

Judi Crenshaw, M.S., APR

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Ten years experience in higher education instruction, mentoring undergraduate students, and integrating equity, inclusion and diversity (EID) pedagogy into course curriculum.
EID Coordinator, Richard T. Robertson School of Media and Culture, Virginia Commonwealth University.
30+ years professional experience in integrated digital communication and strategic public relations.

EDUCATION & PROFESSIONAL AFFILIATIONS

Master of Science (M.S.), Strategic Communication

Purdue University

Graduate Certificate in Equity, Inclusion and Diversity

University of South Florida, Muma College of Business

Bachelor of Science (B.S.), Mathematics and Business (double major)

Wake Forest University

Accreditation in Public Relations (APR)

Universal Accreditation Board

National Public Relations Society of America (PRSA)

Diversity, Equity & Inclusion Committee, state representative, 2021-current

Reciprocal Awards Judge: Chicago PR Awards, Georgia PR Awards, 2016-current

PRSA International Conference (ICON)

National DEI Spotlight, chapter presentation 2021

State representative & voting member, 2018, 2019

PRSA Mid-Atlantic Division, state representative, 2017-2019

Public Relations Society of America (PRSA), Richmond Chapter

Board of Directors, 2012-current

Diversity, Equity & Inclusion, Chair, 2021-current

Past President; Nominating Chair, 2020

President, 2019

President-Elect, 2018

Treasurer, 2017

Vice President for Membership, 2016

Vice President for Professional Development, 2015

Vice President for Awards, 2014

Nonprofit Chair, 2012-2013

VIRGINIA PUBLIC RELATIONS AWARDS

Capital Award of Merit, Op-Ed, 2016, *Building Real World Skills*

Capital Award of Merit, Extended Events and Observances, 2016, *Class of 2015 Financial Literacy*

Capital Award of Excellence, Internal Video, 2014, *How donations directly impact teachers*, resulting in first-ever 100% Board giving campaign

Capital Award of Merit, Media Relations, 2013, *Governor's Challenge in Economics and Personal Finance*

Capital Award of Merit, Press Conferences, 2012, *Virginia Repertory Theatre*, largest-ever charitable contribution

EXPERIENCE

Virginia Commonwealth University, Richard T. Robertson School of Media and Culture

Equity, Inclusion and Diversity (EID) Coordinator: Created unit's first-ever position to lead and manage EID training and resources for faculty, staff and administrators. Accountable for sharing inclusive learning strategies and collaborating across VCU's EID initiatives.

Assistant Professor: PR Agency(capstone), Career Minded, Ethical Problems in Mass Media, Technical Writing and Media Relations and Media Relations, Professional Experience, Social Media for PR, Crisis Communication, Professionalism, Mass Communications, **2018 – present**

Adjunct Instructor: Technical Writing and Media Relations, Social Media for PR, Social Media Immersion, PR Production, PR Campaigns, **2014-2018**

Provides university level instruction in public relations track of mass communication major. Applies extensive professional experience and current industry best practices, including equity and inclusion policies, to a range of strategic communication curricula. Participates on committees at school and university level. Reports directly to Director of Robertson School of Media and Culture.

Courses Taught:

MASC499: Career Minded (online pathway)	# of sections: 14
MASC390: Ethical Problems in Mass Media (online pathway).	# of sections: 2
MASC333: Technical Writing & Media Relations (online pathway)	# of sections: 19
MASC439: PR Agency/PR Campaigns (capstone)	# of sections: 5
MASC336: Social Media for Public Relations	# of sections: 12
MASC682: Media Mechanics (graduate level)	# of sections: 1
MASC338: PR Professionalism	# of sections: 5
MASC435: Crisis Communication	# of sections: 3
MASC493: Fieldwork/Internship	# of sections: 4
MASC492: Independent Study	# of sections: 3
MASC491: Professional Experience (service learning).	# of sections: 1
MASC101: Mass Communications	# of sections: 2
MASC210: Public Relations	# of sections: 2
MASC335: Public Relations Production	# of sections: 1
UNIV291: Social Media Immersion Exp (service learning).	# of sections: 1

Leadership, Publications & Grants:

[*Tools and Resources for Inclusive Learning: An EID Toolkit for Teaching*](#), author/designer; A practical guide for undergraduate/graduate educators providing hands-on resources to increase inclusion and equity in four key categories: syllabi, assignments, classroom interactions, and accessibility

