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.

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

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.”
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.
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.
Chair, State Board of Directors

---

### Monthly Highlights

**July 2011**
- Workshops for students and nonprofits
- 18th annual Harold M. Marsh, Sr. Connections Institute high school retreat
- Educational Equity Initiative workshops

**September 2011**
- VCIC hosts Nat’l Federation for Just Communities annual conference
- Tidewater Anti-Bullying Forum

**October 2011**
- VCIC named Richmond History Maker
- 11th Prejudice Awareness Summit
- 49th Richmond Humanitarian Awards Dinner

**November 2011**
- Richmond Diversity Dialogue Day
- Peninsula Diversity Dialogue Day

**December 2011**
- Leadership Metro Richmond workshop

**February 2012**
- Hampton Project Inclusion retreat
- Lynchburg Allies Institute retreat
- “Unpacking the 2010 Census” launched
- E.C. Glass Project Inclusion retreat
- 44th Peninsula Humanitarian Awards Dinner

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

**June 2012**
- Newport News Project Inclusion
- Richmond Educational Equity Initiative launched
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).

**ORGANIZATIONAL SUPPORTERS**

**Gifts $10,000 and above**
- The Community Foundation
- Serving Richmond & Central VA
- Daily Press
- Dominon Resources
- R.E.B. Foundation
- Riverside Health System Foundation

**Gifts $5,000 to $9,999**
- Bay Electric Co., Inc.
- Gold Key | PHR Hotels & Resorts
- Greater Lynchburg Community Trust
- Newport News Shipbuilding (Division of Huntington Ingalls Industries)
- Old Dominion University
- Robins Foundation
- SunTrust Bank
- TowneBank
- Wells Fargo Foundation

**Gifts $3,500 to $4,999**
- Altria Group
- Birdsong Corporation
- Cox Communications
- Delta Dental
- Hampton University
- Lynchburg College
- Rand Enterprises Inc.
- Virginia Oral & Facial Surgery
- Virginia Port Authority
- Wells Fargo

**Gifts $2,000 to $3,499**
- Babcock & Wilcox Company
- Bank of America
- BB&T Of Hampton Roads
- Better Housing Coalition
- Bliley's
- Bon Secours Virginia
- Centra
- Central Virginia Community College
- Cherry, Bekaat & Holland
- Chesapeake Sheriff's Office
- City of Hampton - Development
- City of Newport News
- City of Virginia Beach - Human Resources
- Coleman-Adams Construction Co.
- Coliseum Central Business District
- Community Funnel Home
- Congregation Beth Chaverim
- Congregation Beth El
- Congregation Brith Achim
- David, Kahn & Frank, LLC
- Delta Sigma Theta Sorority Inc.
- Newport News Chapter
- Dosdon Pest Control
- Drucker & Falk
- Earl Industries LLC
- Edmunds & Williams PC
- Elevation Advertising
- English Construction Company, Inc.
- Franklin Federal Foundation
- Grace Industries
- Hampton Roads Shipping Assn.
- Harvey Lindsay Commercial RE
- Historic Richmond Foundation
- Initiatives of Change/Hope in the Cities
- Insignia Technology Services LLC
- Intravene
- J. Crew
- Jaffe Caplan Fieder
- Jewish Community Federation
- of Richmond
- Jewish Family Service of Tidewater
- JRF Family Partnership
- Kramer Tire Company, Inc.
- KVA Foundation
- Lackey Saunders Co. Inc.
- Lansing Building Products
- Liberty University
- Lynchburg City Public Schools
- Lynchburg Community Action Group
- Lynchburg Host Lions Club Foundation
- Lynchburg Jewish Community Council
- MacArthur Center
- Media General, Inc.
- Meriwether-Godsey Inc.
- Newport Management Company Inc
- Norfolk State University
- Paramount Builders Inc.
- Payday Payroll Services Inc.
- Priority Auto Group
- R. R. Donnelley
- S. L. Nusbaum Insurance Agency
- Schewel Furniture Company
- Schwarzchild Fund
- Scott & Stringfellow Inc.
- Sea Realty Corporation
- Southern Air, Inc.
- St. Catherine's School
- St. Christopher's School
- Stefani (CXI)

**Gifts $1,000 and above**
- Susan Bailey & Sidney Buford Scott Trust
- Sweet Briar College
- Thalhimer Inc.
- Tidewater Jewish Foundation
- Union First Market Bank
- United Jewish Community of the Virginia Peninsula
- United Jewish Federation of Tidewater
- United Way Greater Richmond
- Unity Church of Tidewater
- Valentine Richmond History Center
- Virginia Arts Festival
- Virginia Historical Society
- Virginia Housing Development Authority
- Virginia Mentoring Partnership
- Virginia Transfer & Storage Co.
- Virginia University
- Virginian-Pilot (Pilot Media Cos.)
- Virginia's Region 2000 Partnership
- Visual Arts Center of Richmond
- W. M. Jordan Company
- Whiteman, Requart & Assoc.
- WileyWilson
- Willcox & Savage, P.C.
- WSET Inc.
- xpedx
- YMCA of South Hampton Roads
- YWCA of Richmond
- Zel Technologies

