



WINTER 2013/2014

VOICES^{of}INCLUSION

A NEWSLETTER OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

Workplace Inclusion Network (WIN) Launched for Businesses

Professional Development and Networking Program Supports Diversity Efforts

After a year of exploratory meetings with Richmond-area businesses, the Virginia Center for Inclusive Communities is excited to initiate the Workplace Inclusion Network (WIN) in 2014. This bi-monthly luncheon series will bring experts from around the country to Richmond to share best practices and strategize with local diversity and inclusion professionals. During these luncheons, participants will also be able to connect with their colleagues in the field. Similar programming is being planned for Hampton Roads in the next eighteen months.

"Research consistently shows that a well-managed commitment to inclusion improves an organization's

outcomes and increases profits," notes Allison M. Conyers, VCIC Director of Education & Training. "With a mission to help schools, businesses, and communities achieve success through inclusion, the Virginia Center for Inclusive Communities is uniquely positioned to support workplaces with their diversity efforts."

There are several membership levels in the Workplace Inclusion Network with associated participation and sponsorship benefits. Contact VCIC by phone at 804-515-7950 or online at www.inclusiveva.org/inclusiveworkplaces.php to learn more about the Workplace Inclusion Network and how your organization can participate.

2014 RICHMOND WORKPLACE INCLUSION NETWORK SCHEDULE

February 12, 2014 "Engaging White Men in Diversity Work"	April 9, 2014 "Responding to Resistance"	June 11, 2014 "Mentoring & Coaching Programs"
August 6, 2014 "Cultural Competency"	October 8, 2014 "Diversity Metrics"	October 10, 2014 "Leadership Development"

New Blog Features Expertise & Resources on Issues of Diversity

"Voices of Inclusion" Helps VCIC Spread Message Online

We've seen the local and national headlines -- from the Confederate Flag, to the George Zimmerman trial, to bullying in professional sports. In the midst of these controversial and challenging topics, how do we move dialogue forward to build solutions that create inclusive schools, businesses, and communities?

In 2013, the Virginia Center for Inclusive Communities created the "Voices of Inclusion" blog. Visitors to www.inclusiveva.org/blog can read weekly updates and perspectives regarding what is happening across Virginia in the areas of diversity and inclusion. In the middle of each month, VCIC also emails the top posts to keep supporters better connected with our work.

"We are proud that the Virginia Center for Inclusive Communities is increasingly being sought out as a thought leader," states Jonathan C. Zur, President & CEO. "Through our blog, we can share the research, views, and experiences that make our programs so successful and distinctive."





Message from the President & CEO

Jonathan C. Zur

How do we know that our programs make a difference? That's a question all of us at the Virginia Center for Inclusive Communities have explored over the last year.

Of course, we hear incredible stories about the students and adults who share what they have learned at VCIC programs in remarkable ways. There's the Project Inclusion alumnus who recently returned to his hometown from college to organize a community forum and dialogue in response to a recent increase in violence. Or the Connections Institute graduate who, two years after participating in VCIC's program, was one of only 40 people selected from across the country to attend the National Safe Schools Advocacy Summit in Washington, DC. There, this student met with legislators to advocate for policies that would reduce bullying and ensure safer schools in Virginia.

These are just two of the countless examples we hear about each year. But we know that measuring our success with numbers is also critical. Thanks to a capacity building grant from The Community Foundation Serving Richmond & Central Virginia, VCIC staff recently concluded an intensive eight-month learning process on program evaluation. All of our major programs now have logic models, new evaluation instruments, and clear indicators and outcomes. Early results confirm what we have suspected all along: that participants leave our programs with heightened awareness, increased motivation, and greater skills to create more inclusive communities.

We look forward to sharing information about the success of our programs -- now supported by data -- in the months to come. And, we continue to be grateful for your generous support that makes these successes possible.