[2021-22 Institute on Inclusive Teaching, CHS Leaders for Inclusive Learning](#), VCU College of Humanities and Sciences, 2021 – present

Selected for campus-wide leadership program to develop best practices for inclusive teaching and to strategically lead change throughout the college

- Featured in interview, VCUNews: [*The goal? Success for every student: Leaders for Inclusive Learning trains instructors on how best to serve their students and lead systemic change*](#)
- Lead and facilitate EID and Inclusive Learning pedagogy among Robertson School leadership and faculty
- Integrated inclusive learning and teaching practices directly into classroom and materials
- Implemented course curriculum and strategic changes to increase equity and inclusion for students
- Participated in data collection by VCU and receive student feedback, which reflected increased engagement, sense of belonging, reduced stress, and increased commitment to success outside the classroom

[2022-2023 Re-Engagement Grant Recipient](#), VCU College of Humanities and Sciences

Selected for implementation of innovative classroom practice leading to increased student retention and heightened engagement.

[2022-2023 Term Professional GROWTH Award](#), VCU College of Humanities and Sciences
Selected for inaugural grant to highlight valued term faculty to achieve career milestones. Resulted in Design and implementation of *Tools and Resources for Inclusive Learning: An EID Toolkit for Teaching*

[IMPACT 2023: Celebrating Student Engagement](#), VCU College of Humanities and Sciences,
featured speaker, *Tools and Resources for Inclusive Learning: An EID Toolkit for Teaching*

[VCU Leadership Career Community](#), VCU Human Resources, 2020 – present
Member of leadership group supporting mentoring, professional development and networking, aligning the strengths of campuswide leaders to accomplish the University's strategic priorities

[How Mass Communication Programs Can Facilitate Voter Engagement on Campus](#), Co-authors: O'Donnell, Messner, Medina-Messner, Crenshaw, Rodriguez and Tugas, *Teaching Journalism & Mass Communication*, Vol. 10, no. 2 (2020), pp. 55-58 <http://www.acjmc.us/spig/journal>

[Debate for Civic Learning Institute](#), James Madison University, 2020
Received curriculum grant to implement research and formal debate in classroom pedagogy to engage students in value of post graduate certifications and Masters programs required for certain career paths in PR/Communications

[Public Relations Society of America \(PRSA\) 2019 David Ferguson Award](#) (nominee)
Nominated for national award recognizing outstanding contributions to the advancement of public relations education on the part of public relations professionals

Equity, Inclusion and Diversity (EID) Coordinator & Committee Chair, Aug 2022 – present:

- Appointed by Director
- Lead 8-member committee of faculty and staff to help School prioritize and make tangible progress in equity, inclusion and diversity programs
- Identify, review and make recommendations regarding School's efforts as identified in its Equity, Inclusion & Diversity Plan
- Identify and organize needed EID training for School faculty and staff
- Facilitate and promote EID scholarships and events
- Represent School's EID mission and efforts beyond the School at the College, University and in the community

Public Relations Concentration Coordinator, Aug 2019 – Dec 2022:

- Appointed by Director
- Identified Concentration course needs, in consultation with (8) faculty members
- Created Concentration schedule of courses each semester, in collaboration with Associate Director
- Assigned faculty to teach Concentration courses each semester
- Identified potential adjunct faculty candidates, prioritizing inclusive hiring; interviewed and supervised onboarding for adjunct faculty for Concentration courses
- Coached, supported, and assisted adjunct faculty in resolving conflicts with students and administration
- Supported, convened and facilitated Concentration discussion on curriculum and assessment issues
- Led and facilitated Online Pathway curriculum for the Concentration, coordinating faculty course development with OnlineVCU
- Represented PR faculty on Administrative Team with Director, Associate Director, other Concentration coordinators

- Represented PR faculty on School's Undergraduate Studies Committee
- Represented PR faculty on School's Accreditation and Assessment Committee

Faculty Advisor, 2018-2020:

VCU Chapter, Public Relations Student Society of America (PRSSA at VCU)

