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Greetings!

As we enter 2013 we are in the midst of some exciting changes in communications. The global website of Initiatives of Change (www.iofc.org) has just been relaunched in multiple languages and with a more dynamic and engaging look. You will see an increased use of online video clips and links to social media. In the coming weeks our U.S. websites will migrate to the new format.

While the different programs and projects of Initiatives of Change will keep their distinctive identity and focus, they will be presented with a more universal look. This includes greater branding with the Initiatives of Change logo and the phasing out of some of the other individual logos.

The changes will also be reflected in our *Breakthroughs* newsletter. For a start, the online version will have shorter articles that are linked to the online stories. This is a printer-friendly version for those who prefer and includes the stories in full.

We welcome your feedback.

News from Hope in the Cities

Telling the truth about Emancipation



Dr. Ed Ayers in conversation with Rev. Tee Turner (Photo: Charlotte Freeman)

"How do we tell the story of Emancipation? Is it about a group of benevolent white people or the story of African Americans who worked for it?" Edward Ayers, President of the University of Richmond, and Rev. Sylvester "Tee" Turner of Hope in the Cities, confronted the

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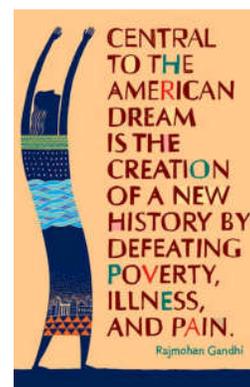
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question at a dialogue hosted by Hope in the Cities on December 13, just days before the 150th anniversary of the Emancipation Proclamation issued by Lincoln on January 1, 1863.

Ayers is a vocal advocate for telling the whole of Richmond's history, particularly the story of Emancipation. He led a consortium of universities and museums in a series of public forums with the theme, *The Future of Richmond's Past*. "Back in 2009 when we first started talking about it, it was a tough sell (to African Americans) because it had been portrayed as something given to them," said Ayers whose university's Digital Scholarship Lab has launched "Visualizing Emancipation" (<http://dsl.richmond.edu/emancipation>), an interactive online map that shows where and when slavery fell apart during the American Civil War.

Turner and Ayers agreed that even in Spielberg's powerful film, *Lincoln*, the black characters are marginalized. According to Turner, the most glaring omission is the role of Frederick Douglass who was "willing to speak truth to power" and who deeply influenced Lincoln. But, importantly, the film did show that support for slavery was not confined to the South. (In the 1865 election, 45% of white men in the North did not vote for Lincoln.)

Both Ayers and Turner spoke of the need to democratize the telling of history. According to Ayers, "In Richmond we have a hard time naming heroes who are not on statues." Turner added, "We have told lies so consistently that it has become truth."

"Unless you see people making their own history you can't imagine the civil rights movement," said Ayers, drawing on excerpts from the journals of slaves who developed significant entrepreneurial skills. "If (the story) is all oppression, there's not enough room for maneuver to create the greatest moral expression in American history."

"There are so many powerful stories we could tell about entrepreneurship," said Turner. By 1880 there were 3-400 black owned businesses in Richmond. "The story is lost. When we talk with our young people, it's a foreign language." Later he reflected on his work with inmates at the jail. "I used to ask, 'Do you want to get out of jail or do you want to be free?' Everyone wanted to get out of jail; not everyone wanted to be free."

Ayers and Turner believe we need to find a new vocabulary to talk about Emancipation. It's important to hold up the whole story truthfully. "Why is there not a national holiday for the most important moment in American history?" asked Ayers. "Nobody has embodied American ideals and enacted them as have African Americans."

Upcoming Events

February 1-3

Creators of Peace Circle, Washington, DC - This experience offers women an opportunity to embrace their value as peace-creators in family, community and nation. If you are interested in learning more about Creators of Peace Circles contact Kathy Aquilina at 202 872 9077.

February 1-5

Making Democracy Real, India - This international dialogue, convened at the Initiatives of Change conference center at Asia Plateau, will examine some of the challenges and responsibilities for stakeholders of democracy.

March 12-14

Duke University Divinity School Pilgrimage of Pain and Hope, Richmond, VA - Students will explore the work of healing history and its legacy in Richmond.

March 22-23

Hope in the Cities Facilitator Training, Richmond, VA - A 12-hour facilitator training focused on building both competence and confidence in facilitating difficult and heated dialogues and discussions. Location: Hope in the Cities Office. Time: Fri. 4:00 - 8:00pm - Sat. 9:00am - 6:00 pm.

April 17-21

National Conference for Reconciliation and Healing, South Sudan - Initiatives of Change International will partner with the government in providing international speakers and facilitators with evidence of reconciliation and healing during this conference.

