



WINTER 2014/2015

VOICES *of* INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

Educational Equity Initiative Expands Reach and Impact in Schools

Professional Development and Consulting Reduces Achievement and Opportunity Gaps

Locally and nationally, educational leaders are working to close disparities in achievement and opportunity along lines of race, class, and national origin. For the last five years, the Virginia Center for Inclusive Communities' Educational Equity Initiative has been a valued intervention for schools in the Commonwealth.

Early results are outstanding. One of Virginia's largest school divisions saw a 38% decrease in suspensions over four years after teams of educators from every school were trained by VCIC. At a participating middle school, discipline referrals decreased by 74% in one year thanks to professional development and consulting.

Through an interactive and engaging retreat for educators that is complemented by a year of follow-up support, educators develop strategies for creating supportive learning environments through instructional practices, classroom management strategies, family engagement, and school-community partnerships.

Thanks to The Community Foundation Serving Richmond and Central Virginia, VCIC's Educational Equity Initiative is currently supporting three Richmond Public Schools that are experiencing significant demographic shifts. In response to VCIC's programming, one educator noted, "It gave me information I had never seen, heard, or been exposed to. It will provide a framework to process my behavior and to share with others."



VCIC Honored as a "Top-Rated Nonprofit" of 2014

Organization Recognized by GreatNonprofits Thanks to Positive Reviews



For the third year in a row, the Virginia Center for Inclusive Communities has been named a "Top Rated Nonprofit" by GreatNonprofits. This ranking is based on reviews from program participants, donors, volunteers, and board members. "Savvy donors want to see the impact of their donations more than ever," stated Perla Ni, CEO of GreatNonprofits, "People with direct experience with the Virginia Center for Inclusive Communities have voted that the organization is making a real difference."

This recognition follows a number of awards and commendations for VCIC in recent years, from groups including the Interfaith Council of Greater Richmond, Partnership for the Future, the Urban League of Hampton Roads, The Valentine, and the Virginia General Assembly.



Message from the President & CEO

Jonathan C. Zur

It used to be that I couldn't go a few days without a reminder in the news about the importance of the Virginia Center for Inclusive Communities' work. In recent months, those reminders have sadly come every few hours. From students facing bullying and harassment, to colleges dealing with public incidents of bias, to lingering police-community divides, VCIC's work is as important today as it has ever been in our 80-year history.

When reacting to public unrest in another state, a supporter recently asked, "Where is their VCIC?" Fortunately, Virginians increasingly know to call the Virginia Center for Inclusive Communities when these painful incidents take place. And our team gets to work, facilitating dialogues, raising awareness, rebuilding trust, making expert recommendations, and supporting long-term solutions. But we don't want to spend our time just reacting to crises. Therefore, a significant percentage of our programming and outreach is proactive in nature, helping schools, businesses, and communities leverage their increasing diversity in order to be more innovative and successful.

VCIC's forward-thinking State Board of Directors recently approved a strategic plan that will guide our future growth and direction. The plan builds upon our incredible success over the last few years, and I look forward to sharing details with you in the months ahead. Because this plan is for all of us -- the many generous supporters, program participants, volunteers, partners, and friends of Inclusive Communities. It is only together that we will be able to achieve our 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** - On May 27, 2015, the 48th annual Lynchburg Humanitarian Awards Dinner will take place under the leadership of John S. Capps, President of Central Virginia Community College. Recent programs include workshops and presentations for the City of Lynchburg, E.C. Glass High School, HumanKind, Leadership Lynchburg, Lynchburg City Schools, Lynchburg College, Randolph College, and Sweet Briar College. Additionally, a Project Inclusion retreat was held for E.C. Glass and Heritage High Schools.
- **Peninsula Chapter** - Honorees for the 47th annual Peninsula Humanitarian Awards Dinner are Tommy Garner, Chavis W. Harris, Martha B. Katz-Hyman, Ashby C. Kilgore, and Brian K. Skinner. That event, on February 26, 2015, will be chaired by Robert R. Hatten, managing partner of Patten, Wornom, Hatten & Diamonstein, L.C. Bethel and Kecoughtan High Schools recently participated in Project Inclusion, as have all six Newport News high schools. Local college workshops are being provided to Christopher Newport University and the College of William and Mary.
- **Richmond Chapter** - Altria Group, Bon Secours Richmond Health System, and Wells Fargo were Humanitarian sponsors for the 52nd Richmond Humanitarian Awards Dinner on October 27, 2014. The Prejudice Awareness Summit for middle schools and Diversity Dialogue Day for high schools each reached hundreds of local students and educators. Locally, VCIC is active with workshops and presentations for Bon Secours, Collegiate School, Highland Springs High School, Jewish Community Federation of Richmond, Leadership Metro Richmond, and Richmond Public Schools.
- **Tidewater Chapter** - Michael Kerner, CEO of Bon Secours Hampton Roads, will chair the 51st annual Tidewater Humanitarian Awards Dinner on March 25, 2015. That night, VCIC will honor Brenda H. Andrews, Gilbert T. Bland, James E. Parke, Leah and Richard Waitzer, and the SunTrust Foundation. VCIC has led local programs for the U.S. Coast Guard Sector Hampton Roads, the Eastern Virginia Regional Diversity and Inclusion Conference, Nansemond-Suffolk Academy, Virginia Beach City Public Schools, Virginia Stage Company, Virginia Wesleyan College, and Tidewater Community College.



