



## Prejudice Awareness Summit Celebrates 10th Year

Forum for Richmond Area Middle School Students Leads to Year of Follow-Up Activities

**T**wenty-eight middle schools sent teams of students to the Virginia Center for Inclusive Communities' tenth annual Prejudice Awareness Summit (PAS) in October. This intensive day-long workshop kicked off a year of programming designed to increase understanding and acceptance of diversity.

At the Prejudice Awareness Summit, students learned to recognize prejudice and intolerance, and to respect others. They worked closely with peers from a wide range of ethnic, cultural and socio-economic backgrounds. Trained facilitators guided students through small group learning activities that explore personal experiences with discrimination and develop conflict resolution skills. A keynote presentation engaged participants in a process that helped them to

better understand the concept of prejudice, including its sources and consequences in society. Educators spent the day in a professional development session building skills to support student leadership. Action planning brought together students and their sponsoring educators to develop activities to share the program message with their schools all year long.

Since its inception, over 2,000 students have participated in the Prejudice Awareness Summit. Founded by Jewish Women International, the PAS today is sponsored by the Virginia Center for Inclusive Communities with the support of coalition partners Communities in Schools of Richmond, Hope in the Cities, the Junior League of Richmond, Partnership for the Future, and the Richmond Peace Education Center.



**The Equity Initiative is a major effort by the Virginia Center for Inclusive Communities to address the academic achievement gap based on race and socio-economic status. Programming includes retreats, the facilitation of school-community partnerships, consultation, professional development, and quantitative and qualitative evaluation. Pictured are middle school educators at a recent retreat. Said one participant, "[this workshop] made the idea of planning for diverse groups clearer to me than two years of master's courses."**

## Theatrical Program Launched to Address Bullying in Schools

Partnership Between VCIC and The Conciliation Project

**B**ullying in schools is a significant problem locally and nationally. A 2009 U.S. Department of Education study found that "one-third of all students ages 12 to 18 felt that they were being bullied or harassed at school." Such situations can lead to tragic outcomes including poor academic performance, youth dropping out of school, and even self-harming behaviors including suicide.

The Virginia Center for Inclusive Communities and The Conciliation Project have joined forces to address this critical and timely challenge. "Pushed: Explorations into Bullying" is an engaging theatrical performance that leads to facilitated discussion on the sources and consequences of bullying. Through storytelling and drama, "Pushed" examines the consequences of bullying for an individual, organization, school, and community. The program helps participants consider what a bully is, who bullying hurts, and how to stop a bully.

**Learn more about "Pushed: Explorations Into Bullying" on page 7.**



## Message from the President & CEO

Jonathan C. Zur

It is hard to open a newspaper or turn on the television these days without reflecting on the need for the work of the Virginia Center for Inclusive Communities. From the recent reports of bullying-related suicides by school-age children, to continued increases in the academic achievement gap based on race and socioeconomic status, to ever-growing calls for civility in public life, it is clear that our mission is as relevant and timely as ever.

Inclusive Communities' youth programs, including assemblies, retreats, and workshops, are helping students to address bullying and name calling while breaking down barriers and cliques. Professional development and consulting work with schools help educators think about how to cultivate a sense of belonging for all students through inclusive curriculum, pedagogy, and classroom management. Community programs empower citizens to effectively dialogue, resolve conflicts, and build relationships across lines of difference.

The growth of these efforts is notable. In the last five years, Inclusive Communities has increased the number of programs and events conducted by 200%. On a weekly basis, we receive requests for Inclusive Communities staff to deliver programs, provide resources, and partner with like-minded organizations in an effort to make the Commonwealth a more inclusive place to live, learn, and work.

Our ability to respond to this growing demand for our programs is due in large part to the consistent, generous support provided by so many individuals and organizations across