May 4

Trustbuilding and Community Change workshop, Richmond, VA - A one-day interactive workshop exploring trust as social capital and trustbuilding as an essential skill for effective leaders in a diverse world. It draws on Rob Corcoran's book, *Trustbuilding*. Location: Richmond Hill. Time: Sat. 9:00am - 6:00 pm.

May 17-18

Hope in the Cities Walking Though History Workshop, Richmond, VA - A 12-hour training to explore the Hope in the Cities methodology that encourages healing and understanding. The

Empowering "Change Agents"



*Trustbuilding workshop
(Photo: Charlotte Freeman)*

Sinclair Community College, the predominant employer and largest higher learning institution in Dayton, OH, has recently launched a diversity and inclusion program, headed by Gwen Jones. This initiative has resulted in the creation of Sinclair "Change Agents," a group of roughly 60 faculty and staff members who are committed to moving

Sinclair and the larger Dayton community towards greater inclusion and appreciation for diversity.

The college has chosen Rob Corcoran's book, *Trustbuilding*, for a "campus read" in January. In preparation Corcoran gave a presentation to 30 of the Change Agents in early December in which he shared the Hope in the Cities story of racial reconciliation in Richmond. This narrative intrigued and excited the audience whose community, in many ways, mirrors Richmond. The Change Agents were inspired to see the transformation of a similar community and were eager to determine how best to apply the tools and lessons learned from the Richmond experience.

The following morning, Corcoran facilitated a Trustbuilding workshop for a Diversity and Inclusion continuing education class. This gave the participants the opportunity to personally experience some of the facilitation techniques used by Hope in the Cities. The areas where trustbuilding is needed at Sinclair were identified as staff-faculty-student relationships, diversity within the larger community, and communication between university leadership and employees.

One of the most effective exercises of the day was "Asking Questions in Service of the Other." This activity involves a small group asking questions in response to hearing one group member's personal dilemma or challenge. The group is only allowed to ask questions, not to give or even imply advice or judgment, and the storyteller is not allowed to respond to any of the questions. These limitations necessitate more thoughtful communication techniques.

After this activity, one participant commented, "[the exercise] really forced me to think carefully about what and how I was going to ask any question. It made me be really careful not to attack the person so that they feel comfortable sharing fully." Another recognized that "the exercise demonstrated what I think is a key to building trust: asking questions can help us view things through the other person's lens. This helps us to simply learn about their experience without trying to influence their thinking."

At the end of the workshop each participant shared one thing

workshop will include a walk on the historic Slave Trail. Location: Richmond Hill. Time: Fri. 4:00 pm - Sat. 6:00 pm.

May 29-31

The Value of Reconciliation: opportunity, equity and race, Tulsa, OK - The John Hope Franklin Center for Reconciliation is convening this fourth national symposium. Hope in the Cities will be presenting a workshop. More information

June 7-8

Hope in the Cities Facilitator Training, Richmond, VA - A 12-hour facilitator training focused on building both competence and confidence in facilitating difficult conversations. Location: Richmond Hill. Time: Fri. 4:00 pm - Sat. 6:00 pm.

June 29-August 12

2013 Caux Summer Conferences, Switzerland

(See the more detailed program below)

For more information and to register call 804 358 1764 or visit the website at www.us.iofc.org

Caux Conference Report



Order a copy from the office

Caux Conferences 2013



June 29-July 3

Just governance

Exploring the personal qualities needed for effective governance and structures which promote integrity and cooperation

they had learned that morning. Some of the parting thoughts were: "There is strength in unity;" "There is a lot of hope and energy in Dayton;" "There is power in listening;" "Trustbuilding is personal."

The program at Sinclair College was part of a 3-day visit to Dayton in December to meet with community activists associated with the Dayton Dialogue on Race Relations (DDRR). Now in its 15th year of using the Hope in the Cities dialogue model, this remarkable team has expanded their dialogues to four local universities and the public schools. There was enthusiastic response to the idea of a pilot project to select a local Caux Scholar who would return as an intern to develop a project in the community.

Initiatives of Change International

Caux looks at healing racial history



This year, three conferences highlighting themes from the previous Caux Forum on Human Security will kick off the 2013 summer. The first is concerned with *Just governance* (June 29-July 3), the second with *Healing history* (July 3-7) and the third is a *Dialogue on land and security* (July 7-11)

Of particular interest to Americans is the conference on the theme of *Healing History: Overcoming Racism, Seeking Equity, Building Community*. Initiatives of Change will convene invited representatives of academic, business, political, and faith communities; international development practitioners; grassroots activists; and youth leaders. The purpose is to explore the history and legacies of racism and how communities can work together to build trust, heal wounded memory, and create cultures of inclusion and economies that work for all.