- Provided administrative and strategic planning for student-run organization focused on entry-level professional development in public relations field
- Increased student membership in organization by 400% in first semester
- Provided one-on-one mentorship for members of executive board and other student members
- Facilitated on-site tours of professional public relations agencies, corporate communication offices, governmental agencies and nonprofit organizations
- Facilitated student participation in monthly meetings of professional chapter, PRSA Richmond
- Facilitated participation in annual PRSA/PRSSA Student Connections Month
- Provided internship and job recommendations for students
- Facilitated planning for 2019 **Statewide PRSSA Leadership Summit**: *"Road Bumps and Rejection: Turning Challenges into Positive Change"* featuring diverse and inclusive professional panel, speakers and presentations

Campus Security Authority (CSA), completed annual training in compliance with Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)

VCU Votes Advisory Council, Communications Chair, 2019 – 2022:

[2022 Excellence Gold Award: Civic Learning Democratic Engagement Community Service National Association of Student Personnel Administrators \(NASPA\)](#)

Led communications strategy and content for university-wide VCU Votes Advisory Council to increase campus engagement

- Led and coordinated campus wide promotion of Council activities
- Interacted with VCU Deans, Department heads, and high-profile departments across campus
- Presented projects to Robertson School Research Roundtable
- Redesigned VCU Votes webpage and coordinated web content
- Created Robertson School internship position and supervised intern(s)
- Contributed to strategy of VCU Votes Honors/Robertson School course, helping to direct content creation for all VCU Votes social media platforms
- Coordinated content with University Relations and university-wide communication coordinators, including VCU Health
- Coordinated earned media, gaining local and regional media coverage
- Initiated and created content for videos and blog posts for VCU President Dr. Michael Rao

Equity, Inclusion and Diversity (EID) pedagogy and curricula focus:

- PR Agency MASC439 client [The Conciliation Project](#), three senior campaign teams focused on mission of racial justice and freedom of all people from systemic oppression. Featured in Robertson School website article: [Public relations students develop campaign for racial justice organization](#)
- [Implicit Bias Testing](#) (developed by Harvard University, University of Virginia, and University of Washington) implemented and discussed in courses to increase student self-awareness
- Incorporate in-depth study of **worldview** and **emotional intelligence** in Career Minded courses to expand empathy, identify motivations and diffuse polarized conflicts in the workplace
- Develop and implement additional EID course content in each course/section
 - In class-discussions of formal [Diversity, Equity & Inclusion Policy](#) from PRSA Richmond, with industry-specific definitions and implications
 - In-class discussions and implementation of EID-specific Style Guides: [Diversity Style Guide](#), [Progressive Style Guide](#), [Conscious Style Guide](#)
- Provide service learning focused on nonprofits serving marginalized communities. Students learn to develop writing and collateral which incorporates EID communication

- Incorporate guest speakers and professional/industry presentations into curricula which specifically advance student understanding of equity, inclusion and diversity
- Inclusive teaching statements and anti-racist language in syllabi, flexible assignment formats, built-in grace periods and accessibility measures

Recent EID Professional Development/Trainings:

- [*Leveraging Open Education Resources to Advance Diversity, Equity and Inclusion: A Guide for Campus Change Agents*](#), Association of American Colleges & Universities (AAC&U), 2023
- Diversity, Equity, Inclusion and Accessibility: Intersections with Public Administration*, VCU's L. Douglas Wilder School of Government and Public Affairs, 2023
- [*Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education*](#), VCU College of Humanities and Sciences, Humanities Research Center, 2023
- YouFirst at VCU*, First-Generation Student Success and Research Center Advisory Board inaugural session, 2022
- [*Creating Accessible and Inclusive Content*](#), VCU Electronic and Information Technology, PRSA Richmond, 2022
- Being My Own Boss: Redefining Career Paths*, VCU Office of Multicultural Student Affairs (OMSA), 2022
- [*Back on Track: Helping Students Recover from COVID-19 Learning Disruption*](#), Inside Higher Ed & VitalSource, 2021
- VCU Leaders for Inclusive Learning*, VCU College of Humanities and Sciences, VCU Center for Teaching and Learning Excellence/[*VCU HHMI Inclusive Excellence Program*](#), 2021 – present
- [*Race in the PR Classroom: Looking Back and Ahead*](#), Institute for Public Relations and PRSA Educators Academy, 2021
- Experiential Exercises To Teach About Diversity, Oppression, And Social Justice*, IExcel Education, Division for Inclusive Excellence at VCU, 2021
- Talking About Race and Racism in the Classroom*, [*The New York Times Learning Network certification*](#), 2021
- Understanding Unconscious Bias workshop*, VCU Human Resources, Talent@VCU, 2021
- [*2020 Race, Space, Place unConference at VCU: Negative Space*](#)
Incorporating anti-racism into the classroom; Critical pedagogy through pandemic & protest; Prison abolition & systems of community care; Organizing and defending digital spaces; Justice, art & a path forward for Richmond, 2020
- [*Courageous Conversations: Putting Diversity & Inclusion into Action Webinar Series: Implicit Bias & Microaggressions in the Workplace: When Good People Behave Badly*](#), PRSA New Jersey, 2020
- How to Incorporate Diversity into Your Curriculum*, IExcel Education, Division for Inclusive Excellence at VCU, 2020
- Preventing Tokenism: How to Build Authentic Inclusion in Social Marketing Planning Processes*, Social Marketing Association of North America (SMANA), 2020
- Racism 101 workshop*, [*The Conciliation Project*](#), facilitated by VCUArts Professor Dr. Tawnya Pettiford-Wates, 2020
- Privilege & interactive pedagogy: Centering students' ways of being and knowing*, Peggy McIntosh, PhD, [*Wellesley Center for Women*](#), [*The SEED \(Seeking Educational Equity and Diversity\) Project*](#), VCU Center for Teaching and Learning Excellence (CTLE), 2020
- Creating an Accessible and Inclusive Virtual Classroom*, VCU Center for Teaching and Learning Excellence (CTLE), 2020
- [*The N-word: History, Race and the College Classroom*](#), Elizabeth Stordeur Pryor, PhD, Smith College, VCU's Humanities Research Center series, Virginia's Past, Present and Future, 2019
- Gender: Beyond the Binary*, IExcel Education, Division for Inclusive Excellence, and Department of Gender, Sexuality and Women's Studies at VCU, 2019

[*Diversity & Nonprofits: How to Make Diversity & Inclusion Work For You*](#), PRSA Richmond, 2019
Inclusiveness in Teaching, VCU's Center for Teaching and Learning Excellence (CTLE), 2018

Recent Course Development Trainings:

[*The Future of Local Journalism*](#), University of Virginia Karsh Institute for Democracy, 2023
What Exactly is Going on with ChatGPT? PRSA Richmond, Padilla Communications, 2023
Changing the Way We Network Beyond the Traditional Mentoring Model, VCU Career-Community Development Collaborative, 2022
The Changing Media Landscape in Richmond, Panel Discussion, PRSA Richmond, 2022
Resumes That Bring Results, New York Public Library, Thomas Yoseloff Business Center, 2021
The Use of Artificial Intelligence and Other Technologies in Recruiting, New York Public Library, Thomas Yoseloff Business Center, 2021
Strategies to Succeed in Online Interviews, Foreign Language Jobs, Evelina Vilke, 2021
Turn Job Interviews into Offers, New York Public Library, Hellmann Career Counseling, 2021
The Value of Successful Mentorship, PRSA Chicago panelists from Edelman, Zeno Group, and FleishmanHillard Chicago, 2020
Civic Engagement & Voting on campus, [‘VA Engage’](#) Network, SHEV and multi-university engagement communities, 2020
Engage me! Quick and simple teaching practices to keep students learning actively while physical distancing or online, VCU Center for Teaching and Learning Excellence (CTLE), 2020
Lessons Learned Leading Through Change, [VCU Career Community-Leadership](#), 2020
How to Manage Conflicts and Avoid the Prohibited Ones, VCU Career Development Training, 2019
Crisis Media Training, PRSA Richmond, 2019
Crisis Communication in Nonprofit Organizations, PRSA Richmond, 2019
Dramatically Boost the Readability and Persuasiveness of Your Work, PRSA National, 2019
New Rules for Media Pitching, PRSA National, 2018
What's Next in PR Writing?, PRSA National, 2018

INDUSTRY EXPERIENCE

Virginia Council on Economic Education/VCU School of Business Communications & Development Relations Director:

- Directed all strategic communication, promoting financial education in Virginia
- Created brand and integrated messaging throughout communication platforms
- Designed, wrote and edited all promotional materials
- Created, wrote and produced videos for fundraising and promotion
- Directed comprehensive website redesign, including internal database management system
- Managed website content and analytics
- Designed and managed social media channels
- Pitched stories generating statewide and national media coverage, across depth and breadth of media outlets
- Effectively served as organizational spokesperson across diverse range of media outlets
- Co-wrote and distributed financial literacy-related news releases with Governor's Office
- Developed relationships with Board of Directors, government officials, corporate donors and nine(9) statewide university partners

Virginia Repertory Theatre

Public Relations Director/Publicist:

- Created integrated communication and public relations program for Central Virginia's leading professional theatre

- Developed and promoted brand messaging for three distinct mainstage theatres (adult contemporary, children's, country playhouse) and multiple national touring companies
- Created original external public relations and fundraising campaigns based on a range of seasonal theatrical programming
- Pitched stories that generated national and regional media coverage including print, broadcast, online and social media
- Art directed photo shoots and managed promotion of 300+ actors annually

Chesapeake Bay Foundation

Virginia Communications Director:

- Created integrated Virginia communications and brand for national environmental organization
- Liaison to Governor's Office and state legislators regarding environmental advocacy communication, coordinated expert commentary
- Created brand, PR campaigns 'The Bay Starts Here' and 'Treasure the Chesapeake' license plate
- Gained widespread media coverage in print, broadcast and online: Highlights – controversial oil spill, phosphate detergent ban, first-ever Bay agreement between governors
- Organized press conferences, initiated in-the-field education events
- Wrote annual report, national newsletters and brochures (circ. 100,000)

COMMUNITY ENGAGEMENT

PR & Media Director, *The Light of Human Kindness: Social Change and Technology Mural Project*

WCVE-TV Community Idea Stations

- Moderator, Nonprofit Social Media Conference, *Engaging the Media to Promote Your Cause*
- Social Media Coordinator, *Big Idea Challenge*
- Virginia Voice (radio station for the print-handicapped) Broadcaster, hosted 2-hour weekly radio show covering news, sports and entertainment

ConnectVA/Partnership for Nonprofit Excellence

- Created Communications and Marketing Message Board
- Facilitated ConnectVA and PRSA Richmond online partnership
- Leadership Catalyst Council

Social Media Club of Richmond, Virginia (SMCRVA)

- Board of Directors, 3 years
- Richmond Grid Magazine - one of Richmond's most influential people on Twitter

FEATURED PODCASTS

NPR's Full Disclosure with Roben Farzad, *Richmond We Have a Problem*

<https://soundcloud.com/robenfarzad/richmond-we-have-a-problem>

The Table, hosted by The Cheats Movement, *The Power of Social Media*

<https://thecheatsmovement.com/podcasts/the-table-podcast/>

NPR's Full Disclosure with Roben Farzad, *The Cord-Cutter's Guide to the Galaxy*

<https://bit.ly/2To4PFM>

EARNED MEDIA/SPOKESPERSON

(representative selections)

VPM News, 12/30/22, *Friday News Dumps in 2022 are Seemingly Common in Virginia*

<https://vpm.org/news/articles/38242/friday-news-dumps-in-2022-are-seemingly-common-in-virginia>

Richmond Times-Dispatch, 11/10/22, *How Richmond's Ja'Mia Brooks, Sean Taylor became content creators, make money on TikTok, Instagram*

https://richmond.com/business/local/how-richmonds-jamia-brooks-sean-taylor-became-content-creators-make-money-on-tiktok-instagram/article_a63d8942-fbbc-58bc-b35e-f62ac7ce255e.html

VCU News, 7/13/22, *The goal? Success for every student: Leaders for Inclusive Learning program trains instructors on how best to serve their students and lead systemic change*

<https://news.vcu.edu/article/2022/07/the-goal-success-for-every-student>

VCU News, 12/6/21, *Class of 2021: After overcoming steep health challenges, Heather James now inspires others*

<https://news.vcu.edu/article/2021/12/class-of-2021-after-overcoming-steep-health-challenges-heather-james-now-inspires-others>

Richmond BizSense, 11/23/21, *The Herd: New hires, promotions & departures for 11.23.21*

<https://richmondbizsense.com/2021/11/23/the-herd-new-hires-promotions-departures-for-11-23-21/>