Chapter News

- **Lynchburg Chapter** - The 47th annual Lynchburg Humanitarian Awards Dinner will take place on May 28, 2014. Donald W. Banker, Chief Executive Officer of Banker Steel, will chair the event. Local programs include the 5th annual Allies Institute retreat for Lynchburg College, a Project Inclusion retreat for E.C. Glass and Heritage High Schools, a communication workshop for STEP with Links, student leader workshops at Randolph and Sweet Briar Colleges, and a Diversity Dialogue Day forum for high school students.
- **Peninsula Chapter** - Chaired by Robert W. George, D.D.S., the 46th annual Peninsula Humanitarian Awards Dinner will take place on February 20, 2014. That night, VCIC will present the Distinguished Virginian Award to Molly Joseph Ward, and Humanitarian Awards will be presented to Carolyn S. Abbitt, Louis G. Morris, Doretha J. Spells, and Vicki R. Williams-Cullins. Hampton and Phoebus High Schools recently participated in Project Inclusion, as have all six Newport News high schools. Follow-up workshops for students and educators continue throughout the year.
- **Richmond Chapter** - Thomas A. Silvestri, President & Publisher of the Richmond Times-Dispatch, and Stewart D. Roberson, Chairman, President & CEO of Moseley Architects, co-chaired the 51st annual Richmond Humanitarian Awards Dinner on October 30, 2013. The Prejudice Awareness Summit for middle school students and Diversity Dialogue Day for high school students were both major successes. Locally, VCIC is also active with workshops and consultation for Collegiate School, Nonprofit Learning Point, Randolph Macon College, and Richmond Public Schools.
- **Tidewater Chapter** - Honorees for the 50th Tidewater Humanitarian Awards Dinner are Monica & Tony Brothers, Jennifer N. Fish, Michael A. Glasser, Charles V. McPhillips, Sister Rita Thomas, and Helping Orphans in Latin America (HOLA). The event on March 27, 2014 will be chaired by J. Jerry Kantor. The 2013-2014 NEXUS Interfaith Dialogue Series focuses on "How Our Faiths See Marriage and Family." VCIC partnered with the City of Norfolk on a youth talk-back session after a performance of "West Side Story" and with the Virginia Beach Human Rights Commission on a forum looking at demographic projections.



FISCAL YEAR 2013

YEAR *in* REVIEW

VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

Dear Friends of Inclusive Communities,

Thanks to the generous support of countless individuals and organizations, the 2013 Fiscal Year marked a number of new successes for the Virginia Center for Inclusive Communities. My colleagues on the board of directors and I are proud to lead an organization that continues to advance and grow, serving increasing numbers of participants through innovative workshops, retreats, and customized programs.

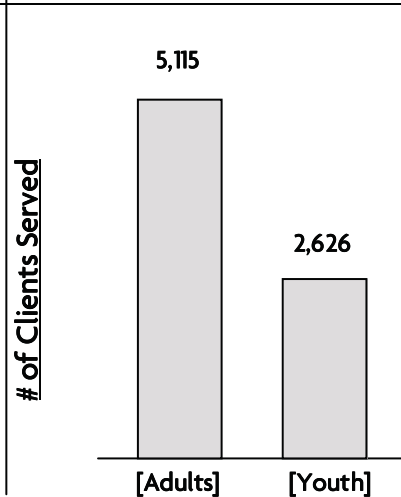
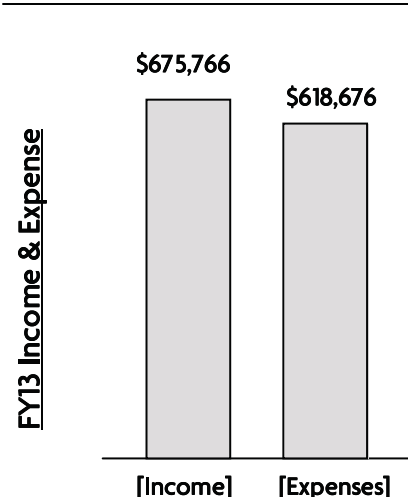
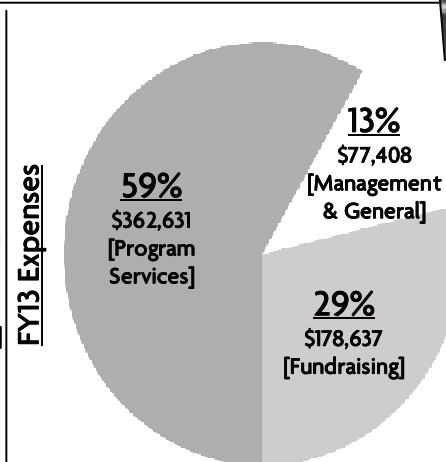
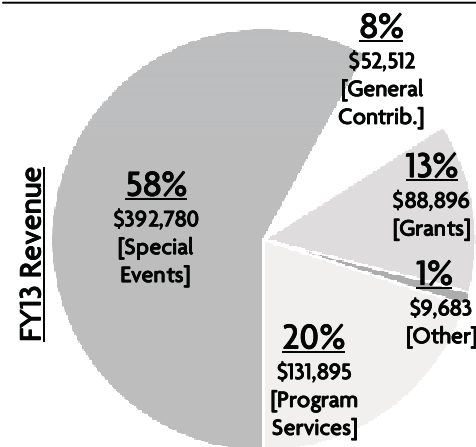
In these challenging times, all of us are enriched by the work of the Virginia Center for Inclusive Communities to bring people together, break down barriers, and develop leaders who work effectively across lines of difference to achieve success through inclusion. We are grateful for your support and partnership in moving this critical mission forward.

