



# VOICES *of* INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

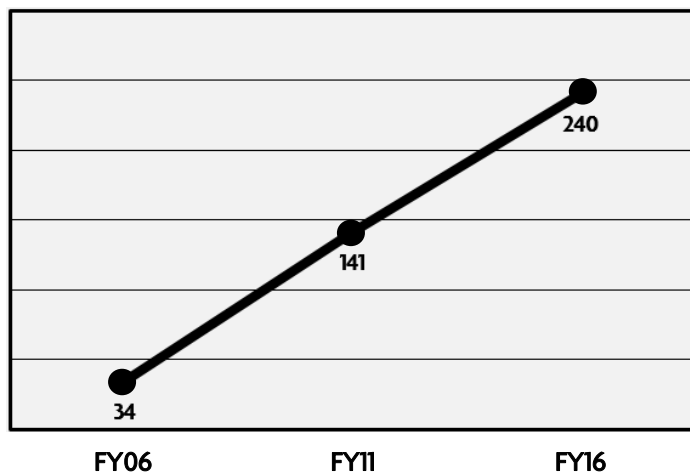
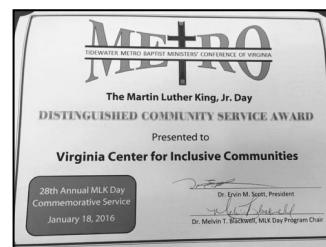
WINTER 2016/2017

## VCIC Continues to Receive Awards and Recognition...

Celebrating the Organization and its Leadership for Tremendous Impact Across Virginia

Over the last year, the Virginia Center for Inclusive Communities has increasingly been in the spotlight for the organization's effectiveness and leadership in helping schools, businesses, and communities achieve success through inclusion. "While we do not do our work to receive awards, it is gratifying to be recognized for the difference VCIC is making," notes President & CEO Jonathan C. Zur. "I thank our leaders, volunteers, and donors for all the many ways they support VCIC's mission." Highlights from 2016 include:

- For the fourth time, the Virginia Center for Inclusive Communities was named a "Top-Rated Nonprofit" by GreatNonprofits.
- VCIC's work was Commended by the Virginia House of Delegates in House Resolution No. 111.
- The Tidewater Metro Baptist Ministers' Conference of Virginia presented VCIC with the "Distinguished Community Service Award."
- VCIC staff were presenters at three national conferences, including the inaugural White House Summit on Diversity and Inclusion in Government.
- President & CEO Jonathan C. Zur received the "Ukrop Community Vision Award" from Leadership Metro Richmond; the "MLK Drum Major for Justice Award" from Boaz & Ruth, Fifth Street Baptist Church, and Urban Financial Services Coalition; and the "900 Men Strong Community Service Award" from Second Calvary Baptist Church.



## ...While Achieving Record Growth 605% Increase in Annual Programs & Events

Responding to ever-increasing demand for the Virginia Center for Inclusive Communities' programs, the organization has consistently grown over the last decade. In FY16, VCIC delivered 240 workshops, retreats, forums, and presentations, marking a 605% increase since FY06. These programs reached nearly 20,000 Virginians, providing knowledge, motivation, and skills to help foster more inclusive living, learning, and working environments.



## Message from the President & CEO

Jonathan C. Zur

**W**ithout question, the recent election season and its aftermath have been the most challenging of my ten years with the Virginia Center for Inclusive Communities. Throughout the fall, VCIC was contacted by an overwhelming number of school administrators, teachers, parents, business leaders, clergy, and nonprofit partners seeking our guidance and direction in the midst of increasing bullying, bias, and conflict.

VCIC gets calls on a fairly regular basis from individuals and institutions requesting support after an incident of bias, but we have never seen the level of need that has emerged in recent months. It is clear that the 2016 election season spotlighted deep divisions and demonstrated a clear need for greater understanding, respect, and empathy. No matter your political affiliation or preferred result in the 2016 Presidential election, we must all stand together now against hurtful words and actions that target our fellow Virginians.

More than ever before, people are seeking out the Virginia Center for Inclusive Communities to provide expert counsel, facilitation, and resources. And it is only with your support that we will be able to respond with programs and services that bridge divides, foster respect, and create inclusive places. While we do not know exactly what their challenges will be, VCIC's program partners value knowing that when they call during a moment of need, we will be there. Your investment makes that possible.

Indeed, it is going to take all of us, together, to achieve VCIC's vision of a Virginia 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.

