

THE HAMPTON ROADS DIVERSITY AND INCLUSION WINTER NEWSLETTER 2020

THE HAMPTON ROADS
DIVERSITY & INCLUSION
CONSORTIUM



The Hampton Roads Diversity and Inclusion Consortium (HRDIC) is a 501 (c) (3) organization serving the Hampton Roads and the Eastern Shore Regions of Virginia.

Our mission is to create a regional learning exchange for organizations to share ideas and best practices on the value of diversity and inclusion.

WHAT'S INSIDE:

HRDIC awarded the 2019
FBI Community Pride
Award

Whats coming in 2021:
DE&I during the
pandemic

Here we grow again:
NEW HRDIC Board
Members, 2021

PANDEMIC

Next Exit ↗



HRDIC RECEIVES FBI COMMUNITY PRIDE AWARD

Hampton Roads Diversity and Inclusion Consortium (HRDIC) was selected to receive the 2019 FBI's Director's Community Leadership Award (DCLA) for its commitment to civil rights and inclusion.

*Pictured above are (from left to right) FBI Special Agent in Charge, Martin Culbreth & HRDIC Board members: Emily Reaves, Perry Neal, and Denise Wilson.

Throughout the year, dedicated individuals and organizations make extraordinary contributions to their communities across the United States. As a result, the Norfolk Field Office, along with other FBI offices, selects one individual or organization for this award every year!



WHATS COMING IN 2021: DE&I DURING THE PANDEMIC

Diversity, Equity, and Inclusion is essential to the transformation of our communities as we deal with and recover from the Coronavirus Pandemic. The impact is not the same for everyone so our thinking and solutions must consider so many different aspects when discussing change.

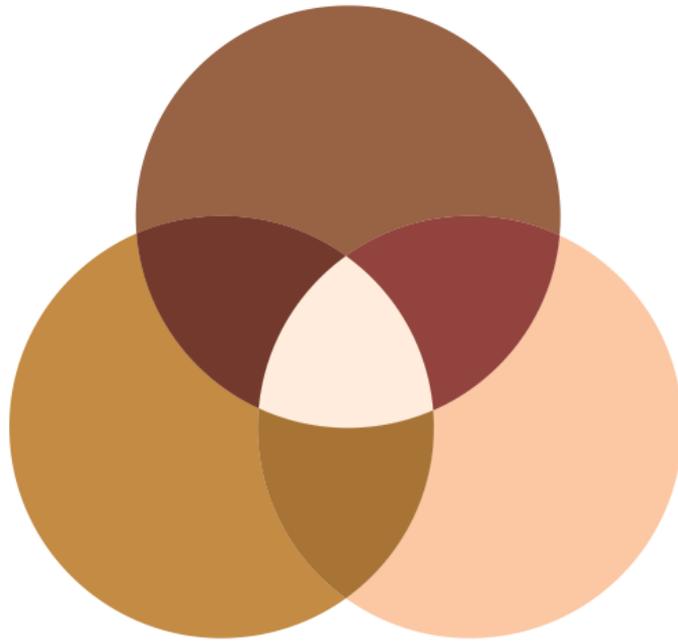
For instance,

- Black and Brown communities are absorbing a disproportionate percentage of US COVID-19-related deaths.
- Women accounted for 55 percent of jobs lost during April.
- LGBTQIA+ youth are particularly vulnerable to the virus's mental health impacts.
- People of Asian descent are on the receiving end of hate crimes to a disproportionate degree, according to StopAAPIHate.com, which received more than 1,700 incident reports in six weeks.

Connecting people and organizations has become more important than ever in recent times due to the Coronavirus Pandemic. HRDIC is committed to building a more inclusive region through better private and public partnerships, learning opportunities, and sharing of best practices.

We look forward to bringing you quarterly consortium meetings, virtually as well as new and exciting opportunities to stay connected. Our first Consortium meeting will be held March 18, 2021!

To ensure you are receiving updates on our events and other important information, please subscribe to our mailing list at [HRDIC.com](https://www.hrdic.com) and don't forget to follow us on Facebook, Instagram, and Twitter @askHRDIC



== THE HAMPTON ROADS ==
DIVERSITY & INCLUSION
C O N S O R T I U M

Introducing

HRDIC 2021 BOARD MEMBERS



EMILY REAVES, PRESIDENT

Emily C. Reaves works for the City of Virginia Beach and joined its Inclusion and Diversity Council (IDC) in 2010. She has served as its chair as well as the chair for one of its subcommittees, the Strategic Development Committee (SDC).

