

**Minority Business Council Meeting**  
**Department of Economic Development**  
**4525 Main Street - Suite 700**  
**October 11, 2019**  
**3:00 p.m. – 4:30 p.m.**

**MBC Vision:** To be the leading influence in connecting contractor resources with city opportunities and beyond.

**MBC Mission:** Advance and facilitate an environment of business opportunities, focusing on increasing expenditures to minority and women-owned businesses by the City of Virginia Beach as a means to further the City's economic development and vitality.

**Public Comment:** Any member of the public who would like to address the Minority Business Council should register with the Chair at least 24 hours prior to the meeting. You may contact the current MBC Chair, Sheila Johnson at 757-724-1833. If you are unable to register with the Chair prior to this deadline, you are encouraged to register to speak at a subsequent meeting.

	Name	Agenda Item	Minutes
I.	Sheila Johnson Chair	<b>Call to Order, Welcome, Introductions and Approval of Minutes</b>	10
		<b>Industry Hour – Marie Peace, The Franklin Johnston Group</b>	15
II	Colleen Nabhan	<b>Outreach Committee</b> 2019 Expo Update	10
III.	Frances Knight-Thompson	<b>Minority Awareness Committee</b> MAC Update	10
IV.	Olga Torres	<b>Data Collection and Analysis</b> No Report	5
V.	Kelvin Arthur	<b>Policy Committee</b> Sheltered Bidding Update	5
VI.	Sheila Johnson	<b>Other Business:</b> <b>Staff Report – Rebecca Kee</b> <b>Economic Development – Jeff Smith</b>	15
		<b>Liaison Reports:</b> <b>City Council Members:</b> <b>Louis Jones</b> <b>Aaron Rouse</b>  <b>School Board Liaison:</b> <b>Dr. LaQuiche Parrott</b>	15

**REMINDER: Submit volunteer form**

<b>Committees</b>			
<b>Policy</b>	<b>Outreach</b>	<b>Minority Awareness</b>	<b>Data Collection &amp; Analysis</b>
Kelvin Arthur, Chair (EB)	Colleen Nabhan, Chair	Frances Knight-Thompson, Chair (EB)	Olga Torres, Chair (EB)
Sheila Johnson (EB)	Ed Hopper	Harshad Barot	Kelvin Arthur (EB)
Calherbe Monel (A)	Ron Lewis	Francina Harrison	Frances Knight-Thompson (EB)
Kristine Caalim (A)	Damen Watson	Clarence Neely	LaQuiche Parrott (SB)
	Cuprice Anthony-Cox (A)	Rhonda Alexander (A)	
		Jaketa Clark (A)	

(A) Associate      (EB) MBC Executive Board Members      (SB) School Board Liaison

<b>City Staff</b>		
<b>Name</b>	<b>Title</b>	<b>Department</b>
Taylor Adams	Director	Department of Economic Development
Alice Kelly	Director	Finance/Administration
Rod Ingram	Deputy City Attorney	City Attorney's Office
Rebecca Kee	Purchasing Agent	Finance/Purchasing Division
Keith Lee	Minority Business Coordinator	Finance/Purchasing Division
Jeff Smith	SWaM Business Development Manager	Department of Economic Development
Nikita Susens	Minority Business Coordinator Assistant	Finance/Purchasing Division
Lavera Tolentino	Minority Business Coordinator	Finance/Purchasing Division

**MBC Conference and Expo November 7, 2019**

For more information about the MBC go to <http://www.vbgov.com/mbc>

or

**Like us on Facebook: <https://www.facebook.com/VAB.MBC!!>**

# Minority Business Council

Minutes – September 13, 2019

3:00 PM – 4:30 PM

Economic Development

4525 Main Street – Suite 700

The regular meeting of the Virginia Beach Minority Business Council (MBC) was held at the above-mentioned time and place.