**INDIVIDUAL SUPPORTERS**

**Leaders**

**Gifts $1,000 and above**
- Mrs. Carolyn Abbitt
- Ms. Golden H. Bethune-Hill
- & Mr. Charlie Hill
- Dr. Virgie M. Binford
- Dr. & Mrs. Bob & Terry Brennan
- Ms. Wendy Jo Einhorn Brodsky
- Mr. and Mrs. Rudy Bunzl
- Mr. and Mrs. James K. Candler
- Mr. Donald T. Cowsles
- Mrs. Miriam R. Davodow
- Mr. Martin A. Einhorn
- Dr. and Mrs. H. C. Eschenroeder, Jr.
- Mr. and Mrs. William H. Goodwin, Jr.
- Mr. William A. Harrison, Jr.
- Dr. Guy G. Levy
- Ms. Maureen Denlea Massey
- Ms. Laura B. Munson
- Mr. & Mrs. John and Junie Myers, Jr.
- Mrs. Ellen Nygaard
- Mr. & Mrs. John and Junie Myers, Jr.
- Mrs. Ellen Nygaard
- Cong. and Mrs. E. Scott Rigell
- Mr. Gilbert M. Rosenthal
- Mr. Mark A. Sternheimer, Sr.
- Dr. and Mrs. Robert W. Sydnor
- Ms. Shannon R. Valentine
- Mr. Sterling A. Wilder
- Ms. Nhu Q. Yeargin
Partners for Inclusion FY12 [ended June 30, 2012]

SUSTAINERS
$500 through $999
Ms. Carolyn A. Abro-McCadden
Mr. & Mrs. Harry S. Bawa
Del. Mamye E. BaCote
Mr. Charlie C. Boyd, Jr.
Dr. & Mrs. David D. Burhans
Mr. Sam C. Canavos
Ms. Betty Wade Coyle
Mrs. Marta Walsh David
Mr. & Mrs. Bob and Myra Dendy, Jr.
Dr. Bernard I. Einhorn
Ms. Kimberley G. Bolger
Dr. & Mrs. J. Benjamin English
Dr. & Mrs. David D. Burhans
Mr. Charlie C. Boyd, Jr.
Dr. & Mrs. Paul L. Lipkin
The Rev. Herbert R. Moore, Jr.
The Rev. Robert G. Moore, III
Mr. & Mrs. Craig Parrent
Mrs. Patricia W. Plaisted
Mrs. Sara Jo Rubin
Senator Elliot S. Schewel
Mr. Morton G. Thalheimer, Jr.
Mr. Robert S. Ukrop
Mr. & Mrs. Dean Vanech

PATRONS
$250 through $499
Mr. & Mrs. Lloyd C. Agnew, Jr.
Dr. Marika E. Anthony
Mr. & Mrs. Hugh Antrim
Delegate Mamye E. BaCote
The Rev. Dr. Melvin T. Blackwell
Ms. Kimberley G. Bolger
Dr. Hazel Garrison Bonner
Mr. Raymond A. Booth
Mr. Larry Boyles
Mr. Michael V. Bradford
Mr. Gerald R. Brink
Ms. Valerie Cofer Butler
Ms. Toriano Callands
Mr. & Mrs. Samuel Cardwell
Mr. Kevin L. Cash
Mrs. Flora D. Chioros
Mr. & Mrs. Gary F. Christie
Mr. Gilliam M. Cobbs
Ms. Bettie Minette Cooper
Dr. Imad Damaj
Mr. Lorenzo E. Davis, Sr.
Ms. Barbara Davis
Dr. & Mrs. George W. Dawson
Mrs. Georgia M. Delbridge