Commonwealth Times, 10/27/21, *Election day approaches, VCU students can vote on campus*

<https://commonwealthtimes.org/2021/10/27/election-day-approaches-vcu-students-can-vote-on-campus/>

BeginnerJournalist.com, 10/13/21, *VCU's plan for a more divers campus: "They need to show some kind of push*

<https://www.maiyahalexander.com/blank-page-1>

Richmond BizSense, 12/8/20, *The Herd: New hires, promotions & departures for 12.08.20*

<https://richmondbizsense.com/2020/12/08/the-herd-new-hires-promotions-departures-for-12-8-20/#djPop>

WVIR-TV, 11/3/20, *Candidates and groups drop over \$12M on Facebook ad spending*

<https://www.nbc29.com/2020/11/03/candidates-groups-drop-over-m-facebook-ad-spending/>

RVAHub.com, 11/3/20, *Interactive: Candidates and groups drop \$12 on Facebook ad spending*

<https://rvahub.com/2020/11/03/interactive-candidates-and-groups-drop-over-12-million-on-facebook-ad-spending/>

VCU News, 10/6/20, *'Have a plan': VCU Votes co-chairs answer questions about voting amid the pandemic*

https://news.vcu.edu/article/Have_a_plan_VCU_Votes_cochairs_answer_questions_about_voting

WWBT-TV, 9/28/20, *VCU organization helping students create 'voting plans'*

<https://www.nbc12.com/2020/09/28/vcu-votes-council-helping-students-create-voting-plans/>

VCU News, 9/17/20, *VCU Votes: On social media, students encourage voter participation on campus and beyond*

https://news.vcu.edu/article/VCU_Votes_On_social_media_students_encourage_voter_participation

WTVR-TV, 1/6/20, *How HomeAgain Richmond is helping homeless veterans: 'I went from desperation to hope'*

<https://wtvr.com/2020/01/03/homeagain-veterans-transitional-housing-program-richmond/>

Virginia Mercury, 11/5/19, *Political groups and candidates blanket Virginia with Facebook ads*

<https://www.virginiamercury.com/blog-va/political-groups-and-candidates-blanket-virginia-with-facebook-ads/>

WHSV-TV, 11/4/19, *Political groups and candidates like Facebook ads*

<https://www.wHSV.com/content/news/Political-groups-and-candidates-like-Facebook-ads-564382001.html>

Virginia Department of Education News, 4/20/18, *Governor Northam Announces 2018 Champions in Economics and Personal Finance*

http://www.doe.virginia.gov/news/news_releases/2018/04-apr20-gov.shtml

Midlo Scoop, 4/10/18, *Midlo Students Qualify for Statewide Economics and Personal Finance Competition*
<https://midloscoop.com/16844/showcase/midlo-students-qualify-for-statewide-economics-and-personal-finance-competition/>

Richmond Times-Dispatch, 3/27/18, *Mini-Economy Market Day at the Siegel Center tests students as entrepreneurs, consumers*

https://www.richmond.com/news/local/mini-economy-market-day-at-the-siegel-center-tests-students-as-entrepreneurs-consumers/article_a207a5fe-774a-5743-93e9-6e3e3ebf164b.html

Virginia Department of Education News, 4/27/17, *Governor McAuliffe Announces 2017 Governor's Challenge Champions in Economics and Personal Finance*

http://www.doe.virginia.gov/news/news_releases/2017/04_apr27_gov.shtml

Rappahannock News, 5/4/17, *Off to Kansas City! National Personal Finance Competition*

<https://www.pressreader.com/usa/rappahannock-news/20170504/281496456187898>

Federal Reserve Bank of Richmond News, 4/10/17, *Financial Literacy Workshop Focuses on Educators*

https://www.richmondfed.org/press_room/our_news/2017/20170410_financial_literacy_workshop

Richmond Times-Dispatch, 1/22/17, *Virginia Council on Economic Education honors S. Buford Scott*

https://www.richmond.com/the-virginia-council-on-economic-education-honors-s-buford-scott/article_7a9331f8-6a62-50a7-87f6-00144244b143.html

Richmond Times-Dispatch, 4/15/16, *Glen Allen High, Maggie Walker notch wins at economics competition*

https://www.richmond.com/business/glen-allen-high-maggie-walker-notch-wins-at-economics-competition/article_b8510f6f-d6e0-5957-b5d3-d00294153d43.html