## Members:

Ms. Sheila Johnson, Chair  
Ms. Olga Torres, Vice Chair  
Mr. Kelvin Arthur, Financial Counselor  
Ms. Frances Knight-Thompson, Secretarial Officer  
Mr. Harshad Barot, member  
Ms. Francina Harrison, member - **absent**  
Mr. Ed Hopper, member  
Mr. Ron Lewis, member  
Ms. Colleen Nabhan, member  
Mr. Clarence Neely, member  
Mr. Damen Watson, member - **absent**

## Associates:

Ms. Rhonda Alexander  
Ms. Cuprice Anthony-Cox  
Ms., Kristine Caalim- **absent**  
Ms. Jaketa Clark  
Mr. Calherbe Monel - **absent**

## Liaisons:

Mr. Aaron Rouse, City Council  
Mr. Louis Jones, City Council - **absent**  
Dr. LaQuiche Parrot

## Staff Members:

Mr. Taylor Adams, Director of Economic Development - **absent**  
Mr. Rod Ingram, Deputy City Attorney, City Attorney's Office  
Ms. Alice Kelly, Director of Finance, Finance/Administration - **absent**  
Ms. Rebecca Kee, Purchasing Agent, Finance/Purchasing  
Mr. Keith Lee, Minority Business Coordinator, Finance/Purchasing  
Mr. Jeff Smith, SWaM Business Development Manager, Economic Development - **absent**  
Ms. Lavera Tolentino, Minority Business Coordinator, Finance/Purchasing

## Recorder:

Mr. Keith Lee

Sign-In Sheet Attached

**MBC Minutes**  
**Friday, September 13, 2019**  
**3:00pm – 4:30pm**  
**Economic Development**

Topic	Discussion	Action Items
<b>Agenda Items</b> <b>Sheila Johnson</b>	1) Call to Order and Welcome Ms. Sheila Johnson  2) Industry Hour – Julian Baena – Hispanic Chamber of Commerce of Coastal Virginia	1) Ms. Torres called the meeting to order at 3:00 p.m. Once Ms. Johnson arrived she assumed her role as chair. <ul style="list-style-type: none"> <li>• Introduction of Guests – each Guest stated their name and the name of their business</li> </ul> May 10, 2019 Meeting Minutes were approved. 2) Ms. Torres Introduced Industry hour speaker Julian Baena <ul style="list-style-type: none"> <li>• Mr. Baena spoke of programs and events for the Hispanic business community and language roadblocks for Hispanic businesses.</li> <li>• Introduction of Ron Lewis newest member of the Minority Business Council.</li> </ul>
<b>Minority Awareness Committee</b> <b>Frances Knight-Thompson</b>	1) MAC	1) Ms. Frances Knight Thompson provided update on social media. Collaboration between other committees. Goals of the MAC Committee. Constant contact. <b>Attachment 1</b>
<b>Outreach Committee</b> <b>Colleen Nabhan</b>	1) Outreach	1) Outreach committee goals, events engagement. Outlets for engagement of business institute graduates. Recognized Councilman Rouse, Ms. Knight-Thompson, and Ms. Olga Torres. Expo theme presented. <b>Attachment 2</b>
<b>Data Collection and Analysis</b> <b>Olga Torres</b>	1) Data Collection and Analysis Report Olga Torres	1) 2019 report being prepared and new format for awards and expenditures to be presented at the October Meeting <b>Attachment 3</b>
<b>Policy Committee</b> <b>Kelvin Arthur</b>	1) Policy Report	1) Mr. Arthur provided information regarding sheltered bidding awaiting to hit council agenda. MBC supports sheltered and indorses proposal <ul style="list-style-type: none"> <li>• Update on disparity study that came out of the retreat, changing aspirational goal to 12% from 10%.</li> <li>• New ERP – update provided by Rebecca Kee on implementation and reporting processes.</li> <li>• Moving forward with prompt payment and paying vendors in a timely manner.</li> <li>• Proposed budget for the MBC Expo and retreat, and other events for the year.</li> <li>• Budget voted on and accepted.</li> </ul> <b>Attachment 4, Attachment 5</b>

