



Diversity, Equity, and Inclusion Training

Focus on Racial Equity

Request for Applications

The Hampton Roads Community Foundation, in collaboration with Virginia Center for Inclusive Communities, will offer a six-part workshop series for a cohort of nonprofit organization employees in South Hampton Roads. These sessions will explore topics connected to issues of diversity, equity, and inclusion and will include unconscious bias, microaggressions, racial privilege, and intersectionality. Upon completion of the program, program completers will better understand how their own identities can affect their work in the non-profit sector. In addition, participants will discover concrete opportunities for making their organizations more equitable and inclusive for colleagues and clients from all backgrounds.

Who is the training designed for and who should apply?

This training is designed for nonprofit staff members. This workshop series is designed to help participants develop/enhance their organizations' Diversity, Equity, and Inclusion programs. Up to **30** participants will be invited to participate in the 2024 workshop series.

Participants must attend **all** sessions and may not send substitute employees. Participants will be selected on a first-come, first-served basis upon submission of the completed application. We will consider up to three staff members from an individual nonprofit if there are less than 30 unique nonprofits represented in the applicant pool. This training is for staff members, not board members or volunteers for a nonprofit.

When will the trainings be held and what are the topics? (all meet from 9:00 a.m. to 11:00 a.m.)

March 21	Unconscious Bias
April 18	Microaggressions
May 16	Building an Upstander Culture
August 15	Racial Identity Development
September 19	Using a Racial Equity Lens
October 10	Intersectionality

What are the program outcomes?

By completion of the program, participants will be able to:

1. Confront their own beliefs and assumptions about race.
2. Sharpen their analysis of interactions with colleagues and clients from diverse backgrounds.

3. Increase their knowledge of racial equity issues and priorities.
4. Examine the role of prejudice and advantage, and understand how these dynamics affect behavior, productivity, and a feeling of belonging.
5. Develop strategies for creating more supportive, equitable, and inclusive organizations.

How will the program be offered?

Sessions will be conducted using Zoom.

Application Process**Applicants**

The training workshop series is limited to 30 participants. Applications must be submitted electronically through HRCF's online portal. Access the portal [here](#), click Apply at the top of the screen then select Apply next to the Diversity, Equity and Inclusion opportunity. The application will be available in the online portal on **January 23, 2024**.

Submission Deadline

The deadline for applications is **Wednesday, February 21, 2024**.

About our Training Partner – The Virginia Center for Inclusive Communities

The Virginia Center for Inclusive Communities works with schools, businesses, and communities to achieve success by addressing prejudices, in all forms, in order to improve academic achievement, increase workplace productivity, and enhance local trust. Through workshops, retreats, and customized programs that raise knowledge, motivation, and skills, VCIC develops leaders who work together to achieve success throughout the Commonwealth. Our organization traces its roots back to 1935 in Virginia. With a lengthy and rich history, we have been destined to change with the times, even as we work to change the times in which we live. Originally founded as the Virginia Region of the National Conference of Christians and Jews, the Virginia Center for Inclusive Communities has concluded our association with NCCJ and has joined with many of our fellow offices across the country to become the cornerstone of a new movement fighting prejudice in all its forms.