cantar Frances T. Goldman
Grace Industries
Ms. Louise P. Gregory
Ms. & Mrs. Donald Preston
Mr. & Mrs. Reggie Pugh
Dr. Kathryn M. Pumphrey
Rev. Dennis S. Roberts
Mr. & Mrs. James C. Rodenberg
Mrs. Martha Franck Rollins
Ms. Kimberly A. Ross
Rotary Club of Newport News
Ms. Shanda K. Rowe
Mrs. Sara Jo Rubin
Mr. & Mrs. Ronald J. Rubinstein
Ms. Jane Ruehle
Rush Homes
S.L. Nusbaum Realty Co.
Dr. & Mrs. Stephen A. Saroff
Mr. Marc A. Schewel
Cong. Robert C. Scott
Mrs. Miriam Seeherman
Dr. & Mrs. Irvin Seeman
Ms. Julie Sokolowski
Dr. Haywood B. Spangler
Mr. & Mrs. William M. Sroka
Mr. & Mrs. Charles R. Swartz
Mr. Walker P. Sydnor
Tidewater Jewish Foundation
Mr. & Mrs. Lawrence Tiger
Mr. James E. Ukrop
Ms. Shannon Venable
Virginia Society of CPAs
Dr. G. Kenneth West
Western VA Labor Federation
Mr. & Mrs. Kenneth S. White
Dr. Donna E. Woods
Dr. Chris S. Zambas
Mr. Gregory S. Zitrain
Carol & Dov Zur
Mr. Jonathan C. Zurr

**Gifts $100 to $249**

Abbt Group Inc.
Mr. Charles C. Allen
Alternatives Inc.
American Civil War Museum
American Title Co.
Mr. & Mrs. William H. Atkins, Jr.
Dr. Grant L. Azdell
Delegate Mamye E. BaCote
Mr. Tommy P. Baer
Dr. Daniel G. Bagby
Bank of America Matching Gifts
Mr. James E. Barnett
Ms. Kathleen Burke Barrett
Rabbi Dennis Beck-Berman
Mr. William C. Bell
Bernardine Franciscan Sisters Foundation
Mr. Curtis D. Bethany, III
Mr. Irving M. Blank
Ms. Kimberly G. Bolger
Mr. Jeff Brittian
Mr. J. Alfred Broaddus, Jr.
Ms. Lesley H. Bruno
Mr. Anthony A. Burke
Mr. C. E. Campbell, III
Mr. A. Dale Cannady
Delegate Betsys B. Carr
Central Virginia Urology
Mr. Marc W. Cheatham
Mr. & Mrs. Warren B. Christie
Dr. & Mrs. Leonard J. Cohen
Mr. & Mrs. Arthur L. Collins
Congregation Beth Ahabah
Mrs. Deborah W. Conley
Ms. Bettie Minette Cooper
Rev. Lawrence Cooper
Ms. Denise Counce
Mr. Walter W. Craigie
Mr. Donald L. Creach
Mr. March Cromuel, Jr.
Mr. Samuel Davis, III
Mrs. Willis Jones Dell
dia: DeIWs Associates
Mrs. BettyAnn A. Dillon
Mr. Leighton B. Dodd
Ms. Lynn L. Dodge
Mr. & Mrs. James L. Doherty
Mr. Charles Donato
Mr. John Dougherty & Mr. Mark Falls
Ms. Sarah Dunn
Mr. & Mrs. James L. Eason
Mrs. Lois F. Einhorn
Mr. & Mrs. Frederic N. Elofson
Exclusive Staffing Companies
Dr. Stephanie L. Ferguson
Fife Family Foundation, Inc.
Mr. A. J. Z. Firestone
Mr. Stephen Fishel
Dr. Paul F. Fitzgerald
Mr. & Mrs. Paul D. Flanagan
Dr. Carmen F. Foster
Mr. Leslie H. Friedman
Ms. Anne A. Gibbons
Ms. Patricia M. Gibbons
Ms. Elnora Payne Green
Greg Garrett Realty
The Hon. John H. Hager
Mr. David B. Hale
Mr. Brenton S. Halsey
Mr. & Mrs. Stuart Held
Ms. Rita R. Henderson
Ms. Karen D. Higgins
Mrs. Helen P. Horwitz
Mr. Hylan T. Hubbard, III
International Black Women's Congress
Ms. Joni Ivey
Miss Clara B. Jackson
Ms. Jennifer Jaeschke
Mr. & Mrs. B. James Jefferson
Ms. Denise Johnson
Dr. Yvette Johnson-Threat
Ms. Mimi Sunshine Karesh
Ms. Lisa F. Kibler-Martin
Dr. Michael J. Kokorelis
Ms. Heather Krajewski
Mr. & Mrs. Jeremy Latchman
Mr. Joseph H. Latchum, Jr.
Dr. Page R. Laws
Mr. Steve Lawson
Leadership Metro Richmond
Mr. Robert A. Leveque
Mr. Marc Levin
Ms. Claire Ligon
Lynchburg Covenant Fellowship
Lynnhaven Fish House
Rabbi Rosalin Mandelberg
Dr. JoAnn McCaffrey
Ms. Sherri M. McQuillan
Mr. Peter M. Mellette
Dr. Stephanie G. Metzger
The Miles Agency
Mr. Henry L. Mills, Sr.
Mr. Pat G. Minetti
Dr. Wanda S. Mitchell
Judge Norman K. Moon
Ms. Robyn G. Morris
Ms. Susan Morrison
Mr. Kenneth B. Murov
NAACP Lynchburg Branch
Mr. J. Randolph Nelson
Mr. David B. Neumeyer
New Beech Grove Baptist Church
Mr. Barton M. Newton
Rabbi John R. Nimon
Ms. Amy Nisenson
Norfork Education Foundation
Old Dominion Lodge #181, IBPOE
Peninsula Metropolitan YMCA
Perry Insurance Agency Inc.
Ms. Selma K. Petock
Dr. Augustus A. Petticolas, Jr.
Mrs. Catherine S. Plotkin
Ms. Melissa M. Politan
Ms. Rochelle Portnoy
Ms. Marcia S. Price
Dr. McKinley L. Price
Ms. Karen P. Priest
Mr. & Mrs. Nathan Rabhan
Rodef Sholom Temple
Mr. Kurt Rosenbach
Mrs. Lila A. Rosenthal
Mr. & Mrs. Thomas B. Rothrauff
Mr. Robert G. Saunders
Mrs. Quan T. Schneider
Mr. Ward R. Scull, III
Second Calvary Baptist Church
Ms. Margo Shaye
Ms. Brennan E. Sigel
Mr. Thomas A. Silvestri
Ms. Stephanie R. Simmons
Ms. Ada L. Smith
Ms. Amanda Smith
Mr. Kenneth Smither
Dr. Han K. Song
Mr. Hobar Speegle, Jr.
Ms. Deborah K. Stearns
Mr. Mark A. Sternheimer
Mr. Len Stevens
Ms. Mary Ellen Stumpf
Susan Bailey & Sidney Buford Scott Trust
Mrs. Audrey Swann
Mr. & Mrs. Ashby H. Sydnor
Partners for Inclusion FY15 [ended June 30, 2015]

