



WINTER 2015/2016

VOICES *of* INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

VCIC Promotes “Standing Together” Initiative Across Virginia

Collaborative Effort Responds to Rise in Islamophobia, Xenophobia, and Divisive Rhetoric

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. Tribble, 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 McBath, 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.

YEAR*in***REVIEW** VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

FISCAL YEAR 2015

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.

Monthly Highlights

July 2014 - June 2015

July 2014

- Richmond Educational Equity Initiative retreat



September 2014

- Educator professional development workshops

November 2014

- Peninsula Diversity Dialogue Day
- Lynchburg Project Inclusion retreat
- VSUP Student Leader Conference



August 2014

- Harold M. Marsh, Sr. Connections Institute high school retreat
- College student leader workshops



October 2014

- Prejudice Awareness Summit
- 52nd Richmond Humanitarian Awards Dinner

December 2014

- Hampton Project Inclusion retreat
- Richmond Diversity Dialogue Day

February 2015

- Presentation at National Creating Change conference
- Workplace Inclusion Network series commenced
- College campus climate assessment

January 2015

- MLK Day Film & Discussion
- College Student Diversity Conference
- U.S. Coast Guard presentation

March 2015

- 47th Peninsula Humanitarian Awards Dinner
- Tidewater Diversity Dialogue Day
- Lynchburg Diversity Dialogue Day
- 51st Tidewater Humanitarian Awards Dinner

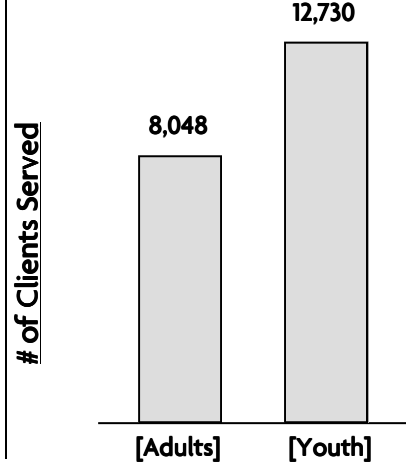
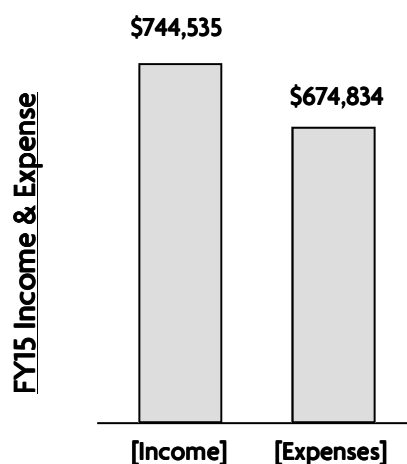
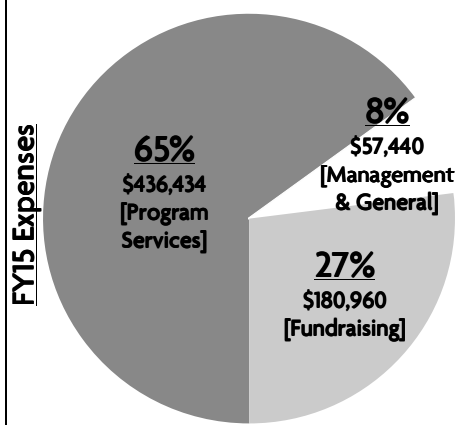
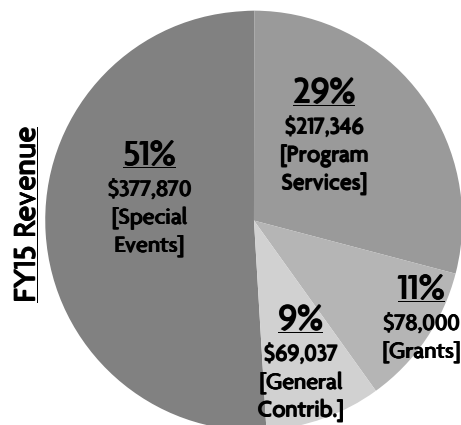


April 2015

- Healing History Conference
- Project Inclusion Follow-Up Workshop

June 2015

- Newport News Project Inclusion
- Fleet Forces Diversity Leadership Summit



Partners for Inclusion FY15 [ended June 30, 2015]

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).

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Ms. Susan Schlossberg
Mrs. Lynn B. Schwartz
Mr. Clifford Searles
Chad Sexton
Shyam Shahane
Ms. Melva Shelor
Mr. Kevin Shortt
Mr. Joshua Singarayay
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 Szeinbaum
Mr. & Mrs. Harry R. Thalhimier
Ms. Amy Todd
Mr. John Michael Trepp
Ms. Virginia Trovato
Ms. Shelby Tudor
Ms. Sarah Tunner
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
Mrs. 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
Dr. Julia Zur

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.

