



WINTER 2012/2013

VOICES_{of} INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

Virginia's Colleges & Universities More Inclusive Thanks to VCIC Presentations, Workshops, Forums and Retreats Train Student Leaders

When one Virginia college needed expert facilitation and consulting after a racially-charged incident this fall, they called the Virginia Center for Inclusive Communities. VCIC staff mediated a session among student leaders just over one week after the incident, and met with and offered recommendations to administrators. Moving forward, VCIC will provide extended training to help students move from being "bystanders" to becoming "upstanders."

And that institution is not alone. Colleges and universities from all corners of the Commonwealth are calling upon the Virginia Center for Inclusive Communities to provide training and consulting as they foster living and learning environments of inclusion. In the last year, VCIC has conducted workshops for hundreds of resident assistants, orientation advisors, incoming students, and student leadership groups. Keynote presentations were offered at diversity conferences and campus observances. Evaluation results (*including the example to the right from one program*) demonstrate significant learning and heightened motivation to take inclusive actions.

The Allies Institute, VCIC's signature higher education program, is also delivered annually. An intensive four-day retreat, Allies features interactive workshops, small group discussions, and experiential exercises. At the end of the program, participants develop action plans to share their learning on diversity and inclusion with their classmates and peers. The Allies Institute has been credited with serving as a catalyst for heightened awareness, dialogue, and programming including new student organizations, diversity observances, campus climate surveys, and faculty development.

How Comfortable Are You Confronting a Stereotype Based On:	Pre-Evaluation	Post-Evaluation
Ability Status	38%	79%
Body Type	38%	67%
Class/Socio-Economic Status	38%	63%
National Origin	45%	60%
Race	34%	61%
Sexual Orientation	44%	77%

Inclusive Communities Named a Top-Rated Nonprofit of 2012 Recognition from GreatNonprofits Due to High Community Ratings and Endorsements

Thanks to endorsements from Virginia Center for Inclusive Communities program participants, donors, and volunteers, VCIC has been recognized as a 2012 Top-Rated Nonprofit by GreatNonprofits.org. GreatNonprofits is the leading provider of user reviews about nonprofit organizations. Comment after comment cited the life-changing and transformative power of VCIC's programs. As one high school student noted, "The Virginia Center for Inclusive Communities has truly changed my view on life. It made me realize how society affects peoples' actions, ideas, and opinions on things. This is a great program not just for me, but for everyone because it made me more of an optimistic person and made me want to take a huge part in making the world a better place and destroying prejudice. This program brought together complete strangers, who days later became a huge family. I truly loved this program and shall continue to support it."



TOP-RATED

NONPROFIT 2012

GREAT★Nonprofits



Message from the President & CEO

Jonathan C. Zur

During my travels around the Commonwealth, people often ask questions about our organization's fascinating history and compelling program work. At a recent presentation, I was stumped by a participant's question: **"What has been your favorite moment during your work with VCIC?"**

For a few seconds, I froze. How do I pick one moment that crystallizes the transformative nature of VCIC's mission and programs? How do I express in just a few words the breadth of our work that helps schools, businesses, and communities achieve success through inclusion? In the end, I couldn't settle on just one moment.

I spoke about the countless middle and high school students who note that it was at VCIC's programs that they realized it was okay to be themselves. The students who are withdrawn and resistant when they arrive at our retreats only to find their voices and feel a sense of belonging just a few days later. I reflected on the transformations at schools all across Virginia that are led by students who implement action plans developed at VCIC programs to reduce bullying and promote respect.

I remarked about the teachers who say that their time at a VCIC program was the most meaningful of their careers. Those business leaders who have the knowledge, motivation, and skills to recruit and retain diverse workforces thanks to training from VCIC. I noted the remarkable Humanitarian Award recipients we recognize who have transformed Virginia through their words and deeds.