Virginia Department of Education News, 4/14/16, *Governor McAuliffe Announces 2016 Governor's Challenge Champions in Economics and Personal Finance*

http://www.doe.virginia.gov/news/news_releases/2016/04_apr14_gov.shtml

Inside NoVa, 4/10/16, *FCPS teams advance in state economics competition*

https://www.insidenova.com/news/education/fairfax/fcps-teams-advance-in-state-economics-competition/article_2df1c080-ff13-11e5-ae01-3bcd8fa43b2b.html

Style Weekly, 8/11/15, *Up to Speed: Global UCI Bike Race*

<https://www.styleweekly.com/richmond/up-to-speed/Content?oid=2231909>

TIME Money, 7/9/15, *Why Virginia teens have a big edge over teens in Florida*

<https://money.com/virginia-florida-financial-literacy/>

RVA News, 6/19/15, *Our House: Celebrating the Hard Stuff*

<https://rvanews.com/features/our-house-celebrating-the-hard-stuff/126246>

The Virginian-Pilot, 6/14/15, *Virginia high school students required to learn about managing money*

https://www.pilotonline.com/business/article_5ee0d803-a9e8-5214-930f-86b1259aca69.html

Richmond Family Magazine, 5/29/15, *Raising Money-Wise Kids*

<https://richmondfamilymagazine.com/article/raising-money-wise-kids/>

Richmond Times-Dispatch, 5/16/15, *Op-Ed: Building Real World Skills*

https://www.richmond.com/opinion/columnists/mortensen-and-jones-building-real-world-skills/article_4bee7137-b5a5-528d-838d-92a64b726102.html

Community Foundation blog, 3/26/15, *Event Recap: Social Media for Nonprofits Conference*

<https://www.connectva.org/event-recap-social-media-for-nonprofits-conference-2015/>

Tidewater News, 4/10/15, *Southampton High qualifies for economic, personal finance championships*
<https://www.thetidewaternews.com/2015/04/10/southampton-high-qualifies-for-state-economic-personal-finance-championships/>

Bloomberg Businessweek, 11/13/14, *What I Wear To Work: Communications Director Judi Crenshaw*
<https://www.bloomberg.com/news/articles/2014-11-13/what-i-wear-to-work-communications-director-judi-crenshaw>

Art of Community blog, Community Foundation, 11/22/13, *Kindness Mural in Virginia*
<https://artofcommunity.wordpress.com/2013/09/22/kindness-mural-in-virginia/>

Richmond Grid Magazine, 11/20/13, *Collaboration of Light and Human Kindness*
<https://richmondgrid.com/collaboration-of-light-and-human-kindness/>

Richmond Times-Dispatch, 8/15/13, *Artist uses kindness to power new mural*
https://www.richmond.com/lohmann-artist-uses-kindness-to-power-her-new-mural/article_3242ed56-c21b-54a2-b94b-3cd6c1c56c0e.html

Richmond Times-Dispatch, 3/27/13, *Young entrepreneurs bring wares to Mini-Economy*
https://www.richmond.com/business/young-entrepreneurs-bring-wares-to-mini-economy/article_f9567b90-6ef6-534a-9df6-70a3e743332d.html

RVA News, 7/19/11, *Raising Richmond: Q&A with Judi Crenshaw*
<https://rvanews.com/features/raising-richmond-judi-crenshaw/48289>

O, The Oprah Magazine, October 2011, *4 Small (and Secret!) Acts of Generosity You Can Try Today*
http://www.oprah.com/spirit/kindness-girl-patience-salgado-acts-of-kindness_1

Richmond Times-Dispatch, 11/1/11, *Couple gives \$2 million to restore Empire Theatre*
https://www.richmond.com/entertainment/article_acc09c33-cde5-5879-ae18-a0cc3258e237.html

Virginia Living Magazine, 1/6/10, *On the Road Again*
<http://www.virginialiving.com/culture/on-the-road-again/>

Playbill.com, 12/6/10, *Broadway artists head cast of production of White Christmas, playing in Central Virginia*
<https://www.playbill.com/news/article/andrea-rivette-kevin-earley-michelle-lookadoo-star-in-barksdales-white-chri-174187>