



ONE VIRGINIA NEWS

Inclusive Excellence in the Commonwealth

NEW THIS MONTH

March/April 2021

ONE VIRGINIA NEWS

Welcome to our first issue of *ONE Virginia News*.

SUCCESS STORIES

Do your actions match your rhetoric?

DE&I RESOURCES

Eliminating Microaggressions: The Next Level of Inclusion.

INSPIRATIONAL THOUGHTS

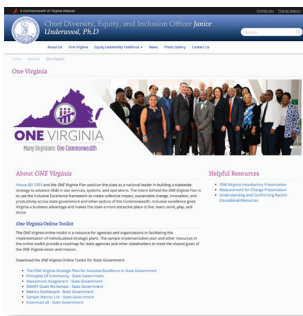
Looking at COVID-19 through the lens of equity.

INTRODUCTION

Welcome to our first issue of *ONE Virginia News*. This newsletter provides an update from The Office of Diversity, Equity, and Inclusion on the implementation and advancement of the *ONE Virginia Plan* throughout state government and all communities of the Commonwealth.

Our goal is to develop a framework of inclusive excellence in Virginia. We hope to make it a lasting beacon of equality and inclusiveness across the country. Within this newsletter, you will learn about the *ONE Virginia Plan*, and the positive effects diversity, equity, and inclusion are having in our state. We'll also provide resources and strategies to develop your own plan.

ONE VIRGINIA NEWS



Discover the *ONE Virginia Plan*.

The first-ever statewide plan for addressing diversity, equity, and inclusion has been introduced to Virginia.

"The ONE Virginia Plan is a strategic blueprint to institutionalize equity across state government and effectively address deeply rooted structural and systemic barriers to access and opportunity. This roadmap will ensure our efforts are accompanied by accountability, measurable results, and sustained impact." **Governor Ralph Northam**

The *ONE Virginia Plan* uses the inclusive excellence framework to create collective impact, sustainable change, innovation, and productivity across state government and other sectors of the Commonwealth. Inclusive excellence gives Virginia a business advantage and makes the state a more attractive place to live, learn, work, play, and thrive.

"Diversity, equity, and inclusion are more than a moral imperative or a legal mandate — they are key to achieving organizational excellence," said Janice Underwood, Ph.D., Chief Diversity, Equity, and Inclusion Officer.

Utilizing the *ONE Virginia Online Toolkit* as a key resource, agencies and organizations can implement individualized strategic plans. The *ONE Virginia Online Toolkit* provides a roadmap to meet the shared goals of the *ONE Virginia* vision and mission.

Download the [ONE Virginia Online Toolkit](#) to get started today.

SUCCESS STORIES

Do your actions match your rhetoric? Dr. Kevin McDonald's actions do.



Dr. Kevin McDonald, Vice President for Diversity, Equity, Inclusion, and Community Engagement at the University of Virginia (UVA), has embraced the challenge from Governor Ralph Northam to implement the *ONE Virginia Plan*, a statewide initiative to advance diversity, equity and inclusion. McDonald has extended this blueprint of equity to Charlottesville.

Dr. McDonald is implementing the inclusive excellence framework to ensure that UVA and the greater Charlottesville area progress toward diversity, equity, and inclusion (DE&I). In doing so, he is addressing areas for improvement while reflecting on and planning strategies across the region. Specifically, Dr. McDonald is actively engaging with public and private organizations to build support for the *ONE Virginia Plan* and the inclusive excellence framework.

McDonald says current policies must change in order for a sustainable framework of inclusive excellence to thrive. Through the *ONE Virginia Plan*, he is applying ongoing, real, and actionable tactics to achieve collective impact statewide, to include sponsoring a professional learning community of six chief diversity officers at various public colleges and universities who are working together to create their DE&I plans.

"Continue to make sure your actions match your rhetoric," said Dr. Kevin McDonald. "And, I think if you can do that, in these digestible bites, you have the opportunity to turn these ripples into waves."

To see an example of how the *ONE Virginia* mission has been operationalized in our pilot region of Charlottesville, Virginia, [click here](#).

DIVERSITY, EQUITY, AND INCLUSION GUIDANCE AND RESOURCES

Why are diversity, equity, and inclusion important?