I hope that my answer began to capture the incredible moments we create at the Virginia Center for Inclusive Communities. **Your support makes these opportunities -- and countless others like them -- possible.** Thank you!

Chapter News

- **Lynchburg Chapter** - P. Tulane Patterson, CEO of Generation Solutions, will chair the 46th annual Lynchburg Humanitarian Awards Dinner. That event will take place on June 5, 2013. The chapter is active with programs including the 4th annual Allies Institute for Lynchburg College, a workshop for Leadership Lynchburg, professional development for teachers at E.C. Glass High School, a communication workshop for STEP with Links, and a Diversity Dialogue Day forum for area high school students.
- **Peninsula Chapter** - On February 28, 2013, the 45th annual Peninsula Humanitarian Awards Dinner will take place under the leadership of Molly Joseph Ward, Mayor of the City of Hampton. That night, VCIC will recognize Jenever Hill Brown, Howard E. Heard, Joseph H. Latchum, Jr., Wayne A. MacMasters, Sylvia S. Weinstein, and the Riverside Foundation. Bethel and Kecoughtan High Schools recently participated in Project Inclusion, and will have follow-up workshops in the spring. VCIC has also led action planning workshops for all five Newport News high schools.
- **Richmond Chapter** - The 50th annual Richmond Humanitarian Awards Dinner took place on December 11, 2012 with James L. Weinberg, President of Hirschler Fleischer, as Dinner Chair. In addition to the annual Diversity Dialogue Day and Prejudice Awareness Summit student forums, VCIC is providing professional development and consulting to Fox Elementary, Brown Middle, and Huguenot High Schools through the Richmond Educational Equity Initiative and serves as the collaborative partner for the Richmond Ballet's "Minds in Motion" program which focuses on bullying.
- **Tidewater Chapter** - Chaired by Jerry A. Bridges, the 49th annual Tidewater Humanitarian Awards Dinner will take place on March 21, 2013. Area programming includes the 2012-2013 NEXUS Interfaith Dialogue Series, which focuses on the theme "The Nexus of Religion and Sacred Art." VCIC also co-sponsors the "Interfaith Dialogue" podcast and was the featured guest on an "Another View" episode on WHRV focused on bullying in schools. Educator professional development at Norfolk Collegiate School and the Diversity Dialogue Day forum for high school students are also local offerings.

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

FISCAL YEAR 2012

Monthly Highlights

July 2011 - June 2012

July 2011

- Workshops for students and non-profits



September 2011

- VCIC hosts Nat'l Federation for Just Communities annual conference
- Tidewater Anti-Bullying Forum

November 2011

- Richmond Diversity Dialogue Day
- Peninsula Diversity Dialogue Day



January 2012

- Hampton Project Inclusion retreat
- Lynchburg Allies Institute retreat
- "Unpacking the 2010 Census" launched

March 2012

- Tidewater Diversity Dialogue Day
- National Women's Law Center features VCIC in Anti-Bullying webinar
- 48th Tidewater Humanitarian Awards Dinner

May 2012

- Unpacking the 2010 Census Convocation
- 45th Lynchburg Humanitarian Awards Dinner



August 2011

- 18th annual Harold M. Marsh, Sr. Connections Institute high school retreat
- Educational Equity Initiative workshops



October 2011

- VCIC named Richmond History Maker
- 11th Prejudice Awareness Summit
- 49th Richmond Humanitarian Awards Dinner

December 2011

- Leadership Metro Richmond workshop

February 2012

- E.C. Glass Project Inclusion retreat
- 44th Peninsula Humanitarian Awards Dinner
- VCIC featured in "NO COLORS: 100 Ways to Stop Gangs from Taking Away"



April 2012

- VCIC receives Vivian C. Mason Award from Urban League of Hampton Roads

June 2012

- Newport News Project Inclusion
- Richmond Educational Equity Initiative launched

Dear Friends of Inclusive Communities,

"**Achieving Success through Inclusion**" is how we describe the work of the Virginia Center for Inclusive Communities. Whether it is training students, educators, corporate employees, or community leaders, VCIC's work ensures that Virginians understand how to maximize all of the diverse resources within our commonwealth to achieve **success** for all.