Supporters
$100 through $249
Ms. Joan Aaron
Mr. Phillip D. Adams
Ms. Patricia M. Asch
Mr. Tommy P. Baer
Dr. Daniel G. Bagby
Mr. & Mrs. Robert H. Barlow
Mr. James E. Barnett
Mrs. Clay H. Barr
Dr. Christopher Barrett
Dr. & Mrs. Alan G. Bartel
Ms. Betty A. Bolden
Dr. Robert D. Bonner
Mr. & Mrs. Lewis T. Booker
Mr. Charles A. Brown
Mr. & Mrs. Robert P. Brown, Jr.
Dr. Lucille Murray Brown
Mrs. Mary Ellen Massie Bryant
Mr. & Mrs. Steven Budman
Mr. Robert L. Burrus, Jr.
Dr. Thomas W. Butterfoss
Dr. & Mrs. William R. Cardwell
Del. Betsy B. Carr
Mr. William A. Carrington, Jr.
Mrs. Susan A. Carrington
Mr. Daniel J. Cawley
Mr. Todd Cohen
Dr. & Mrs. Leonard J. Cohen
Mr. James F. Collins, Jr.
Mr. Harry E. Corr
Mr. & Mrs. Walter W. Craigie
Mr. Brian K. Davis
Ms. Susan F. Davis
Dr. Gilbert F. DeBiasi
Dr. Yvonne Delk
Mrs. BettyAnn A. Dillon
Mr. Leighton B. Dodd
Ms. Lynn L. Dodge
Ms. Mary Jane L. Dolan
Mrs. Lois F. Einhorn
Mr. & Mrs. Frederick N. Elofson
Mr. Stuart C. Fauber
Mr. & Mrs. Rodney W. Fauber
Ms. Yvonne T. Ferguson
Mr. & Mrs. Matthew Fine
Mr. Jack Paul Fine
Mr. & Mrs. Paul F. Fitzgerald
Ms. Carmen F. Foster
Mr. William H. Gorman
Ms. Brenda P. Gray
Dr. Barry I. Griffin
Mr. Brenton S. Halsey
Mr. & Mrs. Wade H. Hargrove
Mrs. Marie W. Harris
Mr. Chavis W. Harris
Mr. Vernard W. Henley
Ms. Melissa T. Hespenheide
Mr. Mark A. Hierholzer
Mrs. Josephine J. Holt
Dr. & Mrs. Harold Horwitz
Dr. & Mrs. George A. Hurt
Miss Clara Belle Jackson
Dr. Wayne A. Jones
Dr. Leila G. Joseph
Ms. Mimi Sunshine Karesh
Ms. Debra M. Keeling
Ms. Karen M. Kennedy
Dr. Patrick C. Kinlaw
Dr. Michael J. Kokorelis
Mr. Roy H. Lasris
Mr. & Mrs. Bob and Donna Leveque
Mrs. Betty N. Levin
Dr. Phillip M. Levy
Ms. Beth H. Long
Ms. Elizabeth P. Marshall
Mrs. Sandra T. Mitchell
Ms. Beth W. Moore
Ms. Robyn Morris
Mr. Kenneth B. Murov
Ms. Jo S. Murphy
Mrs. Helen A. Nachman
Mrs. Jessica J. Newmark
Mr. Barton M. Newton
Mr. Neilson J. November
Mrs. Joan L. Nusbaum
Mrs. Catherine S. Plotkin
Ms. Elinore Porter
Ms. Rebecca Greene Porter
Mr. & Mrs. Srivas B. Pulavarti
Dr. Jaikar Rao
Dr. Paul B. Raser
Mr. Don Roberts
Mrs. Joanne K. Roos
Mrs. Lila A. Rosenthal
Ms. Lucy Guggenheimer Ross
Mrs. Louise E. Sackett
Mr. & Mrs. Daniel F. Savage, III
Mr. Marc A. Schewel
Mrs. Miriam Seherman
Ms. Martha C. Seuffer
Ms. Margo Shayne
Dr. Simon P. Sibelman
Mr. Thomas A. Silvestri
Mrs. Jagdish A. Singh
Ms. Barbara Drucker Smith
Dr. Han Kim Song
The Rev. Dr. & Mrs. Jeffrey B. Spence
Mr. & Mrs. James T. Starnes
Ms. Deborah K. Stearns
Mr. J. Harvey Stone
Bishop Walter F. Sullivan
Dr. Thomas C. Tiller, Jr.
Partners for Inclusion FY12 [ended June 30, 2012]

SUPPORTERS (continued)
$100 through $249
Mr. Clarence L. Townes, Jr.
Ms. Sara R. Trub
Mrs. Cecelia T. Tucker
Mr. Howard B. Waters
Mrs. Elaine C. Watson
Mr. & Mrs. Charles Weingarten
Dr. Nancy M. Welch
Mr. Joseph Whitaker
Mr. & Mrs. Fielding L. Williams
Mr. Wistar M. Withers
Mr. & Mrs. Charles F. Wittthoeft
Dr. James W. Wright
Mr. & Mrs. Wesley Wright, Jr.
Mrs. Helen D. Zimm