## Chapter News

### Lynchburg Chapter

- The most successful Humanitarian Awards Dinner in chapter history took place on May 25, 2016. Marjette G. Upshur (Lynchburg Office of Economic Development) chaired that event which honored Nathan C. Brooks, III, Libby M. Fitzgerald, John E. Keith, Ora S. McCoy, Elliot S. & Rosel H. Schewel, and J. Marie Waller.
- Recent programs include workshops for Lynchburg City Schools, Lynchburg College, Lynchburg Regional Business Alliance, and Randolph College.

### Peninsula Chapter

- Honorees for the 49th annual Peninsula Humanitarian Awards Dinner are Alonzo R. Bell, Jr., William R. Ermatinger, Guy G. Levy, George E. and Mary K. Wallace, and Raymond W. Walsh. That event, chaired by John T. Dever (Thomas Nelson Community College) will be held on February 23, 2017.
- Bethel and Kecoughtan 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 Huntington Ingalls Industries, among others.

### Richmond Chapter

- Altria Group, Bon Secours Richmond Health System, and Wells Fargo were Humanitarian sponsors for the 54th Humanitarian Awards Dinner on October 20, 2016. That night, VCIC honored Lisa D. Cumbey, Harold Fitrer, Barbara Radcliffe Grey, Lance D. Watson, James L. Weinberg, and St. Mark's Episcopal Church.
- Richmond Public Schools continues to participate in the Educational Equity Initiative. Professional development has been provided to Genworth, Virginia Retirement System, Williams Mullen, and others.

### Tidewater Chapter

- The 53rd annual Tidewater Humanitarian Awards Dinner will be chaired by Charles V. McPhillips (Kaufman & Canoles, P.C.) on March 30, 2017. That night, VCIC will honor Kenneth C. Alexander, Kim S. Fink, Caroline J. McCartney, James K. Spore, and Craig S. Wansink, and Hands United Building Bridges.
- VCIC led local programs for the Hampton Roads Diversity & Inclusion Consortium, Norfolk Academy, Old Dominion University, Tidewater Community College, Virginia Beach City Public Schools, and Virginia Wesleyan College.

## Chavis W. Harris Named State Board Chair

### Dedicated Community Leader Guides Organization



**T**he Virginia Center for Inclusive Communities' State Board of Directors elected Chavis W. Harris as chair effective July 1, 2016. He succeeded Daniel J. Cawley, who provided strong organizational leadership from 2014 - 2016.

Mr. Harris is the Director for EEO, Ethics and Compliance for Newport News Shipbuilding, a division of Huntington Ingalls Industries. He has dual responsibilities for the division and for the Huntington Ingalls Corporate Office. Chavis joined the company in 2000, bringing over 30 years of extensive human resources experience. Over the course of his career, he has provided diversity and inclusion training to several thousand people.

A United States Air Force "retired" Lieutenant Colonel, Mr. Harris is a graduate of the University of Virginia where he received a BA in American History and a M.Ed. in Rehabilitation Counseling. Among his many honors, Chavis is a 2015 recipient of the Humanitarian Award, presented by VCIC's Peninsula Chapter.



In 2016, the Virginia Center for Inclusive Communities conducted five high school retreat programs. Through these award-winning experiences, hundreds of students from Lynchburg, Hampton, Newport News, Richmond, Roanoke, and Virginia Beach were able to develop positive self-worth as they built skills of empathy, respect, and inclusion in order to reduce stereotypes, bullying, and prejudice at their schools. VCIC recently piloted a new action planning model to help students share their learning. As one student noted about that new curriculum, "I learned how to take a powerful idea and make it a concrete reality."

## Workplace Inclusion Network (WIN) 2017 Series Announced

### Programming Connects Employees for Professional Development and Networking

**N**ow in its fourth 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. 2016 WIN participants included:

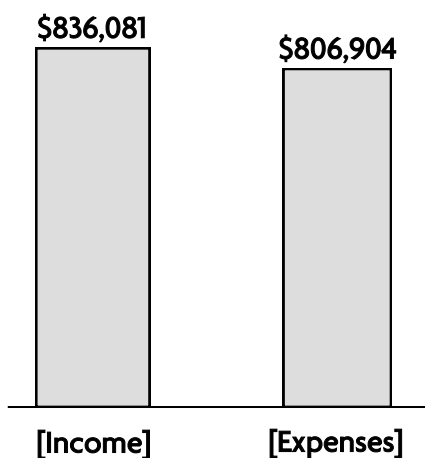
- **WIN CHAMPIONS** - Dominion Resources and WestRock
- **WIN LEADERS** - Bon Secours Richmond Health System, CarMax, The Community Foundation Serving Richmond and Central Virginia, Genworth, and Virginia Commonwealth University
- **WIN MEMBERS** - Allianz Worldwide Partners, College of William & Mary, Luck Stone, and Virginia Retirement System

The 2017 WIN schedule is below. Registration details and additional 2017 program information can be found at [www.inclusiveVA.org/win](http://www.inclusiveVA.org/win).