<p><b>Other Business</b> <b>Sheila Johnson</b></p>	<p>1) Staff Report – (Rebecca Kee)</p>	<p>1) New employee hire update New ERP vendors solicited to test system</p> <ul style="list-style-type: none"> <li>• Invoice flow and help needed to build supplier database – form for vendors to use to input their data into new system.</li> <li>• Ms. Johnson asked if the input form for vendors to provide their info for input into the system will it be ready. That is the goal replied Ms. Kee</li> <li>• Sponsorship package approved – emphases placed on in-kind donations and their stated value</li> </ul> <p><b>Attachment 6</b></p>
<p><b>Liaison Reports</b> <b>Sheila Johnson</b></p>	<p>1) City Council: (Councilmember Aaron Rouse)</p> <p>2) School Board Liaison: Dr. LaQuiche Parrott</p> <p>3) Announcements</p>	<p>1) Council member Rouse spoke of the importance of the MBC. Governor Northam's appointment of Ms. Janice Underwood as Virginia's first ever director of Diversity, Equity, and Inclusion <b>Attachment 7</b></p> <p>Importance of the EXPO and taking the next step for the MBC.</p> <p>Will be getting the numbers soon for the economic impact of the Something in the Water festival soon.</p> <p>2) Dr. Parrot – "Navigating the Journey", to be held at the Virginia Beach Convention Center October 17<sup>th</sup>. Good opportunity to support thing going on in the school division.</p>
<p><b>Time and Date of Next Meeting:</b></p>	<p>Next meeting to be held October 11, 2019</p>	
<p><b>Adjournment</b></p>	<p>The meeting adjourned at 4:25 p.m.</p>	

## MBC MEETING SIGN-IN SHEET

Economic Development  
 4525 Main Street – Suite 700 – Virginia Beach, VA.  
 September 13, 2019  
 3:00 p.m. – 4:30 p.m.

Name	Company
Jonathan August	BB&T
Megan Boyle	Sandler Center
APRU C. OVIVIR	SM to BE -
Ronjeanna Harris	Just Seanna's Skin Care LLC
Colleen Nabhan	Engineering & Esty Sewer,
HARSHAD K BAROT	Ⓞ MBC
JULIAN BAENA	HCC COVA
Marquita Bianca	Baila fusion Dance + Creative Arts
LINDA COLLINS	
Sacha Walden	SWI MANAGEMENT GROUP
Olga Torres	MBC
ED HOPPER	MBC
Ron Lewis	MBC / LTC2
Cuprice Anthony COX	Phoenix Arise LLC,
Rod Ingram	City Atty Office
Justice William Bey + Lyndera Vickland ET	Inner Sanctum Massage

## Minority Awareness Committee Report - September 2019

Presented by: Frances Knight Thompson, Chair

Committee Members: Francina Harrison, Rhonda Alexander, Harshad Barot, Olga Torres, and Jaketa Clark Thompson



### Social Media Presence: (As of September 12, 2019)

- Facebook Page ([www.facebook.com/VB.MBC/](http://www.facebook.com/VB.MBC/))
  - **1,372 Like (1,427 followers) to 1,381 Likes (1,436 followers)**
  - Increase of 9 new likes and 9 new followers this month
  - 18 Reviews to date with 4.8 rating on a 5-point scale
  
- Twitter (@VBMinBusCouncil)
  - **70 to 71 followers**
  
- Instagram (@VBMinBusCouncil)
  - **187 to 188 followers**

### 2019-2020 Specific Goals for MAC Committee (VB MBC By-Laws adopted 2010)

1. Create forums for discussion and development of the awareness of SWaM businesses and the procurement process
2. Create initiatives that develop and implement marketing and communication programs
3. Coordinate media communications and advertising activities necessary to brand the overall image of MBC
4. Help to promote diversity within the business community while monitoring new and current business and economic development within the city

### Proposed Strategies

- Continue to publish the VB MBC Newsletter bi-annually to be distributed at the Fall Expo and the Spring Roundtable; each newsletter will highlight an MBC member and the most current SBI participants and award winners; Keith Lee will continue to design the newsletter and city services will provide the publication.
- Efforts will be made to connect with local chambers of commerce, i.e. Hispanic, ABAHR, Hampton Roads Chamber (and other localities), Black Brand, etc., in order to promote VB MBC meetings, events, and forums.
- Collaborate with the MBC Outreach Committee to create opportunities for forums outside of the regular MBC monthly meetings;
- Design/develop a brief video highlighting the members and services of the VB MBC to inform the small business community of who we are and what we do; to be promoted on social media and at MBC events;
- MAC committee members will attend conferences and other events targeted to reach the business community as exhibit vendors to further promote the VB MBC; marketing materials will be designed for the purpose of the exhibitions, i.e. post cards, banners, table runner, etc.
- VB MBC members will continue to invite their social media connections to like/follow VB MBC on all social media platforms; each MBC member is asked to connect MBC with at least 5 of their social media groups;
- Continue to promote meetings and events using Constant Contact email service (1,300+ email addresses in our current database); add the feature that allows the event date to be added to your calendar;
- Continue to promote the MBC Associate Program through use of the Infographic that was recently designed and distributed; post the infographic online (web page and social media);

Thank you to the MAC committee members and MBC Outreach Committee members who attended the planning meeting to assist with the development of the 2019-20 goals and strategies, and a very special thank you to Lavera Tolentino and Keith Lee for their continued support and collaboration.