YEAR *in* REVIEW

FISCAL YEAR 2014

VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

Dear Friends of Inclusive Communities,

The 2014 fiscal year marked another period of growth and success for the Virginia Center for Inclusive Communities. From July 1, 2013 - June 30, 2014, VCIC led increasing numbers of workshops, retreats, and customized programs for schools, businesses, and communities. FY14 highlights included:

- The 20th anniversary Harold M. Marsh, Sr. Connections Institute for high school students, and the launch of the “20/20 Campaign: A Vision for a More Inclusive Virginia” to celebrate that special milestone;
- The 10th anniversary of the Allies Institute, VCIC’s retreat program for colleges and universities;
- The launch of the Workplace Inclusion Network for businesses;
- The inaugural VCIC Anti-Bullying Conference for educators;
- The expansion of the Educational Equity Initiative to address national origin, in addition to race and class;
- The launch of a strategic planning process to help VCIC plan for a successful and sustainable future; and
- The creation of the “Voices of Inclusion” blog to share VCIC’s message all year long.

All of these successes - and more - are possible because of your generous support. Our appreciation to all of VCIC’s Partners for Inclusion all across Virginia!

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, 2013, to June 30, 2014 (VCIC fiscal year 2014).

Gifts \$10,000 and above

The CarMax Foundation
 The Community Foundation
Serving Richmond and Central Virginia
 Daily Press
 Dominion Foundation
 Hampton Roads Community Foundation
 R.E.B. Foundation
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Gifts \$5,000 to \$9,999

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 Riverside Health System
 St. Joseph's Villa
 Virginian-Pilot (Pilot Media Cos.)
 Wells Fargo Bank
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FY14 BY THE NUMBERS

FY14 Revenue:
\$728,297

FY14 Expenses:
\$670,995

Total Net Assets:
\$577,516

of People Reached:
8,082

of Programs Delivered:
148

of Volunteers:
225

of Staff:
5

of Program Clients:
82

of Humanitarian Award Recipients:
22

of Board & Chapter Members:
95

Partners for Inclusion FY14 [ended June 30, 2014]

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

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Partners for Inclusion FY14 [ended June 30, 2014]

Gifts \$100 to \$249, continued

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Mr. Church Young
Ms. Maureen Zinkiewicz

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 2014, which ended June 30, 2014.

Thank you to the companies and organizations that match or direct employee contributions to VCIC:

- Aetna Foundation
- Altria Matching Gifts Program
- Bank of America Matching Gifts
- Genworth Foundation Matching Gifts
- Morgan Stanley Cybergrants
- Peninsula Community Foundation of Virginia
- Tidewater Jewish Foundation
- United Way of Greater Richmond
- United Way of South Hampton Roads, Alexis de Tocqueville Society
- U.S. Charitable Gift Trust
- Wells Fargo Advisors, LLC

Honor and Memory Gifts Received During FY14 [ended June 30, 2014]

In Honor of
Mrs. Carolyn S. Abbitt
 Bill Craft & Sylvia Weinstein
 Junior League of Hampton Roads
 Virginia Living Museum

In Honor of
Ms. Kathleen Burke Barrett:
 Mr. & Mrs. Francois Trahan

In Honor of
Rabbi Martin P. Beifield, Jr.:
 Mr. Harry Grandis
 Dr. & Mrs. S. Harold Horwitz
 Mr. J. Seth Kaplan

In Honor of
Mrs. Claudia Biegler:
 Mr. & Mrs. James Yoffy

In Honor of
Mr. & Mrs. Tony & Monica Brothers:
 S. L. Nusbaum Insurance Agency

In Honor of
The Connections Institute:
 Ms. Elizabeth B. Pearce

In Honor of
Mr. Michael A. Glasser:
 Harbor Group Management Co.
 Mr. & Mrs. Michael Myers
 S. L. Nusbaum Insurance Agency