## Chapter News

- **Lynchburg Chapter** - Bert Dodson, Jr., President and CEO of Dodson Pest Control will chair the chapter's 44th annual Humanitarian Awards Dinner on May 25, 2011. A range of local programs are scheduled throughout the winter and spring, including the annual STEP with Links middle school workshop, a session for business and community leaders through Leadership Lynchburg, the second annual Allies Institute retreat for students at Lynchburg College, and a Diversity Dialogue Day forum for local high schools.
- **Peninsula Chapter** - Under the leadership of Brian K. Skinner, President of TowneBank Peninsula, the following individuals will be recognized at the chapter's February 24, 2011 Humanitarian Awards Dinner: James E. Barnett, Kenneth R. Frantz, Allen R. Jones, Jr., Steven S. Kast, Christine B. Mignogna, and Nhu Q. Yeargin. The chapter continues offering the Project Inclusion high school retreat program for Hampton City Schools and Newport News Public Schools in the 2010-2011 school year. A winter community program with People to People is being planned.
- **Richmond Chapter** - At the chapter's Humanitarian Awards Dinner on November 1, 2010, Tommy P. Baer, John W. Kinney, Maureen D. Massey, Ranjit K. Sen, Laverne B. Spurlock, and Elk Hill were recognized. Charlie C. Colpo, Chief Operating Officer at Owens & Minor, chaired the event. Professional development workshops for educators in the City of Richmond, Chesterfield County, and Henrico County have been offered. The chapter has also conducted programs for non-profit organizations including Big Brothers Big Sisters and Partnership for the Future.
- **Tidewater Chapter** - John R. Broderick, President of Old Dominion University, will chair the chapter's Humanitarian Awards Dinner, taking place on March 31, 2011. The chapter partnered with the Virginia Stage Company in the fall and is planning for its 2nd annual Diversity Dialogue Day in the spring. That program will invite students from Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach Public Schools, as well as area independent schools. The 2010-2011 NEX-US Interfaith Dialogue Series focuses on "Experiences of Worship."

## Participants Empowered to Share Message of Respect

### Action Plans Making a Difference Across Virginia

One of the guiding principles in Virginia Center for Inclusive Communities programs is to lead participants through a process of awareness to action. In that way, the 7,500 people the organization educates directly are able to share a message of understanding and respect with tens of thousands of people. "Action planning is a central component of Inclusive Communities programs," states Jonathan Zur, President & CEO. "From one-day student forums like Diversity Dialogue Day and the Prejudice Awareness Summit, to student retreats including the Allies Institute, Connections Institute, and Project Inclusion, to adult programming like the Equity Initiative, our focus is on empowering program participants to lead efforts to make their schools and communities more inclusive."

In addition to helping program participants develop action plans, Inclusive Communities staff and chapter members also follow up to provide ongoing support in the implementation of those plans. Grant funding from the Riverside Health System Foundation, the Wachovia Wells Fargo Foundation, and the Youth Philanthropy Project of The Community Foundation Serving Richmond and Central Virginia has supported these efforts.

Several action plans that resulted from Virginia Center for Inclusive Communities programs are profiled to the right.

## Inclusive Communities on the Web

### Website Adds Resources and Online Giving

Visitors to [www.inclusiveva.org](http://www.inclusiveva.org) will notice several updates that have been made in recent months. In particular, content has been added to the Resources & News section, including suggested articles, books, and curriculum on a range of diversity topics. Additionally, a running list of articles about Inclusive Communities is available.

The website now also offers online giving, with the option to contribute to the Partners for Inclusion campaign or to support the Humanitarian Awards Dinner. Simply click on the Giving section of the website to make your contribution today.

## Action Plan Profiles

The following activities were initiated as a result of participation in Virginia Center for Inclusive Communities programs:

- A group of middle school students and teachers have developed a website called "Words Hurt." Students can anonymously post information about bullying situations that they have observed or experienced, and the message is automatically sent to school administrators and counselors.
- Eighth grade students at one middle school developed an assembly focused on the negative consequences of name calling. Students acted in skits to model interrupting prejudice, and then read personal statements sharing how hearing put-downs makes them feel. The assembly was followed by student-led workshops for fifth and sixth graders.
- High school students developed a week of activities called "Black Out Bullying." Throughout the week, students heard morning announcements focused on inclusion, signed a pledge banner to stop bullying, and participated in a Mix-It-Up Lunch. Additionally, students and educators wore black to signify a commitment to end bullying.
- Another high school group planned a pep rally focused on ending bullying that featured skits, statistics, personal testimonials, and the identification of resources and support for those who are victims of bullying.
- Students at two high schools and two colleges partnered to implement "The Clothesline Project" to raise awareness about domestic violence. T-shirts featuring messages and statistics related to domestic violence were painted by students, and the shirts were displayed throughout the community.
- At one college, students created a new student organization called "Inclusive Alliance." The group meets regularly to lead conversations and plan campus programs to educate and facilitate dialogue.