One of the goals of the SDC was to work with collaborative partners and develop a regional diversity consortium, review and keep current on best practices.

Because of the work of the IDC, the Regional Roundtable on Inclusion and Diversity for the Hampton Roads region was created and its first meeting was held May 13, 2011. In January 2013, the attendees of the Regional Roundtable meetings decided that the roundtable should become a formal body and created the Hampton Roads Diversity and Inclusion Consortium (HRDIC).

Emily was heavily involved in the creation of the Hampton Roads Diversity & Inclusion Consortium (HRDIC) a regional group of public and private sector organizations who meet quarterly to discuss the business case for inclusion and diversity best practices in the workplace she has served as the Chair of the HRDIC since its inception in 2013. Under her leadership, the HRDIC has grown into an entity known throughout the Commonwealth of Virginia as a credible think-tank and resource for those committed to evolving their organizations into places where diversity is embraced and inclusiveness is created.

Emily is an active member of Toastmasters and has served as president and secretary of her local club. Emily holds a Bachelor's in Business Administration and a Bachelor's in Human Resources Management from Saint Leo University.



VIVIAN ODEN, VICE PRESIDENT

Vivian Oden is the Vice President for special projects at the Hampton Roads Community Foundation where she leads the foundation in its Diversity, Equity and Inclusion work.

As an expert in philanthropy, Oden sees the importance of engaging diverse voices, understanding how they give and developing engagement strategies to build long-lasting relationships. She spearheaded Hampton Roads' first celebration of Black Philanthropy Month in 2018.

In 2019, she founded Visionaries for Change, a giving circle, with other Black business and civic leaders to develop solutions for Black communities experiencing economic distress. The first giving circle of its kind in Hampton Roads. Also, in 2019, she was the co-creator of Unmasking Hampton Roads, a three-part learning series designed to examine the historic and contemporary impact of racism in Hampton Roads.

Prior to joining the community foundation in 2006, she was a project manager and webmaster at Liberty Tax Service and the youth coordinator at the Unitarian Church of Norfolk.

Currently, she serves on the State Board of Directors for Virginia Center for Inclusive Communities, the Board of Directors for The Hampton Roads Diversity & Inclusion Consortium and the Resource Development Committee for Hampton Roads Community Action Program. She is a tutor at Richard Bowling Elementary through the Life Enrichment Center and has served as vice chair of Girls Inc. Board of Directors.

Oden earned an undergraduate degree in business administration, a master's degree in public administration with a concentration in nonprofit management from Old Dominion University and a certificate in nonprofit management from the Academy for Nonprofit Excellence.

She is a graduate of Lead Hampton Roads, the Council on Foundation's Career Pathways program and Initiatives of Change's Community Trust building Fellowship aimed to help communities work creatively to build shared visions for racial equity, healing, reconciliation and justice. She was named Inside Business Top 40 Under 40 in 2018.



JOHN NORFLEET, TREASURER

John E. Norfleet, Jr. has been involved in human resources and organizational development activities for over ten years and has devoted his career to organizational change management and leadership development. He studied Business Management at Norfolk State University and Organizational Leadership at Regent University.

His passion for employee engagement and customer satisfaction led him to provide service recovery training and operations support for various hospitality organizations.

John's tenacity earned him several leadership and consultant roles throughout his career with Marriott International, Visit Virginia Beach, the City of Norfolk, Sentara Healthcare and currently with the American Chemical Society.

John is actively involved in many local and national organizations including, the Society for Human Resource Management (SHRM), the National Society for Minorities in Hospitality (NSMH), the American Society for Public Administration (ASPA), the National Forum of Black Public Administrators (NFBPA), and Alpha Phi Alpha Fraternity, Incorporated. He is also a devoted member of Second Calvary Baptist Church in Norfolk, Virginia where he serves as Chairman of the Board of Trustees.

In his free time, John enjoys reading, traveling and exploring foreign lands, engaging in socially conscious initiatives, and serving as a mentor to underprivileged youth and young adults.