Gifts $100 to $249, continued

Mr. Charles W. Sydnor, Jr.
Mr. Shantaram K. Talegaonkar
Temple Emanuel
Mr. Morton G. Thalhimer, Jr.
Mr. William B. Thalhimer, III
Mrs. Christine N. Thomas
Mrs. Willie E. Thornhill
Mrs. Marian Bear Ticatch
Mr. Larry Tiffany
Top Line Marketing
Mrs. Cecelia T. Tucker
Mr. Stuart J. Turille
The Valentine
VersAbility Resources
Virginia Beach Human Rights Commission
Virginia Holocaust Museum
Dr. Diane Matthews Walker
Dr. Craig Wansink
Dr. William E. Ward
Mrs. Elaine C. Watson
Watts Petroleum Corp.
Mr. Michael A. Webster
Sylvia Weinstein & Bill Craft
Mr. Steven R. Wendell
Ms. Vickie R. Williams-Cullins
Mr. Joseph R. Witt
Mr. & Mrs. Charles F. Wittleff
WPL Site Design
Ms. Nicole Yancey
YMCA of Greater Richmond

Gifts up to $100

Ms. Rachel Abrams
Mr. & Mrs. Saleem Ahmed-Lakhdir
Ms. Nakita Albritton
Mr. Mir Ali
Ms. Elorna H. Allen
Mr. Michael Allen
Ms. Karen Allison
Mr. & Mrs. Michael T. Anders
ANONYMOUS
Ms. Jen Armstrong
Mr. Warren Austin
Mr. Justin Ayars
Mr. & Mrs. Philip J. Bagley, III
Dr. Nancy A. Bagranoff
Ms. Tiffany Ball
Mr. Kirk Ballin
Mr. Brad Bangel
Ms. P. Brown Barksdale
Mr. Rick Barnes
Dr. Francis E. Barrett
Ms. Jessica Myers Barsch
Ms. Leigh Barth
Ms. Elizabeth Bass
Mr. Chancy Bhatt
Ms. Eleanor R. Binford
Ms. Lee Blair
Ms. Robin Bloss
Mr. Kelvin Boatner
Ms. Holly Bodner
Mr. Raymond B. Bottum, Jr.
Ms. Edith G. Brenner