2013 is a significant year in U.S. racial history. It marks the 150th anniversary of the Emancipation Proclamation signaling the end of slavery and the 50th anniversary of the March on Washington, a high point of the Civil Rights movement. A delegation of American leaders from different sectors and localities will take part in this conference and exchange experiences with representatives from other countries and regions that face conflicted racial and ethnic histories.

This is a global issue. Just five percent of those transported during the transatlantic slave trade came to North America. Brazil and the Caribbean each received about nine times as many Africans. When the slave trade ended, human trafficking continued to provide indentured labor for plantations in the

July 3-7

Healing history

Overcoming racism, seeking equity, building community

July 7-11

Dialogue on land and security

Share experience and build partnerships in restoring land, lives and peace.

July 13-19

Trust and integrity in the global economy

Toward economic justice and environmental stability

July 24-30

Children as actors in transforming society

The role of children and youth as active citizens

August 1-6

Learning to live in a multicultural world

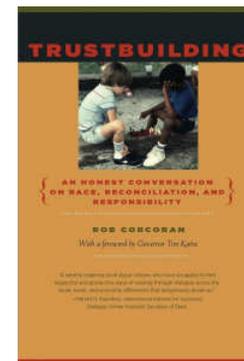
Imagining and co-creating a desired future in Europe through intergenerational and intercultural dialogue

August 7-12

Seeds of Inspiration

People sharing the inspiration that shaped their lives

More information available soon on the Caux website (www.caux.ch) or from our office



Order a copy from the office.

Read author

Rob Corcoran's latest blog

Embracing a bolder vision

for our economy

<http://4trustbuilding.blogspot.com>

colonies; this is a cause of inter-group tensions today.

Many regions of Asia face divisions that have racial origins. Europe's challenges on immigration issues are at least partly racial in nature. South Africa is far from healed after the decades of apartheid. The legacy of Arab involvement with slavery in Africa; the treatment of foreign workers in the Middle East; and relations with aboriginal people in Australia, North and South America and elsewhere all have important socioeconomic implications in today's world. Healing history is a common need.

The W.K. Kellogg Foundation has identified the overcoming of racism and belief in racial hierarchy as an approach to fulfilling its mission of supporting vulnerable children. Dr. Gail C. Christopher, Vice President for Program Strategy, is leading this effort and will participate in the conference along with other Kellogg Foundation staff and grantees with the goal of drawing attention to this issue and mobilizing global resources to address it.

The conference will feature presentations and case studies providing historical perspectives and analysis, workshops and examples of collaboration to bridge community divides.

Opportunities for Caux 2013

Caux Scholars Program

Conflict transformation from the personal to the global
June 29 - July 23

Twenty students from around the world are selected for this four-week program that is a multi-disciplinary approach to conflict transformation, transformational justice, and principled leadership. It offers academic classes, service for leadership with practical work, a field trip to Geneva and participation in the Initiatives of Change Conferences. Application deadline February 15, 2013. More information is available on the website at www.cauxscholars.org.



Caux Artists Program

Building bridges across different cultures and faiths
July 7-20



This interdisciplinary summer course in theater, music, and the humanities challenges artists to explore the ethical and spiritual dimensions of the arts. The invitation is to actor, singers,

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.

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Initiatives of Change focuses on the link between personal and global change and seeks to inspire, equip, and engage individuals as trustbuilders.

It starts with listening and responding to the still small voice within, applying values of integrity to everyday living, and taking risks to bridge divides.

More information is available on the website at www.us.iofc.org

dancers, and instrumentalists who have a vested interest in exploring the power of art as a catalyst for change in society. The program offers classes, lectures, rehearsals and performances as well as participation in selected events during the IofC Conferences. Application deadline April 30, 2013. Scholarship applications by February 15, 2013. More information is available on the website at www.iofc.org/caux-artists

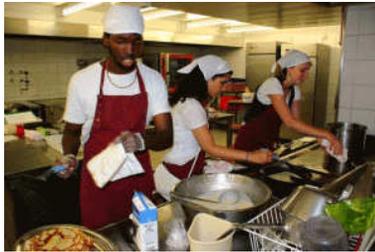
Caux Intern Leadership Program

Building a dynamic network of young changemakers

Session 1 : June 22 - July 20

Session 2 : July 15 - August 12

This is an opportunity for young people to experience the full richness of the Caux conference center: to contribute their service to the conferences, and through the training program to engage with the needs of the world. Board and lodging are fully covered, but Interns are expected to fund their travel costs. Application deadline is January 31, 2013. More information is available on the website at www.caux.iofc.org/en/caux-interns



Commentaries and Reflections

Healing our cities



Valerie Lemmie was recently elected to the Initiatives of Change USA board and will serve as Treasurer. She currently is the District Director for U.S. Representative Michael Turner of the 10th District, Ohio.

