



September 2014

Newsletter of Initiatives of Change USA

Issue No. 29

Greetings!

Do you struggle to answer the question, "What is Initiatives of Change?" or "What exactly does Initiatives of Change do?" Well, here is a new video that will answer some of those questions.

Trust Begins Here

This 12 minutes video by Karen Elliott Greisdorf highlights the history and global network of Initiatives of Change and explores the foundation of its trustbuilding work here in the United States.



Share it with your friends and start a conversation!

This issue brings news from the 2014 Caux Scholars Program and the reunion that was held in Caux in August. Exciting plans are developing to create a satellite Caux Scholars program in India. We'll keep you posted as this initiative grows.

As a nation the issue of race has once again come to the fore with the events in Ferguson, MO. Rob Corcoran's article on the theme of trustbuilding was carried as an op-ed in the Richmond Times-Dispatch. The launch of the *Community Trustbuilding Fellowship* increases the capacity of community leaders to overcome divisions of race, culture, economics and politics.

Caux Scholars 2014 & CSP reunion

Practical experience applied in action

By Jitka Hromek-Vaitla and Kathy Aquilina

Through role playing, teambuilding and conference organizing, the 2014 Caux Scholars combined traditional education with practical

In this issue

[Practical experience applied in action](#)

[Inner peace is vital for global harmony](#)

[Leadership from inside out](#)

[Change is good!](#)

[Trust as social capital](#)

[Building a healthier future for all](#)

[Rajmohan Gandhi to keynote VCU Forum](#)

["Chocolate City" screening in DC](#)

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application. The 19 scholars from 16 countries brought great diversity to the program (see class bios). As well as skills learned in the academic classes and service requirements, they discovered more about other cultures, built relationships and found personal and professional inspiration.



Jacob Sharpe (University of Tennessee), who works at the Nashville International Center for Empowerment where he assists immigrants in adapting to life in Tennessee, writes of his experience: "I arrived in Switzerland with absolutely no idea of what I was getting myself into, but I left with a greater depth of knowledge, a trove of experience, and a multitude of friends who will stay in touch for years to come. My fellow scholars provided a wealth of experience and knowledge. We will never forget the people whom we were lucky enough to meet.

"Our academic program provided me not only with a framework of peacebuilding skills, but practical experience to put into action. Through the use of stories, role play and lectures, Dr. Stauffer kept us both entertained and engaged. Many lessons brought out passionate responses from the class, and the debates that occurred helped to shape and improve our own beliefs. We were encouraged to defend our positions in a way that was judgment-free. Dr. Stauffer's moderation and skills as a mediator helped us calmly address problems and work together towards solutions.



"We were privileged to have as a guest lecturer, Dr. Pumla Gobodo-Madikizela, senior research professor at the University of the Free State. She offered her insights from her work with the Truth and Reconciliation Commission (TRC). Her views and the methods of the TRC caused

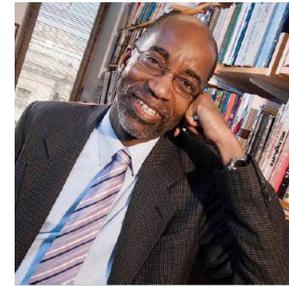
fierce debate among our class, but this brought out some of the most useful moments of our course. While lectures and role play certainly have a place in any curriculum, the opportunity to interact with someone who has lived in the sort of situation that many of us hope to address was truly special."

We are wired to be in community

A Caux Scholar reunion drew 24 alumni from 11 different classes and 19 countries back to Caux. Sessions for them to get to know

Trustbuilding Forum

Building a healthier future for all



Dr. David Williams is the Norman Professor of Public Health and African American Studies at Harvard University. His research has enhanced our understanding of the complex ways in which race, racism, socioeconomic status and stress affect physical and mental health.

At this forum Dr. Williams will address the social determinants of health and will engage with the Richmond health community.

When: Tuesday, October 7, 12:00-2:00pm

Where: Richmond Times-Dispatch, 300 E. Franklin St, Richmond, VA 23219

Free and open to the public.

[For more information & to register](#)

India Chair at VCU

Rajmohan Gandhi to keynote forum



the 2014 cohort of scholars elicited an engaging buzz.