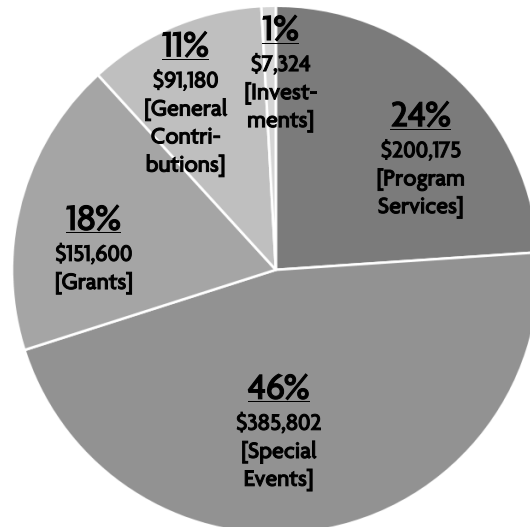
### 2017 WORKPLACE INCLUSION NETWORK SCHEDULE

<b>February 8, 2017</b> Constructive Conversations Around Current Events	<b>April 19, 2017</b> LGBTQ Inclusion in the Workplace	<b>June 14, 2017</b> Measuring Diversity & Inclusion Efforts
<b>August 16, 2017</b> Including People with Disabilities	<b>October 18, 2017</b> Unconscious Bias 201	<b>December 13, 2017</b> WIN Summit: Moving from Awareness to Action

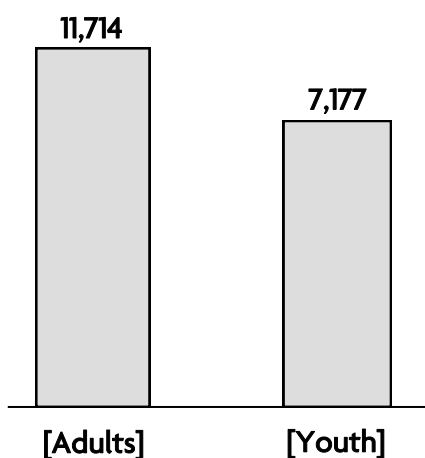
FY16 Income &amp; Expense



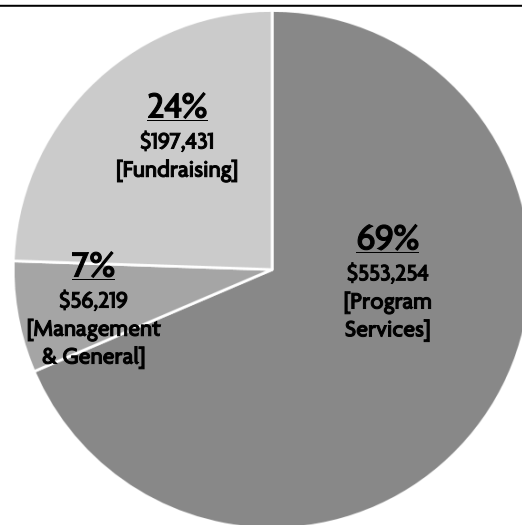
FY16 Income



# of Clients Served



FY16 Expenses



## Conferences & Forums Bring Community Members Together

### VCIC Joins with Partner Organizations to Convene Dialogue and Catalyze Action

If an important community conversation is taking place about diversity and inclusion in the Commonwealth, it is increasingly likely that the Virginia Center for Inclusive Communities is involved. Since 1998, VCIC has partnered with the Center for the Study of Religious Freedom at Virginia Wesleyan College to present the “NEXUS Interfaith Dialogue Series.” Similar interfaith dialogues have been facilitated over the years for clergy and lay people to build bridges of trust and understanding. Today, VCIC’s interfaith work is conducted through the “Standing Together” effort, a comprehensive initiative in Hampton Roads and Richmond that has included forums, press conferences, public statements, and pledges.



On issues of race and class, VCIC has co-convened several community programs in the last year. These included “The Line: Art for Social Change” with Virginia Stage Company, “RVA Roundtables on Race” with the Black History Museum and Cultural Center of Virginia, and “Unpacking the Census: Five Years Later” with Initiatives of Change/Hope in the Cities and the City of Richmond’s Office of Community Wealth Building. VCIC has also been an active participant in WHRO’s “RACE: Let’s Talk About It” forum series.