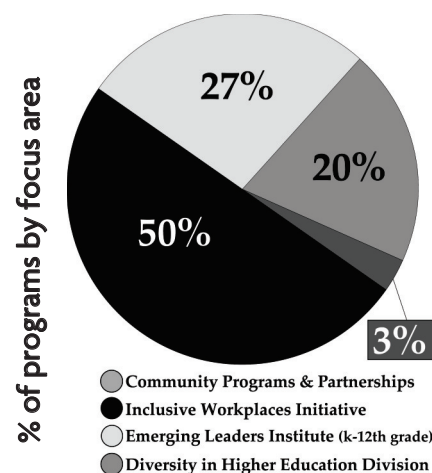
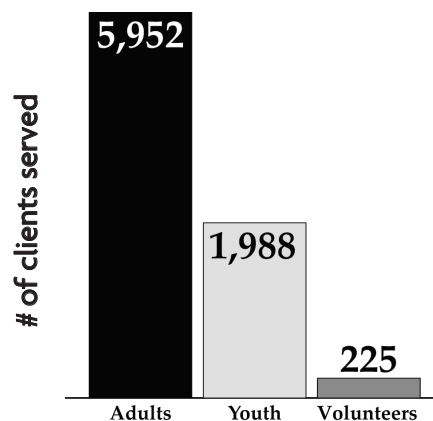
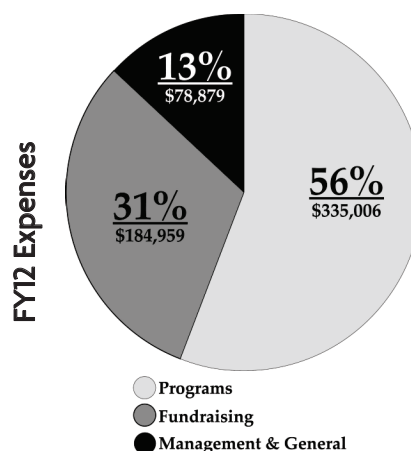
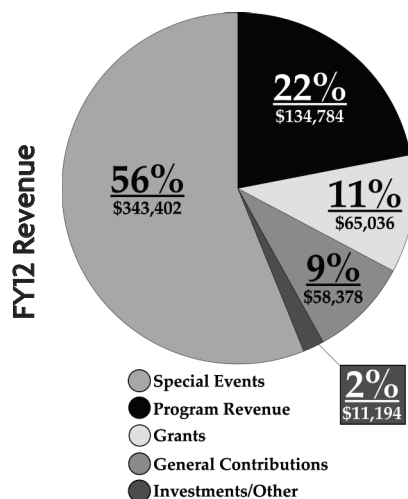
Thanks to your support, VCIC has similarly achieved incredible **success** internally during the past fiscal year: a record number of programs delivered, local and national awards and recognition, and tremendous outcomes from our programs and services. It is your generosity during these difficult times that has made these **successes** possible. My colleagues on the Board of Directors join me in expressing our sincere gratitude for your efforts and hope for continued collaboration in the future.

Sincerely,

Charlie C. Boyd Jr.

Charlie C. Boyd, Jr.

Chair, State Board of Directors



Partners for Inclusion FY12 [ended June 30, 2012]

The Virginia Center for Inclusive Communities gratefully recognizes the gifts of individuals and institutions whose generosity provides the means to fulfill our mission.

The following gifts were made from July 1, 2011, to June 30, 2012 (VCIC fiscal year 2012).

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Please contact us if you note an error in the reporting for VCIC fiscal year 2012, which ended on June 30, 2012.