At a meeting over lunch the two groups talked about corruption, its effects and what can be done. The exchange about business and ethics evoked this evaluation from one of the alumni: "I enjoyed meeting old friends from the Caux Scholars Program that I had not seen for more than twenty years. With hindsight, one can see how the principles of IofC/MRA impacted alumni throughout their lives. The reunion was a reminder of the contribution CSP has made to who we have become. I have worked with large banks where excessive risk-taking caused the worst financial crisis since the depression, and witnessed firsthand the ethical failing of the industry... CSP gave me the ethical foundation and professional integrity to help me deal with the conflict of interest in auditing the firm that pays me."

There were opportunities for sharing best practices. Several scholars presented on the theme, "The Importance of Dignity/Integrity in Building Peace with Justice." Ify Malo (CSP 2004), from Nigeria, talked passionately about "the global economy as a driver for peace," stating that she had studied conflict resolution and was surprised to find herself ten years later working on the infrastructure and economy of her country. Empowering for development is her main aim these days. "You will always remain poor without electricity," she said.



Sam Doe (CSP 1995), who works with the United Nations Development Program (UDP) and often serves on the CSP faculty, came for an afternoon to meet scholars and answer questions about the UN and its ability to be effective in face of so much peacekeeping and development challenges.

The subject of "self care" was a practical session on being aware of one's own stress, where it shows up in one's body and how to dissipate it. Barry Hart, who served as CSP Academic Director for 13 years, cited the work of Dan Siegel of UCLA, who researches the "interface of human relationships and basic biological processes." One important insight was "We are wired to be in community."

Ideas were generated for the future on how to "reinvest in CSP," from creating a platform for connecting about peacebuilding work to having representatives from different regions help with communications and recruiting. It was decided to hold a reunion every five years.

Plans are developing for a Caux Scholars Program in Panchgani, India, in 2015, and there is the possibility of other international venues to give easier access for students from Asia and Africa. You will read more about this in the coming months.

Rajmohan Gandhi

Historian, biographer and grandson of Mahatma Gandhi. He will speak on: *Popular movements and the popular vote in India today*"

This event is presented by the L. Douglas Wilder School of Government & Public Affairs.

When: Monday, Sept. 22,
Panel discussion: 5:30 pm
Lecture: 7:00 pm

Where: VCU Student Commons,
Commonwealth Ballrooms
907 Floyd Avenue, Second Floor
Richmond, VA 23219

Free and open to the public.

[For more information](#)

DC Event

"Chocolate City "

Wednesday, October 1, 2014



Initiatives of Change will screen and host a discussion of this award-winning film by filmmaker and DC native Ellie Walton. This film explores the rapid gentrification of Washington, DC.

Time:

6:00 pm Reception
6:30-8:30 pm Screening & discussion

Location:

WeWork Wonder Bread Factory
641 S. Street, NW
Washington, DC 20001

[For more information and to register](#)

International peacebuilders forum

Inner peace is vital for global harmony

*This article written by **Lamiya Adilgizi** (CSP 2013) from Azerbaijan was first carried by **Today's Zaman**. We reprint and edited version:*



How to apply the passion for building peace towards positive individual and global change was the question that topped the agenda of the International Peacebuilders Forum (IPF) held in Caux, Switzerland on August 10-12.

International peacebuilders at the forum agree that cultivating inner peace is critical in efforts to create collective consciousness and spark international peace in our conflicted world.

The Swiss mountains were a backdrop for peace and reconciliation this summer by bringing together scores of diplomats, politicians, NGOs, foundations, international organizations, think tanks, experts, students, academics and individual peacebuilders at the IPF to discuss how to make the world a better place.

The IPF was hosted by CAUX-Initiatives of Change (CAUX-IofC) and the Institute for Conflict Transformation and Peacebuilding (ICP) in cooperation with the Caux Scholars Program (CSP).

In a plenary session, workshops and discussions over the three-day-long forum participants discussed: How does change occur? And how can we change structures of violence into structures of peace and harmony?

The field of peacebuilding right now is experiencing tension between those who say we should change the individual because institutions do not work, and those who believe that if we don't change policies, institutions and structures, change will not take place; that it is a waste of time to start on the individual level.

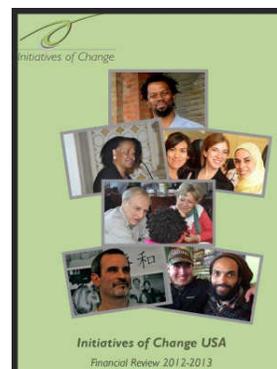
To address these concerns, the international peacebuilders agreed that personal and global changes need to come together. The only possibility to bring the two types of change together is by uniting people who share the same values and beliefs, so they can make transformations happen.