Ms. Brenda A. Jones
Mr. Doug Jones
Ms. Janet Jones
Ms. Marcy Jones
Dr. Lerla G. Joseph
Mr. & Mrs. David I. Katz
Ms. Judith L. Katz
Mr. & Mrs. Louis Katz
Ms. Corlott D. Keefer
Ms. Farrah Khan
Mr. Steve Kimball
Mr. Lud Kimbrough
Ms. Lauren Kinard
Dr. Andrew I. Kohen
Ms. Laura Kottkamp
Ms. Caryl Krajewski
Ms. Wendy P. Kramer
Mr. & Mrs. B. Leonard Laibstain
Mr. Robert Lancsy
Mr. James Lansing
Ms. Kathy Latham
Mr. Mike Lawson
Ms. Shannon Leistra
Ms. Betty Ann Levin
Ms. Jan Levin
Mr. & Mrs. Jay M. Levine
Ms. Catherine Lewis
Ms. Christina Lipuma
Ms. Angela F. Lisella
Ms. Celia Lloyd
Ms. Glenda Lock
Rev. Canon J. Fletcher Lowe, Jr.
Ms. Diana Luk
Mr. & Mrs. Michael J. Madden
Ms. Joanna Mancoll
Dr. & Mrs. Sheldon M. Markowitz
Mr. Chuck Marlowe
Ms. Virginia Marshall
Ms. Melanie Martin
Mr. Hutch Mauck
Mr. John McCauley
Ms. Heather M. McCormick
Ms. Lynn McDowell
Dr. Bonnie B. Dowdy
Ms. Joan Menkes
Mr. & Mrs. Ted R. Metzger
Ms. Flor Midkiff
Ms. Joanne Moore
Ms. Linda B. Moore
Ms. Ashlee Murphy
Mr. Steve Murphy
Ms. Jennifer Neely
Ms. Nikki Nicholau
Ms. Emily Nied
Mr. Joseph Oddis
Ms. Gina Orange
Mr. Thomas O'Rourke
Ms. Stacie Peroula
Ms. Jennifer Pfister
Ms. Becky Pitcher
Mr. & Mrs. Stuart Plotkin
Mr. & Mrs. Joseph C. Politan
Ms. Nancy Politan
Ms. Jenny Poore
Mr. Peter Quinn
Ms. Alice E. Renshaw
Ms. Susan Rieves-Austin
Mr. Danforth Rogers
Ms. Lisa Roland
Ms. Maria Romero
Ms. Andrea Roth
Ms. Kim Russell
Ms. Roberta Sachs
Ms. Nina V. Salmon
Ms. Anne Saunier
Ms. Susan Schlossberg
Mrs. Lynn B. Schwartz
Mr. Clifford Searles
Chad Sexton
Shyam Shahan
Ms. Melva Shelor
Mr. Kevin Shortt
Mr. Joshua Singaraya
Ms. Nicole Smith
Ms. Karen Speicher
Dr. Jeffrey B. Spence
Mrs. Linda Spindel
Ms. Caroline Stanfill
Mr. Thomas F. Stewart
Mr. J. Harvey Stone
Ms. Diane Stroud
Ms. Kenisha Sumner
Ms. Sharon Swedlow
Ms. Marian Szteinbaum
Mr. & Mrs. Harry R. Thalhimer
Ms. Amy Todd
Mr. John Michael Trepp
Ms. Virginia Trovato
Ms. Shelby Tudor
Ms. Sarah Turner
Mr. Kelly Turk
Ms. Katharine Lane Turner
Mr. Harry Turton
UBS Matching Gift Program
United Steelworkers Local 2864
Ms. Kimberley VanHuss
Mr. Nicholas E. Vlattas
Ms. Cynthia Walton
Ms. Karin P. Warren
Ms. Regina H. Weinstock
Mrs. Jennifer Wells
Ms. Vanessa Whitehead
Ms. Trina Willard
Mr. Harold Williams
Ms. Lindy Williams
Ms. Jeana Willis
Ms. Gretchen Wilson
Ms. Leslie Winston
Mr. Edward Wolcott, Jr.
Ms. Joanna Wu
Mr. & Mrs. James Yoffy
Mr. John Zawacki
Ms. Katie Zawacki
Captain Channing M. Zucker

***

Every effort has been made to ensure the accuracy of these listings. Please contact us if you note an error in reporting for VCIC fiscal year 2015, which ended June 30, 2015.
Honor and Memory Gifts Received During FY15 [ended June 30, 2015]