Gifts up to \$100

Ms. Rachel Abrams
Mr. & Mrs. Saleem Ahmed-Lakhdar
Ms. Nakita Albritton
Mr. Mir Ali
Ms. Elnora 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. Bottom, Jr.
Ms. Edith G. Brenner

Honor and Memory Gifts Received During FY15 [ended June 30, 2015]

Honoring Ms. Heidi W. Abbott

Ms. Joan Menkes
Mr. Danforth Rogers
Ms. Gretchen Wilson

Honoring Ms. Brenda Andrews

Dr. Page R. Laws

Honoring Dr. David D. Burhans

Mrs. BettyAnn A. Dillon

Honoring Ms. Laura N. Dupuy

Ms. Patricia M. Gibbons

Honoring Mr. Walter M. Fore, Jr.

United Steelworkers Local 2864
Ms. Shannon R. Valentine

Honoring Mr. Chavis W. Harris

Mr. Charles C. Allen

In Memory of

Mrs. Juliette Evelyn

Canada Glass Jones

Ms. Marjette G. Upshur

Honoring

Mrs. Martha B. Katz-Hyman

Mr. & Mrs. Peter Brinch

Mr. & Mrs. Josh Dubitsky

Mr. & Mrs. David I. Katz

Ms. Judith L. Katz

Mr. & Mrs. Louis Katz

Ms. Wendy P. Kramer

Sylvia Weinstein & Bill Craft

Mrs. Regina H. Weinstock

Honoring Mr. Neil S. Kessler

Mr. & Mrs. Philip J. Bagley

Mr. & Mrs. Alan Colker

Fife Family Foundation

Mr. & Mrs. Stuart Held

Mrs. Helen P. Horwitz

Mr. & Mrs. Jay M. Levine

Dr. & Mrs. Sheldon M. Markowitz

Ms. Joan Menkes

Mr. & Mrs. Ted. R. Metzger

Mrs. Catherine S. Plotkin

Dr. & Mrs. Stephen A. Saroff

Mrs. Lynn B. Schwartz

Mr. & Mrs. Harry R. Thalheimer

Honoring Dr. Ashby C. Kilgore

Sylvia Weinstein & Bill Craft

In Memory of

Mr. Charles Millhiser, II

Mr. & Mrs. Herbert L. Heltzer

In Memory of

Mrs. Marian Myers

Mrs. Catherine S. Plotkin

Honoring Fr. James E. Parke

Mr. & Mrs. Michael T. Anders

Mr. & Mrs. Arthur L. Collins

Mr. William D. Sessoms, Jr.

Capt. Channing M. Zucker

Honoring Ms. Rose Flaughner

& Ms. Andrea Roth

Ms. Karen Allison

Ms. Jen Armstrong

Mr. & Mrs. Richard Carleton

Ms. Cordelia Chandler

Dr. & Mrs. Leonard J. Cohen

Mr. Mark D. Cyphert

Ms. Anne A. Gibbons

Ms. Sue Harvey

Ms. Tina Hill

Ms. Susan Janofsky

Ms. Janet Jones

Ms. Marcy Jones

Ms. Corlett D. Keefer

Ms. Lisa F. Kibler-Martin

Ms. Kathy Latham

Mr. Richard M. Lerner

Ms. Jan Levin

Ms. Celia Lloyd

Ms. Susan Morrison

Mr. Steve Murphy

Ms. Jenny Poore

Ms. Andrea Roth

Ms. Kim Russell

Ms. Nina V. Salmon

Ms. Melva Shelor

Ms. Amanda Smith

Ms. Diane Stroud

Ms. Sharon Swedlow

Ms. Cynthia Walton

Ms. Karin P. Warren

Honoring The Hon. & Mrs.

Elliot & Rosel Schewel

Mr. Sterling A. Wilder

Honoring Mr. Brian K. Skinner

Sylvia Weinstein & Bill Craft

Honoring Mrs. Doretha J. Spells

Mr. Morton Larmore

Honoring Dr. Jeffrey B. Spence

Dr. Andrew I. Kohen

Honoring Mr. Jonathan C. Zur

Temple Emanuel

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.

2016 WORKPLACE INCLUSION NETWORK SCHEDULE

<u>February 10, 2016</u> Supporting Immigrants in the Workplace	<u>April 13, 2016</u> Designing Effective Professional Development	<u>June 8, 2016</u> Navigating Religious Diversity in the Workplace
<u>August 10, 2016</u> Responding to Resistance	<u>October 19, 2016</u> Leveraging the Diversity Within	<u>December 14, 2016</u> Empowering White Allies

Operation Understanding Hampton Roads Relunched by VCIC

Transformational Experience for African American and Jewish Teenagers Starts in 2016

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 Council 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.

Web: www.inclusiveva.org
Email: contact@inclusiveva.org

Fax: (804) 515-7177
Phone: (804) 515-7950

Office Administrator
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