In Honor of
Mr. William A. Harrison, Jr.:
 Joyce H. Kaplan

In Honor of
HOLA:
 S. L. Nusbaum Insurance Agency

In Memory of
Mrs. Josephine Holt:
 Mr. Gilliam M. Cobbs

In Honor of
Mr. J. Jerry Kantor:
 Spindel Agency

In Memory of
Mr. & Mrs. Irving and Edith H. May:
 Mrs. Edith May Lebet

In Honor of
Mr. Charles V. McPhillips:
 Harbor Group International
 S. L. Nusbaum Insurance Agency

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

In Honor of
Mr. David B. Neumeyer:
 Ms. Kris George Shabestar

In Honor of
Mr. & Mrs. George Newton & Mr. & Mrs. Beck Newton:
 Mr. Barton M. Newton

In Honor of
Ms. Amy P. Nisenson:
 Mr. & Mrs. George L. Ball
 Ms. Stacey Baum
 Mr. & Mrs. Phillip Cantor
 Ms. Paula Flax Carl
 Mr. & Mrs. Alan Colker
 Ms. Lauren Effron
 Mr. & Mrs. Ron Felmus
 Ms. Gail Grandis
 Ms. Marjorie N. Grier
 Dr. & Mrs. S. Harold Horwitz
 Mr. & Mrs. Richard November
 Mr. Mark B. Sisisky
 Ms. Nikki Steingold

In Honor of
Mrs. Doretha J. Spells:
 Mr. Charles C. Allen

2015 Workplace Inclusion Network (WIN) Announced

Luncheon Series Connects Businesses

Building on the great success of the Workplace Inclusion Network's inaugural year, the Virginia Center for Inclusive Communities has planned an exciting and timely 2015 program schedule. Through the Workplace Inclusion Network, VCIC convenes 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 full 2015 WIN schedule can be found online at www.inclusiveva.org/win.php. Sessions focus on communication across lines of difference, recruitment and retention of employees from diverse backgrounds, as well as generational diversity, gender identity, and women in the workplace.

Various participation levels provide benefits to participating organizations, including employee attendance at luncheons, promotional opportunities, and a VCIC workshop at your workplace.

Katie Hathaway Named Special Events Coordinator

Brings International Experience to VCIC

The Virginia Center for Inclusive Communities is pleased to welcome Katie Hathaway as Special Events Coordinator. In her role, she is responsible for planning and executing the organization's Humanitarian Awards Dinner events and one-day program conferences across the Commonwealth.



Most recently Operations Manager at Initiatives of Change/Hope in the Cities, Katie planned and organized events, supported the organization's communications efforts, and oversaw office operations. During her tenure, she managed the "Unpacking the 2010 Census" program in Richmond, "The Trust Factor" Conference in Washington DC, and served as head of the Conference Operations department at an annual international conference near Montreaux, Switzerland.

Katie holds an M.A. in Intercultural Relations from Lesley University, and a B.A. in International Relations from Franklin University Switzerland.

#MoreThanAStereotype Campaign Launched

VCIC Joins With Affiliates to Share Viral Message During Week of January 5

Every day, people are bombarded with stereotypes. Ideas of who we are and what we should be. Limitations put on us based on our gender, race, religion, sexual orientation, or class. Labels that limit people in the world, whether they're accurate or not.

In 2015, the Virginia Center for Inclusive Communities joins with affiliates across the country to launch a national social media campaign called **#MoreThanAStereotype**. This campaign is for everyone. VCIC wants this campaign to go viral, bringing in participants from across the Commonwealth and the nation who want to show that each of us is more than meets the eye.



To get involved, download the poster template at www.inclusiveva.org or contact our office to get a poster. You can then write down a stereotype that you defy and take a picture of yourself holding the sign. During the week of January 5, 2015, post your picture on Facebook, Instagram, or Twitter with the hashtag **#MoreThanAStereotype**, and tag VCIC using the following handles:

- **Facebook:** Virginia Center for Inclusive Communities
- **Instagram:** @inclusive_va
- **Twitter:** @inclusiveva

Together, let's show the world that we are all **#MoreThanAStereotype**.

Web: www.inclusiveva.org
Email: contact@inclusiveva.org
Fax: (804) 515-7177
Phone: (804) 515-7950

Jonathan C. Zur
President & CEO
Allison M. Conyers
Vice President of Programs
Katie Hathaway
Special Events Coordinator
Jessica M. Hawthorne
Youth Program Coordinator
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Office Administrator

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