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Inclusive Educator Summits

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Richmond Educational Equity Initiative
Diversity Dialogue Days
E. C. Glass High School Project Inclusion
Inclusive Educator Summits

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

In Memory of
Mr. Harold P. Straus:
Mr. & Mrs. John and Junie Myers, Jr.

In Honor of
Mrs. Shannon R. Valentine:
Mr. & Mrs. Bob and Myra Dendy, Jr.



Student Forums Give Students Skills to Reduce Bullying

As schools and communities continue to struggle with bullying and violence, the Virginia Center for Inclusive Communities' Diversity Dialogue Day and Prejudice Awareness Summit forums are making a difference. These one-day programs empower middle and high school students to take the lead in making their schools more inclusive and respectful places.



During these forums, students learn to recognize prejudice and intolerance, and to respect others. They work closely with their peers from a wide range of ethnic, cultural, and socio-economic backgrounds. Trained facilitators guide students through small group learning activities that explore personal experiences with discrimination and develop conflict resolution skills. At the conclusion of the Diversity Dialogue Day and Prejudice Awareness Summit programs, participants develop strategies for increasing awareness and promoting inclusion within their schools.



Here are a few comments from participating students and educators about VCIC's forums :

- **"It helped our group of students with different backgrounds want to work together as a team."**
- **"My students benefitted from interacting with students at other schools. It gave them the 'wow' factor that what happens at their school isn't completely unique."**
- **"Diversity Dialogue Day created excitement about inclusiveness among my students, and empowered them to bring about change."**

Jessica M. Hawthorne Named Youth Program Coordinator

Newly-Created Position Reflects Increased Demand for VCIC's Program Services

The Virginia Center for Inclusive Communities is pleased to welcome Jessica Hawthorne as Youth Program Coordinator. In her role, she conducts diversity and inclusion programs for middle school, high school, and college students across the Commonwealth. Jessica has particular responsibility for VCIC's assemblies, one-day youth forums, and multi-day student retreats.

Active in the community, Jessica has previously volunteered for several VCIC programs, including the "Unpacking the 2010 Census" initiative and the Harold M. Marsh, Sr. Connections Institute. She is a member of the Strategic Planning Committee for the Richmond Area Diversity Roundtable (RADR), and has experience consulting with corporate and community organizations on diversity issues.



Jessica received her undergraduate degree from the University of Virginia in Religious Studies, concentrating in African Religions and Islam. She also earned a Master of Theological Studies from the Candler School of Theology at Emory University, along with a Certificate in Religious Education.

50th Annual Richmond Humanitarian Awards Dinner Celebrated

Decade Chairs, Billboard, Newspaper Coverage, and Video Help Commemorate Anniversary

On December 11, 1963, the Virginia Center for Inclusive Communities (then called the National Conference of Christians and Jews) began a tradition in Richmond, “to honor the work of our friends, neighbors, and family members who gave to others the same rights, respect and dignity that they sought for themselves.” On December 11, 2012 (a rescheduled date due to Hurricane Sandy), the fiftieth Richmond Humanitarian Awards Dinner was held. The event was highlighted in the Richmond Times-Dispatch, on a billboard on I-95, and in Richmond Magazine.

In celebration of the fiftieth anniversary, Decade Chairs representing each of the five decades of honorees were named. They were featured in a retrospective video exploring Virginia’s history and movements toward inclusion. In that spirit, the Virginia Center for Inclusive Communities is partnering with the Valentine Richmond History Center on the “Community Conversations” Series that explores the last five decades in Richmond. All programs will feature past Humanitarian Award recipients and are free and open to the public. Sessions will take place at 6:00pm on:

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|------------------------------------|---------------------------------|
| ■ January 3 (exploring the 1960s) | ■ April 4 (exploring the 1990s) |
| ■ February 7 (exploring the 1970s) | ■ May 9 (exploring the 2000s) |
| ■ March 7 (exploring the 1980s) | |



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