# Honor Roll of Givers FY10 [ended June 30, 2010]

**The Virginia Center for Inclusive Communities** gratefully recognizes the gifts of the individuals and institutions whose generosity provides the means to fulfill our mission. The following gifts were made between July 1, 2009, and June 30, 2010 (fiscal year 2010).

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# Honor Roll of Givers FY10 [ended June 30, 2010]

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Grantors: Mr. William A. Harrison Jr. / Mr. & Mrs. Paul E. Kaplan  
Program: Michael B. Huntley Scholarship for Youth Programs

Grantor: Lynchburg Retail Merchants Foundation  
Program: Youth Programs

Grantor: R.E.B. Foundation of The Community Foundation  
     *Serving Richmond and Central Virginia*  
Program: Harold M. Marsh Sr. Connections Institute

Grantors: Riverside Health System Foundation /  
     Mrs. Valerie Scott Price & Family  
Program: McKinley L. Price Action Grants  
     for Newport News Project Inclusion Alumni

Grantor: Wachovia Wells Fargo Foundation  
Program: Prejudice Awareness Summit

Grantor: Youth Philanthropy Project of the Community Fdn.  
Program: CAN DO youth programs

## Honor and Memory Gifts during FY10

<p><b>In Honor of</b>  <u>Mrs. Viola O. Baskerville.:</u>                      Hughes Capital Management</p> <p><b>In Honor of</b>  <u>Mr. Peter J. Bernard:</u>                      Hunton &amp; Williams</p> <p><b>In Honor of</b>  <u>Dr. David D. Burhans:</u>                      Mrs. BettyAnn A. Dillon</p> <p><b>In Honor of</b>  <u>Mr. Martin A. Einhorn:</u>                      Bangel, Bangel &amp; Bangel, LLP                      Mr. Erik S. Cooper                      Mr. &amp; Mrs. Harry Harrison, Jr.                      Mr. &amp; Mrs. Paul O. Hirschbiel, Jr.                      S. L. Nusbaum Insurance Agency                      Mrs. Miriam Seeherman                      Ms. Sara R. Trub</p> <p><b>In Honor of</b>  <u>Mr. &amp; Mrs. Fred &amp; Dodie Fauber:</u>                      Mr. &amp; Mrs. Bernard M. Fauber                      Mr. &amp; Mrs. Richard A. Williams</p>	<p><b>In Honor of</b>  <u>Dr. Elva Williams Hunt:</u>                      Ms. Ivey Y. Hawkins</p> <p><b>In Memory of</b>  <u>Mr. Michael A. Huntley:</u>                      Mr. William A. Harrison, Jr.                      Mr. &amp; Mrs. Paul E. Kaplan</p> <p><b>In Honor of</b>  <u>Dr. Allix B. James:</u>                      Mrs. Julette J. Day                      Mrs. Julia M. Thornton</p> <p><b>In Honor of</b>  <u>Mrs. Corinne D. Jones:</u>                      Ms. Theresa G. Carballo</p> <p><b>In Honor of</b>  <u>Mr. Alexander Lebenstein:</u>                      Dr. &amp; Mrs. S. Harold Horwitz                      Mr. David N. Lebenstein                      Mrs. Catherine S. Plotkin                      Mr. &amp; Mrs. James N. Plotkin                      Col. &amp; Mrs. F. Paul Spera                      Mr. S. Todd Weinberg</p>	<p><b>In Memory of</b>  <u>Mr. &amp; Mrs. Irving &amp; Edith May:</u>                      Mrs. Edith M. Lebet</p> <p><b>In Memory of</b>  <u>Mr. Charles Millhiser, II:</u>                      Mr. &amp; Mrs. Herbert L. Heltzer</p> <p><b>In Honor of</b>  <u>Mr. Kenneth B. Murov:</u>                      Ms. Margaret-Ann Phillips</p> <p><b>In Honor of</b>  <u>Mr. Marc Schewel:</u>                      Dr. &amp; Mrs. Robert W. Sydnor</p> <p><b>In Honor of</b>  <u>Dr. Jeffrey B. Spence:</u>                      Mrs. Elaine 'Bootsie' Goldmeier</p> <p><b>In Honor of</b>  <u>Mr. Walker Sydnor:</u>                      Mr. J. P. Vaughan</p> <p><b>In Honor of</b>  <u>Mr. Bruce L. Thompson:</u>                      Mr. &amp; Mrs. Paul O. Hirschbiel, Jr.</p>
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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 the reporting for the fiscal year 2010, which ended on June 30, 2010.*

Virginia Center for Inclusive Communities ■ 5511 Staples Mill Road, Suite 202 ■ Richmond, VA 23228 ■ (804) 515-7950

## Pushed: Explorations Into Bullying

[continued from page 1]

A variety of formats are available for "Pushed," with options for middle and high school students, educators, families, and community organizations. In each case, Inclusive Communities facilitates a dialogue after the performance that focuses on audience members' personal experiences with bullying and comfort level being an effective bystander. The play and discussion also focus on best practice approaches to prevent and respond to bullying and harassment.