"You are doing a lot of good jobs but you are not connected to those who are doing a lot of good work with you," said Carl Stauffer, academic director of the Caux Scholars Program, in his opening speech of the plenary session, on August 11.

According to Stauffer, the heart of the mystery is how to connect people and small organizations into a powerful network, to become a larger and more influential force than the parts would be alone.

Financial Review

Initiatives of Change USA Financial Review 2012-2013



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IofC Annual Report

Initiatives of Change International



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So, for the conference participants, success is "not only [on an] individual transformational level, but also in replacing the old systems that have been driven and influenced by systems of violence into a system of peace."

Daphrose Ntarataze, a peace facilitator from Burundi who has lived and trained as a teacher in Switzerland since the 1988 unrest in her country, said during a speech that she arrived in Switzerland as a wounded person and that Swiss people and the values of IofC have helped her rebuild her life from the beginning. "I am talking about humanity that has built me and put me back on my feet," Ntarataze said, calling on people not to forget about the humanity inside, to embrace inner peace and understand that they are "mutually responsible for each other."

"I invite you to listen to your internal voice and build this humanity together. Don't forget [that] your humanity is the humanity of your neighbor," Ntarataze said.

Dr. Pumla Gobodo-Madikizela, senior research professor in trauma, forgiveness and reconciliation at the University of the Free State, South Africa, spoke about trauma -- tragic events that control and overload the minds to the extent that we don't know how to respond to them. Trauma affects our lives as well as our environment. It is critical to understand that traumatic experiences tend to be passed on to others, sometimes because it is witnessed and sometimes through researching it.

"The experience with trauma in any way is overwhelming and unspeakable. We put ourselves in [the] shoes of [traumatized people] in what we are doing," Gobodo-Madikizela said during her speech, adding that our worldviews and assumptions can be shattered through "vicarious traumatization."

"Vicarious traumatization shatters our trust in the world; it shatters everything we believe about what relationships with human beings are about. That is really the essence of vicarious traumatization," she said, adding that it disrupts what we believe and leads us to wonder how people can do this or that. Sometimes it also gives a sense of relief if a tragic event happens to others instead of us.

What she suggests to the audience and all of humanity is to be aware of our environment, which she thinks "empowers" us, and which thus help us create our own actions and changes. "Be aware and beware of all the changes that happen to us. Pay attention to all of this. Because paying attention means you are empowered about this."

Community Trustbuilding Fellowship

Leadership from the inside out

We are excited to announce that thirty outstanding community leaders from Richmond, VA; Memphis, TN; Dayton, OH; Austin, TX, and Washington, DC have been selected as the first class of the

A new film from South Africa

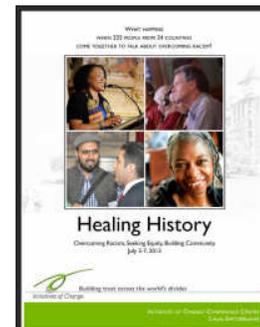
Beyond Forgiving



This award winning film depicts the true story of two South Africans trying to move beyond their pain towards forgiveness and healing.

[Order a copy from our office](#)

2013 Healing History conference report



[Read online](#)

Print copies can be ordered from our office

Hope & inspiration

Check out the tools for change in our books and media catalog



2015 Community Trustbuilding Fellowship Program commencing on October 17, 2014.

The class will come together for one weekend each month for five months of intensive skills building and leadership formation delivered by Hope in the Cities. The diverse class includes a community organizer, an educator, the head of a foundation, the CEO of a hospital, an urban farmer and an environmental manager for a university.

Cricket White, director of education and training is heading a core faculty that includes Tee Turner, director of reconciliation programs for Hope in the Cities, Elnora Allen who has been a community facilitator in Richmond for more than 20 years and Matthew Freeman who, with this wife and partner, Tiffany Jana, designs and implements diversity and inclusion strategies for business, government and community organizations.



Faculty preparation

Held at the Richmond Hill retreat center in Richmond, VA, the program focuses on personal transformation and social change, the power of history and its legacy, the skills of dialogue and the ability to build diverse teams and partnerships. Cricket says, "The emphasis of this program is 'leadership from the inside out.' Changing ourselves will change our communities."

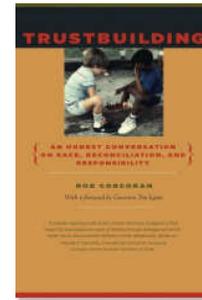
Two guest faculty have confirmed their participation in support of specific modules. They are John W. Franklin, Director of Partnerships and International Programs at the National Museum of African American History and Culture at the Smithsonian and Hugh O'Doherty, from Northern Ireland, who teaches leadership at Harvard's John F. Kennedy School of Government and is a Senior Associate with Cambridge Leadership Associates.