Respectfully submitted,  
Frances Knight Thompson, M. S. Ed.  
VBMBC MAC Chair

# **MINORITY BUSINESS COUNCIL OUTREACH COMMITTEE REPORT**

Outreach Committee Update Friday, September 13, 2019

Presented by; Colleen Nabhan, Chair Committee - Members; Ed Hopper, Damon Watson, and Caprice Anthony-Cox

## **Outreach Committee Goals 2019/2020**

- Initiating and delivering on strategic goals and objectives related directly to areas uncovered in the Disparity Study.
- We will ensure that our events, engagement, and outreach opportunities will be focused on educating and supporting Small, Minority, Disabled Veteran, and Woman owned businesses and their ability to successfully to business IN and WITH the City of Virginia Beach and with tangible success stories and increased numbers these businesses starting and growing within Virginia Beach.
- The committee will continue to discuss the right outlets and opportunities to educate these businesses on how to be prepared and to sustain ongoing relevance and longevity through programs offered through the MBC and our partners
- Immediate opportunity to develop and build on the current "Small Business Institute" with a proposed goal to educate and engage up to 100 new Small, Minority, Disabled Veteran, and Woman owned businesses in 2020.
- Work in tandem with the Awareness Committee to ensure continuity in all messaging related to MBC branding, marketing, and specifically event communication and marketing that will flow through our membership and partners

**Recognition:** Lavera, Keith, Council Member Aaron Rouse, Francis, our Chair Sheila and Vice Chair Olga personal commitments to making this an incredible event and time invested in attending our committee meetings

2019 MBC Expo November 7, 2019 1-5pm at the Virginia Beach Convention Center

**Theme: VB Strong...Growth and Strength through Diversity and Ingenuity**

**Speaker(s):** Nationally/Internationally recognized business partners with a message to inspire and elevate our audience to reach their dreams and the real- life examples of how they did it together through diverse thinking and a spirit of ingenuity.

## **Important Details for our MBC about the events**

- New Sponsorship packages
- One point of contact for creation and distribution of Marketing will be distributed through the Awareness Committee and will be a tiered campaign to include; Social Media platforms, Video, print, radio, and other outlets. Special thanks to our Event Sponsor in kind Jaketa Thompson who will be providing members of her staff to create pre-event promotional videos, event day video and photo captures, live stream of the event, and a new MBC Step and Repeat at our event.
- Small Business Institute graduating businesses will be spotlighted
- Dignitaries will be in attendance to be shared as they are firmed up
- Goal is to have MBC members engaging at the event (we will all have a role)

**2019 Expo and Event Goals and Outcome:** Grow attendance, increase engagement prior to and during the event, spotlight Small Business Institute and graduates, Cement MBC is the destination for excellence for small, minority, women, and veteran owned businesses to help them successfully work IN and WITH the City of Virginia Beach, and work closely with the Awareness Committee to maximize our channels of communication, message, and feedback from attendees.





## Data and Analysis Report September 13, 2019

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The FY2019 Utilization Report is underway. A few things to keep in mind:

- The report format has changed numbers will be presented in the following categories
  - Construction
  - Architecture and Engineering Services
  - Professional Services
  - Goods and Services
  
- Award and expenditure data will still be captured
  - Both award and expenditure data will also be broken down by ethnicity
  
