



MADE POSSIBLE BY



FINAL REPORT 2024-2025 SCHOOL YEAR

OVERVIEW

Diversity Dialogue Day is a one-day forum open to all high school students and educators in each of VCIC's chapter locations. The program is designed to guide students through a process of awareness to action and gives youth an opportunity to develop solutions to create more inclusive environments at their schools.

GOAL

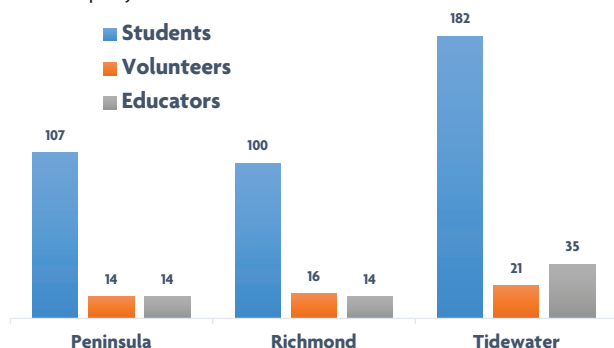
To increase high school youth's sensitivity to and awareness of diversity issues so that they can create school and community environments free from the distractions of prejudice, stereotypes, and bigotry.

OBJECTIVES

- Increase understanding of what prejudice is, decrease stereotypic attitudes, and develop an expanded awareness of discrimination and the harmful effects on individuals, groups, and communities.
- Be exposed to diverse perspectives.
- Create connections with peers from a similar geographic area.
- Develop an increased sense of personal empowerment and recognize the positive impact they, as individuals and as groups of students, can have on their own schools and communities.

NUMBER OF PARTICIPANTS

In total, 503 students, volunteers, and educators came together across three regions to increase their capacity to combat prejudice in their schools.



WHERE

Dominion Energy sponsored three Diversity Dialogue Day forums during the 2024-2025 school year (Peninsula,



Richmond, and Tidewater). The Peninsula program took place at the Peninsula Campus of Old Dominion University (in conjunction with the Virginia Peninsula Community College) and was attended by schools representing Hampton, Newport News, Poquoson, and Williamsburg-James City County. The Richmond program took place at the University of Richmond and was attended by public and private schools representing Goochland, Henrico, Powhatan, and Richmond. The Tidewater program took place at Old Dominion University and was attended by schools representing Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach.

STUDENT EXPERIENCE

The Diversity Dialogue Day program kicked off with an interactive large-group workshop. Students learned about the dynamics of class and socioeconomic status as an important part of one's identity. They then broke out into intentionally diverse small-group discussions to reflect on ways socioeconomic status can affect issues of inclusion and belonging in school climate and culture. At the end of the day, students created personal commitments to share with their classmates from their sending schools.



EVALUATION HIGHLIGHTS

In the Richmond region:

93%

of students agree that they are more aware of when and where people might feel excluded in their school based on class/socioeconomic status.

EDUCATOR SPOTLIGHT

Educators participated in a VCIC professional development session while students were in their breakout groups. By connecting with colleagues from schools across their region, educators broadened their perspectives on meaningful student engagement and considered new approaches to fostering inclusion in their learning communities. Through interactive activities and small-group brainstorming, participants explored the dynamics of class and socioeconomic status, and the impact on issues of diversity and inclusion in their schools.

“I would like all students and educators at my school to participate in a program like this.”

In the Peninsula region:

94%

of students agree that they are more aware of how their experience with class/socio-economic status shapes their opinions.

In the Tidewater region:

96%

of students agree that they have an increased awareness of the experiences of people who are different than them.



THANK YOU TO DDD COALITION PARTNERS

Christopher Newport University	Tidewater Community College
Communities in Schools of Hampton Roads	Virginia Wesleyan University
Partnership for the Future	YMCA of Greater Richmond
	YWCA of South Hampton Roads

THANK YOU TO DDD VOLUNTEERS

Terrance Afer-Anderson	Tabatha Garcia	Ida Pierce
Carlton Ashby	Kyle Garton-Gundling	Kathleen Pietrasanta
Joy Ballon*	Aparna Harger	Melshaun Randolph
Susan Barefield	Robin Harris	Betsy Robinson
Steph Lindo Battle	Joyce Hawkins	Adele Ruffin
Ann Mary Bettenson	Keyanna Hawkins*	Crystal Simmons
Tiffany Boyle	Vince Hodges	Bethany Smeeton
Terrian Brown	Mary Hunt	Helen Straus-Markiewicz
C.J. Bruce, Jr.	Kelly Jackson	Kay Sumner
Taya Coates	Kendall Johnson	Sharon Swift
Brett Cook-Snell	T. Lee	Meeran Thekudalai*
Kate Couch	Cierra Lewis	Shannon Trosky*
Jackie Crawley Coleman	Stefani Lopez	Kristen Walker
Andrew DeVault*	Andre May*	Dyonna Wilson
Kelsi Dunman	Kristin Osbourne	Heather Worsham*
Kelly Evans	Monica Parker	
	Evelyn Pierce	

* Dominion Energy Employee

STUDENTS SAID:

- ▶ “DDD taught me a lot about the different perspectives and experiences that others may have.”
- ▶ “My experience made me more confident as a speaker and meeting new people.”
- ▶ “This was a great opportunity for me to understand people of different backgrounds.”
- ▶ “I learned so much and can’t wait to share the knowledge with people.”
- ▶ “It was truly eye-opening, allowing me to see different perspectives.”
- ▶ “I would say that everyone needs to experience this.”
- ▶ “It was the best ever.”
- ▶ “Absolutely life changing. It opened my mind to things I may have seen but ignored.”