"The Virginia Center for Inclusive Communities is so pleased to partner with The Conciliation Project on this new and important project," notes Jonathan Zur, President & CEO. "At a time when schools and communities are grappling with the challenge of bullying, this program gives participants knowledge, motivation, and skills to make a real difference."



In October, three Virginia Center for Inclusive Communities staff members attended the National Federation for Just Communities (NFJC) annual meeting in Buffalo, New York. Inclusive Communities is a founding member of the NFJC, a coalition of like-minded organizations working across the country to promote the values of diversity, inclusion and social justice. Pictured are Inclusive Communities staff members with colleagues from several NFJC offices. The 2011 National Federation for Just Communities annual meeting will be held in Virginia.

## Meet the Inclusive Communities Board

Featured This Issue: Richard M. Lerner and Angela M. Robinson



**R**ichard M. Lerner is past chair of the Virginia Center for Inclusive Communities Lynchburg Chapter and a member of the State Board. The son of German immigrants who came to the United States just before the Holocaust began, he notes that Inclusive Communities represents the ideals his parents

taught him as a child.

Richard has spent most of his professional career at Cycle Systems, starting with the organization in 1972. Today, he is Vice President of Commercial. His many community passions include Agudath Sholom Synagogue, Junior Achievement of Central Virginia, Mental Health America of Central Virginia, and the Lynchburg Jewish Community Council. Richard attended North Carolina State University before serving in the U.S. Navy. He then graduated from Pierce College, majoring in computer science and automation.

**"There are many problems in this world, and we have to start to change minds and attitudes. What better way to do that than with children and young adults. Inclusive Communities has the programs to achieve positive end results and make a difference."**

**A**ngela M. Robinson, PCC, is a member of the Virginia Center for Inclusive Communities State Board of Directors and serves as Vice Chair of the Richmond Chapter. A resident of Richmond, she has been with SunTrust Bank for fifteen years and is currently senior vice president. Angela is a nationally recognized Professional Certified Coach and an active member of the International Coach Federation.



A dedicated community volunteer, Angela has served on boards and committees for Volunteer Families, Virginia Heroes, Red Cross, Hospital Hospitality House, Peter Paul Development Center, and the North Richmond Y. She is a member of The Women's Club, Leadership Metro Richmond, and the Junior League of Richmond, where she is Immediate Past President. Angela earned her Master's Degree in Human and Organizational Learning from George Washington University.

**"I care deeply about living in a world where we appreciate our neighbors and the insight they bring. Inclusive Communities is the only organization I am aware of that is keenly focused on making this a viable and likely possibility."**

# Students Dialogue About “The Diary of Anne Frank”

Virginia Center for Inclusive Communities Supports Virginia Stage Company Production

To kick off its 2010-2011 season, the Virginia Stage Company presented “The Diary of Anne Frank.” In association with the production, local students and teachers visited the Wells Theatre for daytime matinees. Recognizing the important conversations that could result from viewing such a powerful show, the Virginia Center for Inclusive Communities supported the Virginia Stage Company in developing an effective framework for student dialogues after each performance.

In September, Inclusive Communities led a workshop for Virginia Stage Company employees who were preparing to lead student discussions. Dr. Lauren Sexton, Director of Artistic Research and Community Outreach, noted that “the training offered was instrumental in shaping our student matinee post-performance discussions. VCIC’s training techniques facilitated the creation of a safe and open environment to discuss themes of discrimination and stereotyping which are raised in ‘The Diary of Anne Frank.’ We will continue to utilize VCIC discussion leadership techniques in upcoming productions as well as small group educational workshops.”

The partnership between the Virginia Center for Inclusive Communities and the Virginia Stage Company was highlighted in media coverage on Norfolk Perspectives and WAVY-TV 10’s Midday Show. Pictured at right are WAVY’s Don Roberts interviewing VSC’s Lauren Sexton and Inclusive Communities President & CEO Jonathan Zur.



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