Sincerely,

Charlie C. Boyd Jr.

Charlie C. Boyd, Jr.

Chair, State Board of Directors



Monthly Highlights

July 2012 - June 2013

July 2012

- Workshops for students and non-profits



September 2012

- Educator professional development workshops

November 2012

- Richmond Diversity Dialogue Day
- Peninsula Diversity Dialogue Day
- Hampton Project Inclusion retreat



January 2013

- Lynchburg College Allies Institute
- MLK Day Film & Discussion
- Community Conversations Series launched
- Program evaluation capacity building

March 2013

- Tidewater Diversity Dialogue Day
- Lynchburg Diversity Dialogue Day
- 49th Tidewater Humanitarian Awards Dinner

May 2013

- Minds in Motion Performances
- Award from Interfaith Council of Greater Richmond



August 2012

- 19th annual Harold M. Marsh, Sr. Connections Institute high school retreat
- College student leader workshops



October 2012

- Project Inclusion Action Planning Workshops
- 12th Prejudice Awareness Summit

December 2012

- 50th Richmond Humanitarian Awards Dinner
- Corporate professional development workshops

February 2013

- VCIC commended by Virginia General Assembly
- 45th Peninsula Humanitarian Awards Dinner
- College upstander workshop series launched



April 2013

- Letter from Birmingham Jail Forum
- "Building Inclusive Nonprofits" Series Launched

June 2013

- 46th Lynchburg Humanitarian Awards Dinner
- Newport News Project Inclusion

Partners for Inclusion FY13 [ended June 30, 2013]

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, 2012, to June 30, 2013 (VCIC fiscal year 2013).

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Please contact us if you note an error in the reporting for VCIC fiscal year 2013, which ended on June 30, 2013.

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Mr. & Mrs. Irving and Edith H. May:

Mrs. Edith May Lebet

In Memory of

Peter & Susan Mellette:

Mr. Peter M. Mellette

In Memory of

Mr. Charles Millhiser, II:

Mr. & Mrs. Herbert L. Heltzer

In Honor of

Mr. & Mrs. George Newton &

Mr. & Mrs. Beck Newton:

Mr. Barton M. Newton

In Honor of

Mr. Robert C. Nusbaum:

Anonymous

In Honor of

Samuel & Helena Reed

and Beata Goodman:

Ms. Deborah Kate Greenberg

In Honor of

Mr. & Mrs. Robert and Cary Roberts:

Mr. David Roberts

In Honor of

Mrs. Sara Jo Rubin:

Mr. David Meadows

In Memory of

Ms. Alberta Scholl:

Ms. Elaine Scholl-Iglecia

In Honor of

Dr. Jeffrey B. Spence:

Dr. Andrew I. Kohen

In Honor of

Mrs. Marian Bear Ticatch:

Anonymous
 Mrs. Clay H. Barr
 Ms. Joan R. Damsey

In Honor of

Mr. Frederick B. Wayne:

Mr. William A. Harrison, Jr.