Watch this space for updates and stories from some of the Fellows as they experience this journey together! [Read more ...](#)

John Taylor joins the team

Change is good!

John Taylor was one of more than 150 people who applied for the job of Hope in the Cities program coordinator. He joined the team



Trustbuilding
by Rob Corcoran

Read Rob Corcoran's latest blog
[Why story matters](#)



The Imam & The Pastor

"The African model for finding peace amid the continent's warring communities" The Times (London)

An African Answer

The second film about the work of these two African peacemakers.

[Order the 2 DVD Packaged set](#)



Initiatives of Change, USA

is part of a diverse global network with an 80-year track record of peacebuilding, conflict transformation and forging partnerships across divides of race, class, religion and politics.

Our vision
We inspire a vision of community

just two months ago and writes:

As family members shared the Hope in the Cities Coordinator job description with me I sat in wonderment and awe as I first began learning about Initiatives of Change on their website:

Sustained efforts over decades to create safe spaces for groups of individuals to build bridges and address deep, historical, racial, ethnic and economic divides. An acknowledgement of the painful legacy of historical realities that continue to deeply affect our society today. A commitment to trustbuilding through tough, honest and fearless dialogue - leaving no stone unturned - between committed and diverse peoples who through their work together move from trustbuilding to team building to address issues of economic inequity, implicit bias, structural racism and others within their surrounding communities. All of this built on a spiritual base of personal reflection, introspection and discipline.

This deeply resonated with me as I reflected on the years passed. In college I majored in American History where I deepened my awareness and understanding of the injustices remaining and their historical precedents. While on campus I was compelled to become a more active citizen and was one who led efforts to convince my college to divest funds that supported the South Africa apartheid regime.



In the years that followed I found myself working in religious organizations, education institutions, political campaigns, nonprofit organizations that all, in one manner or another, were focused on social change. I've worked in South America and in several regions in the US I started urban farm projects in Newark, NJ, to help address the severe lack of healthy affordable food options available to city residents. Most recently, I lived in an intentional community of Muslims, Christians and Jews committed to nonviolence and peacemaking.

As I delved further into the IofC information while going through the interview process, a question kept coming up for me: how could I have not heard about this organization that addresses so many of the issues that deeply concern me before? How could I have missed this group that not only addresses these issues but has developed a thorough and holistic process for diverse groups of people from many walks of life: community, government, for profit and nonprofit and others, to not only build healthy and lasting relationships but to then go forth and create change in their communities?

I have been with IofC for two months and I am privileged to be surrounded by a deeply committed, inspired and capable team of seasoned professionals who make up an organization that is held in high esteem throughout the city of Richmond and beyond. Recent

where a commitment to reconciliation and justice transcends competing identities and interests.

Our mission

We equip leaders to build trust in diverse communities through a process of personal change, inclusive dialogue, healing historical conflict and teambuilding

Our focus

We connect core values with personal and public action with a focus on racial reconciliation, economic inclusion and interfaith understanding.

For more information
www.us.iofc.org

Follow-up Links

[Initiatives of Change](#)
[Hope in the Cities \(HIC\)](#)
[Caux Scholars Program](#)
[IofC on Facebook](#)
[Trustbuilding on Facebook](#)
[HIC on Facebook](#)

events in our country in places like but not exclusive to Ferguson, Missouri, have reminded us all of the great importance of this work. As the new Program Coordinator for Hope in the Cities, Richmond, I will be working to strengthen and expand our work as we develop our new National Center for Community Trustbuilding.

Meanwhile, the gang is all here! We have chosen to live in the City of Richmond and found a little house in Ginter Park on the Northside of town. My wife Matilde Moros and I are accompanied by our son Omar, 15, now a sophomore at Richmond Community High School, and Elena, 13, who will attend Lucile Brown's International Baccalaureate program as an 8th grader. Our oldest Alexa 19 is living in Williamsburg with her grandparents while attending the Thomas Nelson Community College. And last but not least, let us not forget our toy poodle Mocha and Harley the cockapoo!

Commentary

Trust as social capital

*This column by **Rob Corcoran**, national director of Initiatives of Change USA, appeared in the Richmond Times-Dispatch, August 24, 2014.*



In 1992, Los Angeles erupted in violence sparked by the acquittal of white police officers caught on video beating a black motorist, Rodney King. The following year, Richmond's leaders offered this metropolitan city as a venue for a national conversation on race, reconciliation and responsibility. "Healing the Heart of America" drew people from 50 US cities - including Los Angeles - to accompany Richmonders in "unmasking" our racial history.