To learn more about these and other community programs, visit [www.inclusiveVA.org/community](http://www.inclusiveVA.org/community).

# Partners for Inclusion FY16 (July 1, 2015 - June 30, 2016)

*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, 2015 to June 30, 2016 (VCIC's fiscal year 2016).*

## Gifts \$10,000 and above

Altria Group  
Bon Secours Health System  
Brookfield Foundation  
The Community Foundation *Serving Richmond and Central Virginia*  
Daily Press  
Dominion Foundation  
Metro Productions  
R.E.B. Foundation  
SunTrust Foundation  
Wells Fargo

## Gifts \$5,000 to \$9,999

Ferguson Enterprises  
Greater Lynchburg Community Trust  
Old Point Financial Corporation  
Riverside Health System  
TowneBank

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# Partners for Inclusion FY16 (July 1, 2015 - June 30, 2016)

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Mr. & Mrs. Charles F. Witthoefft  
Woodmen of the World  
Ms. Nicole Yancey  
Delegate David E. Yancey  
Ms. Patricia Yeiser  
Ms. Katie Zawacki

## Gifts up to \$100

Mr. Nkosi Anderson  
Dr. Sheryl D. Bailey

Babbi & Brad Bangel  
Ms. Talley Baratkan  
Mr. Mark Barth  
Ms. Elizabeth Bass  
Rev. Dr. Kenneth A. Beals  
Benevity Community Impact Fund  
Mr. George Berenz  
Mr. Raymond B. Bottom, Jr.  
Ms. Cynthia Brent  
Mr. Michael J. Buensuceso  
Mr. Anthony A. Burke  
Rev. Joe T. Carson, III  
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Mrs. Flora D. Chioros  
Ms. Malinda W. Collier  
Mr. Robert L. Corcoran  
Mr. & Mrs. Greg Cummings  
Ms. Gayle M. Daniels  
Ms. Pamela D'Arcy  
Mr. Norman Davis  
Myra & Bob Dendy  
Mr. James Dennis  
Ms. Sabrina Dent  
Mr. & Mrs. Stanwood Dickman  
Ms. Judith & Cathy Eichelbaum  
Mr. & Mrs. James S. Eilberg  
Ms. Lauren Eubank  
Mr. & Mrs. Fred L. Fauber  
Mrs. Joan F. Foster  
Ms. Margaret Friedenberg  
Dr. Stavroula Kostaki Gailey  
Dr. Joseph S. Galeski, III  
Dr. William E. Gayle, Jr.  
Mrs. Elaine Goldmeier  
Ms. Tanya M. Gonzalez  
Mr. James W. Green  
Ms. Annmarie Grohs  
Ms. Nancy Hans  
Mr. Quintin H. Hartt, III  
Dr. Carla W. Heath  
Ms. Beth Hildebrand  
Ms. Julie Hodgson  
Ms. Grace Holcomb  
Rev. Charles T. Holliday  
Mr. Ryan Holloway  
Mr. Malcolm T. Holmes  
Ms. Susan Howson  
Mr. and Mrs. Daniel K. Ivey  
Mr. Yougesh C. Jain  
Ms. Rebekah Jenkins  
Mr. Mark A. Johnson  
Ms. Camisha Jones  
Herman & Sadie Jones  
Rev. Alexander B. Joyner  
Mr. & Mrs. Tsvi Katz-Hyman  
Dr. Joseph Kent, III  
Ms. Annette L. Khan  
Dr. Andrew I. Kohen  
Mr. John H. Krakora  
Ms. Lori Krenik  
Mr. & Mrs. B. Leonard Laibstain  
Dr. Phillip M. Levy  
Mr. Sherman Logan  
Rev. Canon J. Fletcher Lowe, Jr.  
Ms. Diana Luk