FRIENDS
Up to $100
ANONYMOUS
Mr. & Mrs. Philip J. Bagley, III
Mr. & Mrs. Scott & Nancy Bellemore
Sister Cora Marie Billings, R.S.M.
Ms. Selma Brown
Ms. Elza C. Butner
Ms. Harriet L. Davidson
Dr. Emily Harkins Filer
Dr. Jennifer E. Friar
Cantor Frances T. Goldman
Ms. Tanya M. Gonzalez
Ms. Francina R. Harrison
Mr. Trey Hartt
Ms. Ivey Y. Hawkins
Ms. Jessica Hawthorne
Dr. Carla W. Heath
Mrs. Wynn D. Herbers
Mr. & Mrs. Scott D. Hyman
Dr. Raymond J. Jirran
Dr. Andrew I. Cohen
Mr. & Mrs. B. Leonard Laibstain
Mr. & Mrs. Parker H. Lee, III
Mrs. Mary P. Long
Mr. & Mrs. Peter T. Marcy
Mr. Peter M. Mellette
Mr. & Mrs. Alex & Jessica Newmark
Ms. Debra M. Ostrowski
Ms. Rochelle Portnoy
Mr. David Roberts
Ms. Andrea Roth
Ms. Sherri A. Sackett
Mr. Ward R. Scull, III
Mr. Jesse Seiferth, Jr.
Ms. Sandra Sisisky
Ms. Rachel Theilheimer
Mr. David E. Tolle
Ms. A. F. Unger
Mr. S. Todd Weinberg
Ms. Josephine H. Williams
Mr. & Mrs. Howard L. Zoller

Every effort has been made to ensure the accuracy of these listings.
Please contact us if you note an error in the reporting for VCIC fiscal year 2012, which ended on June 30, 2012.

Special Thanks to Grant Funders for Program Support:

GRANTOR:
- Alexander Lebenstein Fund for Tolerance and Human Rights of the Richmond Jewish Foundation
- Centra Health Foundation
- The Community Foundation Serving Richmond & Central Virginia
- Dominion Resources
- Greater Lynchburg Community Trust
- Herbert J and Ruth B. Rubel Holocaust Education Fund of the Richmond Jewish Foundation
- R. E. B. Foundation
- Riverside Health System Foundation
- Wells Fargo Foundation

PROGRAM:
- Inclusive Educator Summits
- E. C. Glass High School Project Inclusion
- Richmond Educational Equity Initiative
- Diversity Dialogue Days
- E. C. Glass High School Project Inclusion
- Inclusive Educator Summits
- Harold M. Marsh, Sr. Connections Institute
- McKinley Price Action Grants
- Prejudice Awareness Summit

Honor and Memory Gifts received during FY12

In Honor of
Ms. Edie Bethke:
Mr. & Mrs. Bob Fultz

In Honor of
Dr. Robert O. Brennan:
Dr. & Mrs. Paul Fitzgerald

In Honor of
Ms. Kate A. Broderick:
Mr. & Mrs. Dean Vanech

In Honor of
Mr. Donald T. Cowles:
Mr. & Mrs. Wade H. Hargrove
Mr. & Mrs. James T. Starnes
Mr. & Mrs. Fielding L. Williams

In Honor of
Mrs. Miriam B. Davidow:
Ms. Harriet L. Davidson
Ms. Susan F. Davis
Mr. Jack Paul Fine
Cantor Frances T. Goldman
Dr. & Mrs. S. Harold Horwitz
Jewish Community Federation of Richmond
Ms. Beth Long
Mrs. Catherine S. Plotkin
Ms. Margo Shaye
Ms. Rachel Theilheimer
Ms. A. F. Unger
Mr. S. Todd Weinberg
Mr. & Mrs. Charles Weingarten

In Honor of
Mr. & Mrs. Philip J. Bagley, III

In Honor of
Dr. Monroe F. Harris Jr.:
Mr. & Mrs. Philip J. Bagley, III

In Memory of
Mrs. Wilhelmina Harrison:
Mr. & Mrs. John and Junie Myers, Jr.

In Honor of
Mrs. Joan Foster (continued):
Ms. Martha C. Seufer
Mr. David E. Tolle
Dr. & Mrs. Tracy A. Wheelock

In Honor of
Rabbi Rosalin Mandelberg:
Ms. Sara R. Trub

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

In Memory of
Mr. Michael A. Huntley:
Mr. William A. Harrison, Jr.

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

In Memory of
Mrs. Susie Nickens James:
Dr. Jeffrey B. Spence

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

Virginia Center for Inclusive Communities
5511 Staples Mill Road, Suite 202 ■ Richmond, VA 23228 ■ Ph: (804) 515-7950 ■ Fax: (804) 515-7177 ■ www.inclusiveva.org
**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:

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