In Honor of

Ms. Sylvia Weinstein:

Mr. & Mrs. G. Vincent Brown

In Honor of

Mrs. Marilyn H. West:

Mr. Peter M. Mellette

In Honor of

Mr. Jonathan C. Zur:

Ms. Jessica Myers Barsch
 Ms. Andrea Roth

Program Alumni & Volunteers Join VCIC Leaders to Celebrate 20th Anniversary Summer of the Connections Institute

For twenty summers, the Harold M. Marsh, Sr. Connections Institute has trained high school students from across the Commonwealth to break barriers, deal with biased behavior, and develop action plans to reduce prejudice in schools. To mark the 20th anniversary summer of this VCIC program, alumni and supporters raised funds through the “20/20 Campaign: A Vision for a More Inclusive Virginia.” Over \$12,000 was raised in this inaugural effort that challenged program alumni to recruit twenty friends to give \$20 during a twenty-day period.

In addition to the successful fundraising campaign, alumni shared reflections about the program online, through social media, and at VCIC events. Marc Cheatham (1993) wrote on The Cheats Movement blog that “being a part of [the Connections Institute]... has been one of the most life changing and powerful experiences of my life. It has helped shape my values and character, and along the way I have met some great friends and life-long mentors.” Rasheeda Creighton (1994) added that “Connections... helped me develop a context and framework for thinking about diversity, differences, and learning from one another. I find myself constantly drawing on that week... remembering to ask questions with the intent of learning, not of challenging. I seek out those who don’t look or sound like me so that I may learn from them and, hopefully, help them grow as well.”

With the support and involvement of dedicated alumni and volunteers, the Connections Institute is poised to continue making a difference for program participants for years to come. And those participants will no doubt make an even bigger difference by sharing what they have learned from VCIC in their schools and communities.

Strategic Planning Prepares VCIC for a Successful Future

Affiliation with Catchafire Supports Effort

The Virginia Center for Inclusive Communities is the first Richmond-based nonprofit organization to become a member of Catchafire, a group that links highly qualified nonprofits with experts who offer pro-bono services. Through that affiliation, VCIC is now connected with Mark Livingston of Loyal Promoters LLC, who will guide a strategic planning process. Mark is no stranger to Inclusive Communities, having supported VCIC’s affiliate office in North Carolina over the last year.

A strategy design team has been created that includes board and chapter members, program alumni, nonprofit partners, funders, and staff. That group will review key source documents and develop a vision and plan that includes metrics and timelines for VCIC’s future. Throughout the strategic planning process, stakeholders will be asked to offer input through online surveys and meetings in order to ensure wide engagement and support.

Programs Teach Students How to Be Effective Upstanders

Media Covers VCIC’s Innovative Approach

What makes a school safe? What are the consequences of being a bystander? How can students effectively resolve conflicts?

Recent VCIC programs for middle school, high school, and college students explored these critical questions. Students have had the opportunity to critically reflect on their conflict resolution styles, creatively identify possible solutions to instances of bullying, and role play realistic scenarios to practice their newly-learned skills.

This innovative programming has been covered by several media outlets, including a story about the Prejudice Awareness Summit on NBC-12 and a report about the Peninsula Diversity Dialogue Day in the Daily Press.

As one student participant shared with a reporter, “Maybe I should start talking a little bit more... Be an upstander, instead of a bystander.”



Inclusive Communities Continues to Be Recognized for Significant Growth & Impact

During a recent six-year period, the Virginia Center for Inclusive Communities increased the number of programs delivered annually by over 370%. Today, schools, businesses, and communities across the Commonwealth have come to rely on the organization's programs for their effectiveness in raising knowledge, motivation, and skills to improve academic achievement, increase workplace productivity, and enhance local trust.

In recognition of that growth and success, VCIC continues to receive awards from local, regional, and national organizations. Inclusive Communities started off 2013 with a Resolution commending its program work from the Virginia General Assembly. Since that time, VCIC received the Clergy & Community Organization Award from the Interfaith Council of Greater Richmond, was recognized with the Pacesetter Award for Excellence from Partnership for the Future, and was named one of the "Top-Rated Nonprofits" in the country by GreatNonprofits for the second year in a row.

"While we do not seek recognition or accolades, all of VCIC's board, chapter, and staff members are grateful that the difference this organization makes across Virginia continues to be noticed and celebrated," states Jonathan C. Zur, President & CEO.

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