- We will have the data/utilization report at the October 2019 meeting

Proposed Budget  
MBC - FY20

ATTACHMENT 4

Operating	Budget	Adjustments	Actual	Difference (\$)	Difference (%)
*2019 Retreat Facilitator	\$ 1,500.00		\$ 1,500.00	\$ -	0.0%
*2019 Retreat Refreshments	\$ 400.00		\$ 350.00	\$ 50.00	12.5%
2019 Expo	\$ 10,000.00		\$ -	\$ 10,000.00	100.0%
2020 State of the City	\$ 700.00		\$ -	\$ 700.00	100.0%
2020 Spring Event	\$ 1,000.00		\$ -	\$ 1,000.00	100.0%
2020 Golf Tournament	\$ 1,000.00		\$ -	\$ 1,000.00	100.0%
2020 Retreat	\$ 800.00		\$ -	\$ 800.00	100.0%
2020 Retreat Refreshments	\$ 400.00		\$ -	\$ 400.00	100.0%
Media & Advertising	\$ 500.00		\$ -	\$ 500.00	100.0%
<b>Total Expenses</b>	<b>\$ 16,300.00</b>		<b>\$ 1,850.00</b>	<b>\$ 14,450.00</b>	<b>88.7%</b>

\*Originally scheduled for June 5 2019 - rescheduled due to May 31st



## **Policy Committee September 13, 2019**

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### **2018 Disparity Study Recommendations**

#### **OVERALL ANNUAL ASPIRATIONAL GOAL**

Minority-owned businesses goal changed to 12%

#### **SWAM OFFICE**

#### **DATA COLLECTION**

New ERP System with an implementation date of July 1, 2020

#### **GROWTH MONITORING**

#### **BUSINESS CERTIFICATION**

#### **SUBCONTRACT OPPORTUNITIES**

#### **CONTRACT GOALS**

#### **UNBUNDLING LARGE CONTRACTS**

Continuing to do so (i.e. Janitorial Services Contracts, Mowing Services, Job Order Contracts – Roofing, Small Construction)

#### **PROMPT PAYMENT**

Prompt payment: ACH (automated clearing house) payment instructions are being provided to businesses that do business with the city.



## Virginia Beach Minority Business Council

September 12, 2019

Dear Friend,

On behalf of the Virginia Beach Minority Business Council (MBC), I would like to invite you to be a sponsor for our **21<sup>st</sup> Annual MBC Fall Expo** on November 7, 2019 from 1:00 p.m. - 5:00 p.m. entitled '**...Growth and Strength through Diversity and Ingenuity**' to be held at the Virginia Beach Convention Center. This year's event promises to be an exciting opportunity for education, inspiration, one-on-one engagement with key Hampton Roads resource partners and procurement professionals, and key opportunities to connect with business owners looking for resources to help in their quest for business excellence.

In exchange for your sponsorship you/your organization will be acknowledged as a key supporter. The event will also provide valuable exposure for your organization; we expect to have over 300 businesses and exhibitors in attendance.

It is the mission of the MBC to advance and facilitate an environment of business opportunities, focusing on increasing expenditures to minority-owned businesses, women-owned businesses and service-disabled veteran owned-businesses by the City of Virginia Beach as a means to further the City's economic development and vitality.

Again, thank you in advance for your support and if you should have any additional questions or concerns regarding sponsorship, please don't hesitate to contact me at [colleen@etsva.com](mailto:colleen@etsva.com) (757-513-0617).

Sincerely,

*Colleen Nabhan*

MBC Outreach Chair

ATTACHMENT: 6



Minority Business Council

**Expo 2019: Growth and Strength through Diversity and Ingenuity  
Sponsorship Application**

Contact Name: \_\_\_\_\_

Company/Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Website: \_\_\_\_\_

Date of Application: \_\_\_\_\_

Sponsorship level: \_\_\_\_\_

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**ALL CHECKS MUST BE ACCOMPANIED BY A COPY OF THIS FORM.**

**Please make checks payable to: City of Virginia Beach**

**Mail to:**

City of Virginia Beach  
Purchasing Division/MBC  
2388 Liberty Way  
Virginia Beach VA 23456



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**Minority Business Council Expo 2019**  
*Growth and Strength through Diversity and Ingenuity*

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**Title Conference Sponsorship**

**\$1,500**

**TITLE CONFERENCE SPONSORSHIP** includes: Title Conference Sponsors will be mentioned in all media and promotional materials, logo on event registration site, MBC webpage, social media platforms, and on conference program. Title Conference Sponsors will receive recognition by the MBC, logo spotlighted, an audience engagement opportunity during the general session, and a Title Conference Sponsor table in the exhibition area during the event. Title Conference Sponsorship commitment is first come, first accepted with deadline in September for premium placement in all promotional materials prior and during the event.