As a new board member, I am pleased to share with you my history with Initiatives of Change (IofC). I was first introduced to IofC through my work with Hope in the Cities in the early 1990s while serving as city manager in Petersburg, Virginia.

Like many newcomers to southside Virginia, I was struck by the predominance of everything associated with the Civil War. As a matter of fact, many native white Virginians didn't even call it the Civil War. It was War of Northern Aggression.

I found it ironic that the city promoted its Civil War history, yet this history divided the city along racial lines. I quickly learned that unless we found ways to bridge this divide, building consensus on how best to address community problems would be impossible.

Then something fortuitous happened. Richmond Mayor Walter

Kenney introduced me to Hope in the Cities. Prior to this, I had not thought about racial issues as something both African Americans and whites should address together. Building trust through honest dialogue and working towards racial reconciliation helped our city begin to heal and to move forward collectively to address challenges and opportunities.

In 1996, I was appointed city manager in Dayton, Ohio. 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. Once again, 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, Ohio erupted around issues of race and economic inclusion. It began when the fifteenth 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. Not the city's finest moment.

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. In 2002 I went to Caux and was encouraged and energized. I am pleased to report that 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, I work for a Congressman and my attention is focused at the national level. It is my observation that many Americans have lost faith in their national leaders and no longer trust the government to work on their behalf. Citizens are frustrated by the inability of our elected leaders to reach consensus on the critical issues facing our nation and cry out for change, but to no avail.

While our country is operating in crisis mode, I believe it is time for organizations like IofC to step forward and help our leaders at all levels of government build trust, create channels for honest dialogue, and promote bi-partisanship.

The IofC can make a profound difference in strengthening our democracy at a time when its value and purpose are in question. I look forward to spirited discussions about the ways IofC can make a difference locally and nationally.

We must do better



Susan Corcoran is the Communication Director of Initiatives of Change U.S.A.

The recent shooting of innocent children in Newtown, CT, has caused us to ask ourselves how we can do better. In President Obama's words, "These tragedies must end. And to end them, we must change."

The blogosphere is full of suggestions about tougher gun control legislation, heightened security in schools and care for the mentally ill. All this is important but more profoundly there is violence that stalks every human heart. We live in a culture of violence and rage.

Too often, no matter our age, if we don't get what we want, when we want it, we lash out or throw a temper tantrum. Daily we experience road rage and impatience that puts others at risk. We pour contempt on the less fortunate and neglect the most vulnerable among us. We make choices based on what suits us with little regard for the consequences for others. We glorify violence and then we wonder why for some it quickly moves from fantasy to reality.

We coarsen our language, turning it into gutter expression and think it is "cool." We seek revenge and see retribution and execution of the guilty as the only way to bring "closure" after tragedy. We recognize bullying as a problem in our schools but we bully each other as adults in the name of politics, religion, or commercial interests.

Ours is not a world of good guys and bad guys but rather one where violence is a choice that we all face one way or another. There is always the pull of the "dark side."

"We must change." But what does that mean? What does it look like? That change begins with each one of us. It begins by choosing our better angels and living the way we want the world to be.

Here, in a modern translation*, are words familiar to many of us who call ourselves Christians: *Love never gives up. Love cares more for others than for self. Love doesn't want what it doesn't have. Love doesn't strut, doesn't have a swelled head, doesn't force itself on others, isn't always "me first."* Love doesn't fly off the handle, doesn't keep score of the sins of others, and doesn't revel when others grovel. Love takes pleasure in the flowering of truth, puts up with anything, and trusts God always. Love always looks for the best, never looks back, but keeps going to the end.

Everywhere we look in our communities there are examples of this radical love. Even in the midst of the hideous violence of the school shooting there were teachers and staff who risked all and gave their lives for the children. In face of the destructive fury of Hurricane Sandy many courageously helped others with little thought for self. This is the world we all want to live in.

These are the neighbors we would like to have and to be for others. We long for a world where everyone's needs are met. In this world love transcends fear. Friendship and trust replace the need to be barricaded into our homes defending what is ours.

**The Message: The Bible in Contemporary Language by Eugene H. Peterson.*

Hope you enjoyed this issue of *Breakthroughs*. Please share this newsletter with your friends and those you know who have a passion for trustbuilding.

Thank you!



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