DR. SUSAN PERRY, SECRETARY

Dr. Susan L. Perry is the Director of the Office of St. Paul's Transformation for the City of Norfolk. The St. Paul's Transformation seeks to break the cycle of intergenerational poverty through the transformation of people and place. This transformation includes the physical redevelopment of three public housing communities in Norfolk into mixed-income, mixed use housing in a revitalized neighborhood with resilient flood mitigation strategies, new city infrastructure, a multi-modal transit system and new commercial development.

Most importantly, Dr. Perry designed and manages the City's People First initiative that provides a comprehensive human services program for residents of the neighborhood that focuses on housing stability, economic mobility, education and health and wellness.

Prior to this role, Susan led major initiatives in the areas of early childhood development, youth education and career pathways, workforce development and neighborhood revitalization for Norfolk.

Before joining Team Norfolk, Dr. Perry served as the Administrative Services Manager for the City of Virginia Beach Public Works Business Center and was responsible for directing and coordinating the department's financial, personnel and long-range strategic planning.

Susan also served as a Policy Specialist and Research Associate with the Race and Social Policy Research Center and the Institute for Policy Outreach (IPO) at Virginia Tech. Susan has over 20 years of work experience in the state and local levels of government as well as with several non-profit agencies.

Dr. Perry earned her Doctor of Philosophy in Public Administration and Public Affairs from the Center for Public Administration and Policy at Virginia Tech where she also received a certificate in Race and Social Policy. She has a Master of Social Work degree from Radford University and received her Bachelor of Science in Psychology and Sociology from Virginia Tech.

JAZMINE SMITH, COMMUNITY ENGAGEMENT

Jazmine Smith is an Award-Winning Advocate, Speaker, Business Strategist and Army Veteran with over 15 years of experience as a behavior and relationship professional. Her creative leadership approach, focusing on Brand and (CX) Customer Experience improvement strategies has successfully influenced over 150 businesses in achieving their operational and financial performance goals. She has extensive training and experience in Organizational Leadership, Communications, Emotional Intelligence (EQ), and Engagement.

Frequently commended for an ability to go above and beyond the call of duty; Jazmine brings value as an expert in building bridges, connecting people, and managing relationships.

She boldly addresses real issues faced by every day Americans while giving an up-close and personal look at the effects and its impact; her passion is to enhance individual lives, families, and communities, by enhancing the organizational health of the companies they work for.

Jazmine currently supports the YWCA of South Hampton Roads' mission empowering women and eliminating racism as a trauma informed advocate, directly working with victims of violence in residential care. She also serves their community outreach and Racial justice teams.

As a trauma survivor who has spent years in advocacy through many local and national organizations, Jazmine believes in addressing emotional wellness and shifting mindsets to live a successful life both personally and professionally.

Her passion for Diversity & Inclusion alongside Personal & Professional development go hand in hand as she continues to support and empower others through her participation in Boards, Special projects, and community-based programs.

A recent graduate of United Way's Nationally recognized and award winning Project Inclusion class, 2020, Jazmine currently holds board positions/membership with HRDIC (Community Engagement), Public Relations Society of America, and several youth based programs. In the past she has held positions with Urban League, NAACP, WICT, NAMIC, CENV, Planned Parenthood, Dress for Success, Wounded Warriors, and Several Chambers of commerce across Virginia to include the Hampton Roads first Regional Black Chamber of Commerce where she lead the youth entrepreneurship program.

She is the Owner of The Hive Experience Agency, The Founder of Live to E.A.T.™, the Founder/Host of Black Coffee Unfiltered™, and the Founder of the P.O.W.E.R. Conference

DANA BECKTON, BOARD MEMBER

Dana Beckton joined Sentara Healthcare in Norfolk Virginia as their first Chief Diversity Officer in 2019. At Sentara,

Dana is responsible for engaging across the organization to set the vision and strategy to cultivate an inclusive work environment where diversity is embraced and developed and where all employees feel valued and have equal opportunities to succeed. Dana drives the alignment between the Diversity & Inclusion roadmap and Sentara's business strategy.

Dana has been an active member of the National Association of Health Service Executives, Delaware Valley Chapter and now the Virginia Chapter, and has served on advisory boards and as a mentor to Early Careerists.

She has also served as a guest speaker on various diversity and inclusion topics for companies and non-profit organizations including the Health Management Academy, PA Diversity Council, New Castle Chamber of Commerce's Women's Conference, and the National Diversity Conference.