Diversity, equity, and inclusion are essential to establishing welcoming and productive communities that embrace people of cultural, social, racial, religious, gender and ability differences. These factors are the building blocks to achieving inclusive excellence, which is when a community incorporates its diversity of people, ideas, expertise and experiences into its service and work.

Here's what it will take to foster this type of culture:

- Be proactive about integrating diversity into all areas of the community
- Integrate accountability measures for diversity initiatives
- Recruit and retain diverse leadership and staff
- Be open to different opinions and change
- Expand opportunities and practices
- Build a sense of urgency for diversity-led innovation
- Build equity into systems

Visit governor.virginia.gov/diversity/ to learn how to instill DE&I values within your community.

DE&I BEST PRACTICES

Governance and Procedural Equity - Identified by broadening vertically and horizontally the diversity of those who are delegated for collaborative problem-solving and decision-making, which also includes a rejection of toxic and manipulative control or power

Resource Allocation and Placement - The way in which resources and services are procured, promoted, and provided in proximity to those who most need or require them to survive or thrive

Outcomes - A descriptive and transparent synthesis of which population(s) survive or thrive, who is adversely impacted or resilient, who is affected by collateral or generational damage, and/or who is legally liable for a continuum of outcomes

Solutions and Problem-Solving - The extent to which solutions are intentionally transformative, justice-oriented, and liberating from the systemic and structural inequities and bias that are sustained by the dominant culture's ways of knowing and commitment to the status quo

(Curry-Stevens, Reyes & Coalition of Communities of Color, 2014)

DIVERSITY, EQUITY, AND INCLUSION GUIDANCE AND RESOURCES (CONTINUED)

“Eliminating Microaggressions: The Next Level of Inclusion” by Tiffany Alvoid.

In her [TEDx talk](#), Tiffany Alvoid details the origins of microaggressions and their negative impact on Black, Indigenous, and people of color (BIPOC), and marginalized communities. A microaggression is a brief and commonplace verbal, behavioral, or environmental indignity that communicates hostile or derogatory insults toward any group. Microaggressions inhibit inclusive excellence and prevent your workplace or institution from tapping into its full potential. They are divisive and they isolate people — limiting the opportunity to foster a diverse and inclusive environment. Inclusive excellence can be achieved when all people are heard and respected. It creates a nurturing environment for rich ideas, talents, and perspectives.



For more resources on understanding and confronting racism and our disclaimer statement about these resources, [click here](#).

INSPIRATIONAL THOUGHTS



Looking at COVID-19 through the lens of equity.

“The intent there was to guide every aspect of our response...through the lens of equity, to make sure that we’re prioritizing those that would be impacted the most.”

Curtis Brown

State Coordinator of Emergency Management
Virginia Department of Emergency Management



Curtis Brown credits the collaborative efforts of the Equity Leadership Taskforce (ELT) and Virginia Department of Emergency Management (VDEM) for the Commonwealth’s equitable approach to the COVID-19 emergency response. Brown, who leads VDEM and co-leads the ELT, ensured both were intentional about prioritizing marginalized communities. To date, millions of dollars in Personal Protective Equipment (PPE) and more than 3.5 million COVID-19 vaccines have been distributed statewide. Under Brown’s leadership to address emergency response disparities, the Commonwealth will continue to diversify its emergency management. By doing so, vulnerable communities will continue to be top of mind in current and future emergency response efforts.



To lead the charge for more inclusive and diverse agencies within the Commonwealth, VDEM positioned itself in the *ONE Virginia Plan’s* pilot group. The plan leverages inclusive excellence to foster collective impact, sustainable change, innovation, and productivity statewide. Brown has implemented *ONE Virginia Plan* strategies within VDEM initiatives such as state grants, communications strategies for marginalized communities, building community partnerships, and supporting essential and front-line workers.

Learn more about the [ELT’s COVID-19 Response](#).



Governor’s Office of Diversity, Equity, and Inclusion

Download the *ONE Virginia Plan* here: <http://governor.virginia.gov/diversity>

To contact the Office of Diversity, Equity, and Inclusion, go to <https://www.governor.virginia.gov/diversity/contact-us>

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