**Resource Conference Sponsorship**

**\$500**

**RESOURCE CONFERENCE SPONSORSHIP** includes: Resource Conference Sponsors will be listed on the MBC webpage and social media platforms, event registration site, conference program, and will be recognized individually during the general session. Resource Conference Sponsors will additionally receive a Resource Conference Sponsor table in the exhibition area during the event.

**Host Conference Sponsorship**

**\$250**

**HOST CONFERENCE SPONSORSHIP** includes: Host Conference Sponsors will have their company spotlighted in various food and beverage areas during the conference itself. Host Conference Sponsors will be acknowledged during the general session.

**Contributor Conference Sponsorship**

**Raffle/Drawing Donation**

**CONTRIBUTOR CONFERENCE SPONSORSHIP** will provide items to be raffled during the general session to attendees. These sponsors will be acknowledged during the raffle. (Please contact Colleen Nabhan directly if you are interested in this sponsorship level opportunity.)

***Please make checks payable to: City of Virginia Beach  
Mail to: City of Virginia Beach  
Purchasing Division/MBC  
2388 Liberty Way  
Virginia Beach VA 23456***



**For Immediate Release:** September 9, 2019

**Contacts:** Office of the Governor: Alena Yarmosky,  
Alena.Yarmosky@governor.virginia.gov

# Governor Northam Announces Dr. Janice Underwood as Virginia's First-Ever Director of Diversity, Equity, and Inclusion

Former Director for Diversity Initiatives at Old Dominion University will join Northam Administration in newly-created role

**RICHMOND**—Governor Ralph Northam today announced that Dr. Janice Underwood, former Director of Diversity Initiatives at Old Dominion University, will serve as Virginia's first-ever Director of Diversity, Equity, and Inclusion. Governor Northam announced the creation of this senior-level position in May, kicking off an extensive candidate selection process that involved numerous state agencies, stakeholders, and highly-qualified applicants.

"I am committed to making Virginia more equitable and inclusive, and that starts with my administration and our state government," **said Governor Northam.** "Dr. Underwood's background as an educator, leader and collaborator, as well as her experience promoting inclusive policies and directing a variety of diversity initiatives, make her the perfect person to fill this role. I'm thrilled to welcome Dr. Underwood to our administration, and I look forward to having her as a partner in this important work."

ATTACHMENT: 7

As the Director of Diversity, Equity, and Inclusion in the Commonwealth of Virginia, Dr. Underwood will develop a sustainable framework to promote inclusive practices across Virginia state government; implement a measurable, strategic plan to address systemic inequities in state government practices; and facilitate ways to turn feedback from state employees, external stakeholders, and community leaders into concrete equity policy.

**“I am deeply honored to serve the Commonwealth in this inaugural position,” said Dr. Underwood. “As I embark on this role I will be relying on my many personal and professional experiences as a teacher, an educational researcher, a parent and wife, and a diversity leader. I am dedicated to working with Virginians to promote lasting, institutional change at all levels of state government, and I look forward to working closely with Governor Northam and the rest of his administration to make the Commonwealth more diverse, equitable, and inclusive for all who live here.”**

Dr. Janice Underwood earned her bachelor’s and master’s degrees from Hampton University in 1998 (B.A. Psychology) and 2002 (M.A. Learning and Behavior Disorders), respectively. In 2015, she earned her Ph.D. in Curriculum and Instruction from Old Dominion University (ODU), where her research focused on culturally relevant pedagogy.

Prior to her appointment, Dr. Underwood served as Old Dominion University’s Director of Diversity Initiatives and as the chair of the President’s Task Force on Inclusive Excellence. Dr. Underwood previously served as the Executive Director and Co-Principal Investigator for the ODU Teacher in Residence master’s program, a collaborative partnership between ODU, Norfolk Public Schools and Newport News Public schools. Dr. Underwood also served for a number of years as a national board certified teacher for students with exceptionalities, and has extensive expertise in the cultural contexts of our public education system.

In these roles, Dr. Underwood has worked to create inclusive work and learning environments, and has collaborated with outside groups—such as the Virginia Community College System, the Chesapeake Public Library, and more—on professional development related to racial and cultural diversity.

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ATTACHMENT: 7