Ms. Annemarie McCartan  
Ms. Lynn McDowell  
Mr. & Mrs. Robert M. McEachern  
Ms. Joan Menkes  
Mrs. Violet O. Mitchell  
Mr. Jon Nachman  
Florence Neal Cooper Smith  
Ms. Demphina H. Ogotu  
Mr. James M. O'Hare  
Mr. Alex Paoletto  
Ms. Jess H. Paré  
Rev. Robert J. Parks, Jr.  
Ms. Michelle Peace  
Ms. Stacie Peroulas  
Ms. Beth Petty  
Ms. Margaret-Ann P. Phillips  
Mr. & Mrs. Greg Photopoulos  
Ms. Rebecca Pilcher  
Mr. & Mrs. James N. Plotkin  
Mr. & Mrs. Joseph C. Politan  
Mr. George Polyzos  
Ms. Robin L. Pope-Moss  
Ms. Cristina D. Ramirez  
Ms. Emily Reaves  
Ms. Charleita Richardson  
Ms. Susan Rieves-Austin  
Ms. Allyson Roberts  
Ms. Melanie Ross Levin  
Mr. Jay S. Samant  
Ms. Irene Saul  
Ms. Joanne M. Schihl  
Mr. Shawn Schooling  
Ms. Charissa Slack  
Ms. Tina Slaughter  
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Ms. Linda Tondow  
Ms. Katharine Lane Turner  
Mr. Jeffrey Turner  
UBS Matching Gift Program  
Mr. Nicholas E. Vlattas  
Karin Warren & Marc Ordower  
Sylvia Weinstein & Bill Craft  
Dr. Nancy M. Welch  
Ms. Trina Willard  
Rev. Dr. Janet B. Winslow  
Ms. Virginia Wooddall-Gainey  
Dr. Julia Zur

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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 2016, which ended June 30, 2016.

## Honor & Memory Gifts

Received July 1, 2015 - June 30, 2016

**Honoring Mr. James Bergdoll**  
Mrs. Nancy B. Traylor

**Honoring Mr. Nathan Brooks**  
Mrs. Margaret C. Dillard

**Honoring Mrs. Libby Fitzgerald**  
Mrs. Margaret C. Dillard  
Mrs. Ellen Nygaard

**Honoring Mr. John E. Keith**  
Mr. John H. Krakora

**In Loving Memory of Mr. Charles Millhiser, II**  
Mr. & Mrs. Herbert L. Heltzer

**Honoring Dr. John Moeser**  
Ms. Tara Casey

**Honoring Mrs. Sonya Nachman**  
Mr. Jon Nachman

**Honoring the Orlando Victims**  
Carol & Dov Zur

**Honoring Fr. James E. Parke**  
Ms. Joanne M. Schihl

**Honoring Dr. McKinley L. Price**  
Dr. Jeffrey B. Spence

**Honoring The Hon. & Mrs. Elliot & Rosel Schewel**  
Mrs. Margaret C. Dillard  
Mrs. Ellen Nygaard  
Mr. Sterling A. Wilder

**In Memory of Mrs. Delaine Schooling**  
Mr. Shawn Schooling

**Honoring Mrs. Rosemary D. Triple**  
Sylvia Weinstein & Bill Craft

**Honoring Mr. Alvin Wall**  
Armada & Caryn Cobb  
Harold & Sheliah Cobb  
Judith & Cathy Eichelbaum  
Dr. & Mrs. Abbey Horwitz  
Mr. Robert H. Josephberg

**Honoring Mrs. Marie Waller**  
Mrs. Margaret C. Dillard

**Honoring Mr. Joseph R. Witt**  
Sylvia Weinstein & Bill Craft

**Honoring Mr. Jonathan C. Zur**  
Martie O'Connell  
Ms. Melanie Ross Levin

# Diversity Dialogue Day Helps Students Build Communication Skills

2016 Curriculum Focused on #PowerInStory

When high school students arrive on the morning of a VCIC Diversity Dialogue Day forum, the room is usually quiet and participants are most often sitting with peers they know. Five hours later, participants have learned more about themselves, made new friends, and are exchanging contact information in a noisy, spirited atmosphere!

The 2016 Diversity Dialogue Day forums gave students the opportunity to explore the three roles present in story telling: Listener, Connector, and Story Teller. Students considered how they embody these roles in order to reduce prejudice in their school, whether it means helping someone to find their voice, connecting someone with the right resources, or just being a supportive upstander or ally when others are feeling left out or discriminated against.

Evaluation results were overwhelmingly positive. 94% of students reported that Diversity Dialogue Day gave them an increased awareness of the experiences of people who are different from them. 93% said that they were more motivated as a result of the program to work with people who are different from them. And 98% of educators who attended stated that they would like all students and educators at their school to participate in a program like Diversity Dialogue Day.

A truly collaborative endeavor, VCIC's Diversity Dialogue Day is sponsored by Dominion Resources and generously hosted across Virginia by Hampton University, Lynchburg College, Old Dominion University, and the University of Richmond. The 2016 forums were developed in partnership with I AM MY LIFE and facilitated by VCIC staff and volunteers.



Web: [www.inclusiveVA.org](http://www.inclusiveVA.org)  
Email: [contact@inclusiveVA.org](mailto:contact@inclusiveVA.org)  
Fax: (804) 515-717  
Phone: (804) 515-7950

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Richmond, VA 23228



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