<table>
<thead>
<tr>
<th>Honoring Ms. Heidi W. Abbott</th>
<th>In Memory of Mrs. Marian Myers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Joan Menkes</td>
<td>Mrs. Catherine S. Plotkin</td>
</tr>
<tr>
<td>Mr. Danforth Rogers</td>
<td></td>
</tr>
<tr>
<td>Ms. Gretchen Wilson</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Ms. Brenda Andrews</th>
<th>Honoring Fr. James E. Parke</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. R. P. Laws</td>
<td>Mr. &amp; Mrs. Michael T. Anders</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Dr. David D. Burhans</th>
<th>Honoring Ms. Neil S. Keelsler</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mrs. BettyAnn A. Dillon</td>
<td>Mr. &amp; Mrs. Philip J. Bagley</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Ms. Laura N. Dupuy</th>
<th>Honoring Mr. Neil S. Keelsler</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Patricia M. Gibbons</td>
<td>Mr. &amp; Mrs. Alan Colker</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Mr. Walter M. Fore, Jr.</th>
<th>Honoring Ms. Rose Flaugher &amp; Ms. Andrea Roth</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Steelworkers Local 2864</td>
<td>Ms. Karen Allison</td>
</tr>
<tr>
<td>Ms. Shannon R. Valentine</td>
<td>Ms. Jen Armstrong</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Mr. Chavis W. Harris</th>
<th>Honoring Dr. &amp; Mrs. Sheldon M. Markowitz</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Charles C. Allen</td>
<td>Ms. Joan Menkes</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring In Memory of Mrs. Juliette Evelyn, Canada Glass Jones</th>
<th>Honoring Mr. Charles Millhiser, II</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Marjette G. Upshur</td>
<td>Mr. &amp; Mrs. Herbert L. Heltzer</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Honoring Mrs. Martha B. Katz-Hyman</th>
<th>In Memory of Mrs. Charles Millhiser, II</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. &amp; Mrs. Peter Brinch</td>
<td>Mr. &amp; Mrs. Herbert L. Heltzer</td>
</tr>
</tbody>
</table>

Workplace Inclusion Network (WIN) 2016 Series Announced

Luncheon Series Connects Businesses for Professional Development and Networking

Now in its third year, the Virginia Center for Inclusive Communities’ Workplace Inclusion Network (WIN) is a signature program offered for Richmond-area businesses. WIN’s bimonthly luncheons convene professionals who support or lead diversity and inclusion efforts within their organizations. These gatherings provide a unique opportunity for D & I leaders to hear from experts in the field and share best practices with one another while networking with professionals from across the region.

The 2016 WIN schedule can be found online at www.inclusiveva.org/programs/workplaces/win. Topics are determined based on requests from member organizations, and this year’s workshops focus on immigration, religious diversity, responding to resistance, designing effective professional development programs, and more.

Various participation levels provide benefits to participating businesses, including employee attendance at luncheons, promotional opportunities, and a VCIC workshop at the member’s office.

<table>
<thead>
<tr>
<th>2016 WORKPLACE INCLUSION NETWORK SCHEDULE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>February 10, 2016</strong></td>
</tr>
<tr>
<td>Supporting Immigrants in the Workplace</td>
</tr>
<tr>
<td><strong>April 13, 2016</strong></td>
</tr>
<tr>
<td>Designing Effective Professional Development</td>
</tr>
<tr>
<td><strong>June 8, 2016</strong></td>
</tr>
<tr>
<td>Navigating Religious Diversity in the Workplace</td>
</tr>
<tr>
<td><strong>August 10, 2016</strong></td>
</tr>
<tr>
<td>Responding to Resistance</td>
</tr>
<tr>
<td><strong>October 19, 2016</strong></td>
</tr>
<tr>
<td>Leveraging the Diversity Within</td>
</tr>
<tr>
<td><strong>December 14, 2016</strong></td>
</tr>
<tr>
<td>Empowering White Allies</td>
</tr>
</tbody>
</table>
The Virginia Center for Inclusive Communities proudly announces
the restart of Operation Understanding Hampton Roads (OUHR), a
year-long leadership development program for 40 African American
and Jewish high school students in the Tidewater area of Virginia.
OUHR was originally conducted from 1998-2006, and is now being led
by VCIC, along with coalition partners the Community Relations Coun-
cil of the United Jewish Federation of Tidewater, Tidewater Jewish
Foundation, Urban League of Hampton Roads, and the YWCA of South Hampton Roads.

Over the course of the OUHR year, high school student participants build understanding, respect, and friendship through monthly workshops and a four-day summer Civil Rights trip to sites in the Farmville and Richmond areas. OUHR participants develop their personal strengths, share one another’s cultures and religions, and enhance their leadership abilities. “Operation Understanding Hampton Roads will play a critical role in preparing students to be inclusive leaders in their schools and community,” states Jonathan C. Zur, VCIC’s President & CEO. “At a time when hurtful rhetoric, bullying, and prejudice create divisions and barriers in our society, OUHR invests in students who will develop life-long skills in communication and leadership across lines of difference.”

For more information about Operation Understanding Hampton Roads or to obtain an application form for a high school sophomore or junior, visit www.inclusiveva.org/ouhr.