Dana currently services on the board of the Virginia Community College System and the Hampton Road Diversity and Inclusion Consortium.

Dana has her undergraduate degree in Business Administration from Temple University and her graduate degree in Organizational Development and Leadership from St. Joseph's University.





PERRY NEAL, BOARD MEMBER

Perry Neal is a software and database developer by profession. His true passion though is helping people develop their communication and leadership skills. In Toastmasters, he found an outlet for that passion.

Perry became a member in 2012 and quickly worked his way up the leadership ladder. In 2018 he was elected the District Director for all Toastmasters in the State of Virginia. In this position he led a team of 36 people and was responsible for over 2,000 members in more than 100 clubs across the State. Now, as a Past District Director, Perry continues speaking on communication and leadership, but he also mentors a new generation of Toastmaster leaders.

In addition to a degree in computer programming, in 2016, he was awarded the coveted Distinguished Toastmaster award which recognizes superior achievement in both communication and leadership.

He is also a 2017 graduate of the United Way of South Hampton Roads' Project Inclusion. Project Inclusion is 20+ year, award-winning program teaching non-profit board governance.



LINDA ISAAC, BOARD MEMBER

Linda Isaac, Director of Community Outreach and Development with South University. She holds a master's degree in Public Administration. Linda has worked in higher Education for over 14 years.

She has cultivated business relationships with the military, local government agencies and non-profit sectors. She has established and implemented visionary business strategies, and successfully managed to balance the mission and goals.

Prior to her position with South University, Linda was the Assistant Director of Admissions and Marketing with Saint Leo University. She was responsible for Marketing strategies for the Hampton Roads Area, New business, Admissions, and recruitment, working with government agencies and non-profit organizations.

She is involved in the community, serving as a past board member and currently serving on the planning committee for the Advisory Council for Military Education. She has served on the Hampton Roads Chamber of Commerce Armed Forces committee. She is currently working on planning committee for the MHA Gap Initiative and Military Spouse Economic Empowerment Zones (MSEEZ) Co-Chair for the Advocate Subcommittee.



DENISE WILSON, BOARD MEMBER

A life-long resident of Norfolk, Virginia, Denise M. Wilson serves as a Neighborhood Development Specialist, Senior with the City of Norfolk in the Department of Neighborhood Development. Before coming to the City of Norfolk, Ms. Wilson served more than two decades in the non-profit sector.

During her tenure in non-profit, she became a three-time, award winning program coordinator for Project Discovery for Virginia where she was noted for her outstanding work. It was her love with working with diverse students and their families that Ms. Wilson found that her true passion is serving and educating the community.

In her current role, Ms. Wilson believes that each individual has the right to live in a safe and habitable dwelling and environment regardless of their socio-economic status. It is her charge to educate, arm, and equip residents with information to continue to make Norfolk not only the city of choice in the Hampton Roads, but a city of choice with safe, healthy and inclusive communities.

Ms. Wilson is a graduate of Matthew Fontaine "Maury" High School and Old Dominion University. She is a Certified Housing and Housing Specialist Homeless Counselor with the Virginia Association of Housing Counselors. In 2017, she received the Housing Warrior of Excellence Award from the Hampton Roads Housing Consortium for her outstanding work in the City of Norfolk educating and working with landlords and renters about their rights and responsibilities.

Ms. Wilson is a member of Virginia Association of Housing Counselors, Hampton Roads Housing Consortium, Delta Psi Epsilon Christian Sorority, Inc., The Federal Bureau of Investigations Citizens Alumni Academy, Citizen Police Academy Alumni Association of Norfolk, and CERT: Community Emergency Response Team.

Ms. Wilson lives in Norfolk and enjoys spending time with family and friends. Ms. Wilson compares diversity and inclusion to a dance. It is always nice to be invited, but it is even better when you are asked to dance.



COURTNEY KELLY, BOARD MEMBER

Ms. Courtney Kelly graduated from Albany Law School in 2010. Ms. Kelly spent most of her career in Higher Education, working at East Tennessee State University, Norfolk State University, and Old Dominion University.

She is a leading expert in both compliance and building diverse and equitable working and learning communities

She is a licensed attorney in both Tennessee and Virginia.

She works with Military Spouse JD Network as the chair of their Diversity and Inclusion Committee and in Military Spouse Attorney licensing efforts in Virginia.

