



SUMMER 2012

VOICES^{of} INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

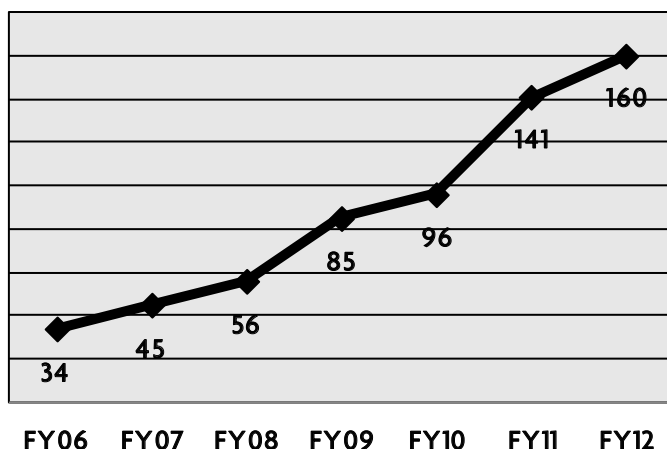
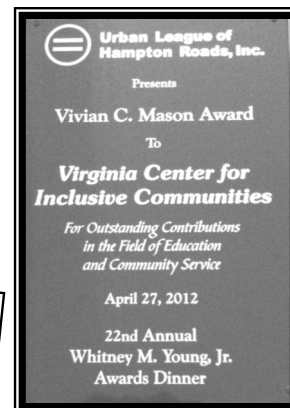
VCIC's Program Work Receives Local & National Recognition...

Accolades in Book, Webinar, Articles, and Awards all Demonstrate Impact & Effectiveness

In the past year, the Virginia Center for Inclusive Communities' work has been recognized in different corners of the Commonwealth and across the country. "We are excited and humbled that our programs are receiving such high honors," notes Charlie C. Boyd, Jr., VCIC's State Board Chair. "Congratulations to our volunteers, staff, and donors. We recognize and thank you for all you do in support of VCIC's mission."

Highlights include:

- A new book, "No COLORS: 100 Ways to Stop Gangs from Taking Away Our Communities," describes VCIC's Project Inclusion as "The best program we have seen in the nation for sowing the seeds of non-violence, inclusiveness and understanding in a high school population."
- The National Women's Law Center hosted a webinar entitled "Spotlight on Bullying & Harassment," that featured VCIC's Educational Equity Initiative and particularly our work with middle school faculty that resulted in a 74% decrease in discipline referrals from September 2010 to September 2011.
- The Kellogg Fellows Leadership Alliance spotlighted VCIC's work on the "Unpacking the 2010 Census" program in its top nine tips for hosting a racial equity gathering.
- The Virginia Center for Inclusive Communities was named a Richmond History Maker for improving social justice by the Valentine Richmond History Center in October 2011.
- The Urban League of Hampton Roads presented the Vivian C. Mason Award to VCIC in April 2012.



... as Record Growth Continues

370% Increase in VCIC's Programs & Events

Responding to ever-increasing demand for the Virginia Center for Inclusive Communities' programs, the organization has consistently grown over the last seven fiscal years. In FY12 (July 1, 2011 - June 30, 2012), VCIC delivered 160 workshops, retreats, assemblies, and presentations, a 370% increase since FY06. These programs helped schools, businesses, and communities achieve success through inclusion.



Message from the President & CEO

Jonathan C. Zur

At the Virginia Center for Inclusive Communities, our programs are designed to help schools, businesses, and communities achieve success through inclusion. Research shows that individuals and organizations are more effective when harnessing the power of inclusion. There are countless examples of how VCIC's work helps to catalyze that success all across Virginia.

A school administrator recently spoke about her first year as a principal. Her time was consumed by responding to negative student behavior, and teacher morale was low. After VCIC worked with faculty over several months, the climate of the school dramatically changed, with improved student performance and educator satisfaction.

A college student shared at a recent meeting that he was planning to drop out of school before going through a Virginia Center for Inclusive Communities' program. Instead, he felt such a sense of community and support on his campus after participating that his grades improved, he took on leadership roles, and he successfully graduated in the spring.

One of VCIC's board members manages hundreds of employees at a large plant. He notes that the company's bottom line improves when all members of the diverse workforce feel valued and when employees are able to communicate effectively across lines of difference. To that end, he models the values of Inclusive Communities in his workplace every day.

These examples, and so many others, are possible thanks to your support. Together, our investment is improving academic achievement, increasing workplace productivity, and enhancing local trust. Indeed, all of us benefit from a Commonwealth that is more inclusive -- and more successful.