It was a bold bid to bring a new perspective to the national dialogue by speaking forthrightly - but without blame - about the pain of the past and the present in order to create a new, shared narrative. Since then, thousands of area residents have engaged in dialogue, walked the Slave Trail, participated in community forums and built new, often unexpected partnerships. Richmond is a work in progress but it is at a different place.

In recent days, the need for trust, dialogue, honesty and accountability is cited frequently by residents of Ferguson, Mo., as they strive for justice and healing. Above all there is a need to overcome distrust that has built over generations.

Trust is the social capital that makes our cities work - or not. It is the essential foundation for building healthy communities. Trust requires change in attitudes as well as change in laws and policies. It requires authentic leadership, willingness to engage in difficult conversations, courage to face the wounds of history and persistence to build bridges across traditional divides of race, class and politics.

Ferguson can take heart from the Richmond experience. If a city so deeply divided by its history and - in the words of a former mayor and governor - "congenitally resistant to change of any kind" can have honest conversations, they should be possible anywhere. We are fortunate in the extensive network of community organizations and leaders at all levels who have intentionally built relationships and who have nurtured a vision of what Richmond can become. The job is far from done and daunting challenges remain. But, as the same leader quoted above noted, this citizen-led reconciliation initiative has "moved what looked like an immovable barricade."

Valerie Lemmie served as city manager of Petersburg and subsequently of Dayton and Cincinnati. Last year, she wrote about how Richmond's approach to community dialogue and the Initiatives of Change program of Hope in the Cities supported her at critical moments:

"Like many northern communities, there were geographic barriers separating the white and African-American communities. In Dayton, it was a river and an expressway. Additionally, there was a growing racial divide between the city and its suburbs as whites fled the city for better schools, jobs and housing opportunities....I called upon Hope in the Cities to work with me on trustbuilding and racial reconciliation in the Dayton region. The initiative we began, the Dayton Dialogue, is still active today.

"In 2001, Cincinnati erupted around issues of race and economic inclusion. It began when the 15th African-American male was shot under questionable circumstances. Cincinnati was in the national spotlight. Rioters were setting businesses ablaze and battling police in the streets while others marched on city hall demanding change.

"City leaders agreed things would have to change. Shortly thereafter I was hired as city manager, and once again put into practice what I learned through my association with Hope in the Cities. Through trustbuilding and honest dialogue much was accomplished. Most importantly, the city began to heal and leaders began to work cooperatively to address community problems."

Today Ferguson is in the national spotlight. But as a colleague observed, "There is an underground anger in the whole country which, if we are not careful, will pop up everywhere. And not just in the black community."

This can be a moment of opportunity for honest conversation. As Richmond has discovered, acknowledging painful and shameful history is the vital first step in a larger conversation about structural racism and the need for equity in areas such as health, housing, education and transportation. As a metropolitan

community we are now wrestling with the challenge of how to address the legacy of discrimination through enlightened public policy. This cannot be done on the cheap and it will not be comfortable. The most needed reforms in our communities can only be achieved by individuals who have the vision, integrity and "stickability" to call out the best in others and sustain deep and long-term efforts. Productive dialogue and effective action requires readiness by all stakeholders to hold themselves, their communities and their institutions accountable and to be willing to change where change is needed.

In recognition of this, the W.K. Kellogg Foundation has made a lead grant to Hope in the Cities/Initiatives of Change to create a National Center for Community Trustbuilding in Richmond. Its goal is to sustain strong, inclusive communities anchored in systems for healing the legacy of racial history. Through collaboration with local and national organizations the center will offer a creative environment where best practices in trustbuilding, reconciliation and social change are learned and practiced.

On October 7, the work of the center kicks off with a community forum featuring Dr. David Williams, a global expert on social determinants of health. Later that month, selected community leaders from Memphis, Dayton, Washington, DC, and Petersburg will join Richmonders for the start of a five-weekend intensive Fellowship program.

The legacy of racial history must be healed in Richmond and in communities across America. Gaps in opportunity and wealth are widening. The needs are too urgent to allow our history and our fears to continue to divide us. We need honest conversation.

We hope you enjoyed this issue of *Breakthroughs*. Please share this newsletter with your friends and forward it to those you know have a passion for trustbuilding.

Thank you!



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