Chapter News

- **Lynchburg Chapter** - For the third year in a row, the chapter broke a fundraising record at its annual Humanitarian Awards Dinner. Walker P. Sydnor, Jr., President of Scott Insurance, chaired the May 23, 2012 event that recognized Robert O. Brennan, Joan F. Foster, Hylan T. Hubbard, III, and Linda & Paul Kolodny. Recent programs include a workshop for STEP with Links, an Allies Institute retreat for Lynchburg College, a Project Inclusion retreat for E.C. Glass High School, and a workshop for Leadership Lynchburg.
- **Peninsula Chapter** - Under the leadership of John F. Biagas, President of Bay Electric Co., Inc., the chapter honored Greg Garrett, Mayer G. Levy, Dwight S. Riddick, Sr., Jennifer E. Stuebbe, and the Newport News Alumnae Chapter of Delta Sigma Theta Sorority, Inc. at the 44th annual Humanitarian Awards Dinner in February. Project Inclusion continues to be a signature chapter program offering for both Hampton and Newport News Public Schools. Additionally, a presentation was made at the recent "Bullying Prevention: Community Solutions to a Community Problem" conference at Christopher Newport University.
- **Richmond Chapter** - The 50th annual Humanitarian Awards Dinner will be chaired by James L. Weinberg, President of Hirschler Fleischer, on October 29, 2012. That night, Nancy R. Belleman, James W. Dunn, William C. Hall, Jr., Martha F. Rollins, Shantaram K. Talegaonkar, Michael Paul Williams, and Marilyn H. West will be recognized. Past honorees from all 50 years will also be celebrated at the commemorative event. Local programs include the Prejudice Awareness Summit and workshops for the Science Museum of Virginia, Senior Connections, and many educational institutions.
- **Tidewater Chapter** - On March 29, 2012, the chapter's 48th annual Humanitarian Awards Dinner honored Kate A. Broderick, Maurice A. Jones, Rabbi Rosalin Mandelberg, Bruce Rader, and Cox Communications. Bruce L. Thompson, Chief Executive Officer of Gold Key | PHR Hotels and Resorts, chaired the event. The chapter recently held its third annual Diversity Dialogue Day, presented at the WVEC Anti-Bullying Rally, presented its "Break the Cycle: Be the Change" program at Virginia Wesleyan College, and held an educator professional development workshop.

Connections Institute Visiting Opportunities

For 19 years, VCIC's Harold M. Marsh, Sr., Connections Institute has prepared high school students to make decisions based on an appreciation of the vast diversity within Virginia. At Connections, student participants learn to break down barriers, deal with biased behavior, and develop action plans to reduce prejudice in their sponsoring schools.

The 2012 Institute will take place at the Jamestown 4-H Educational Center in Williamsburg, Virginia. With appreciation to the R.E.B. Foundation, over 60 high school students from 13 schools and organizations will participate. The program will be facilitated by nearly 20 volunteers and Inclusive Communities professional staff. Community members are asked to RSVP by emailing contact@inclusiveva.org if you would like to visit the Connections Institute during one of these opportunities:

- **Sunday, August 12 (7:30pm-10:00pm)**
- **Tuesday, August 14 (10:30am-12:00pm)**
- **Wednesday, August 15 (7:00pm-9:30pm)**

Unpacking the 2010 Census

Over 65 Presentations & Dialogues Conducted

Hundreds of Richmonders have participated in meaningful dialogues through the "Unpacking the 2010 Census: The New Realities of Race, Class, and Jurisdiction" program. A partnership between VCIC and Hope in the Cities, the program is based on research by Dr. John Moesser, Senior Fellow at the University of Richmond and Professor Emeritus of Urban Studies and Planning at VCU. Funding support is provided by The Community Foundation Serving Richmond and Central Virginia.

Nearly 40 volunteer facilitators were trained during an overnight retreat to lead presentations and dialogues. From February 1 - April 30, 2012, these facilitators led over 65 programs throughout metropolitan Richmond. Participating groups included Bon Secours, the Chesterfield Committee on the Future, Goochland Free Clinic and Family Services, the Greater Richmond Chamber of Commerce, the Virginia Department of Emergency Management, and numerous schools, houses of worship, and nonprofit organizations.

Response by participants has been overwhelmingly positive. Evaluation results show a statistically significant increase in an understanding of the impact of poverty, greater knowledge of the role of key historical events in creating conditions of poverty, and heightened belief that poverty should be a top priority for public officials.

Allison M. Conyers Named Director of Education & Training

New Employee Brings Communication and Training Background to Inclusive Communities

The Virginia Center for Inclusive Communities welcomes Allison M. Conyers as Director of Education & Training. In her role, Allison is responsible for the development and implementation of initiatives in each of the organization's program focus areas. "Allison brings meaningful experience and passion to Inclusive Communities," states Jonathan Zur, President & CEO. "Her knowledge of organization development theory and practice will enhance our ability to help schools, businesses, and communities achieve success through inclusion."



Previously, Allison led communications efforts at national non-profit organizations including the Campaign for the Fair Sentencing of Youth and the National Family Planning & Reproductive Health Association. In those positions, she developed and facilitated trainings for health care providers, attorneys, advocates, and others across the country. Originally from Williamsburg, Virginia, Allison earned a Bachelor's of Arts degree in Journalism with a concentration in Public Relations from Howard University, and obtained a Master of Science in Organization Development from American University.

Diversity Dialogue Days Focus on Bullying & Gender Stereotypes

Forums Help Students Develop Plans for More Inclusive High Schools

Diversity Dialogue Day is a one-day forum offered to all high schools in each of the Virginia Center for Inclusive Communities' chapter locations. The program gives youth a chance to develop solutions that create more inclusive environments at their schools. Participants learn about discrimination and prejudice, talk with their peers about problems facing their schools, and develop action plans to create change.

Thanks to the support of Dominion Resources, 2011-2012 Diversity Dialogue Day forums took place at Hampton University for Peninsula-area schools, at Old Dominion University for Tidewater-area schools, and at the University of Richmond for Richmond-area schools. A total of 321 students and educators from over 30 public and independent high schools came together at the three forums.

Ninety-six percent of student participants said they would do something to reduce bullying at their school because of Diversity Dialogue Day. One participant stated, "Diversity Dialogue Day helps create a safe environment to have conversations we wouldn't normally have." An educator added, "It helped our group of students with different backgrounds want to work together as a team."



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