



January 2015

Newsletter of Initiatives of Change USA

Issue No. 31

Greetings!

We have a lot of momentum going into 2015. The Community Trustbuilding Fellowship will complete the final three modules graduating a class of 30 community leaders from 6 US cities. In the coming year we hope we can export the program to other cities.

The Caux scholars program has just wrapped up in India and applications are coming in for the summer program in Switzerland.

Our main focus is on the *"Healing History: Memory, Legacy and Social Change"* international conference in Richmond, VA, April 6-9, 2015. So far we know of people coming from UK, Netherlands, South Africa, Mexico, Brazil, Canada, and Cambodia so this will be an important global conversation. Read more on the conference below.

Conference registration is now open. Plan to be there!



Richmond forum series

THE HALF HAS NEVER BEEN TOLD *Slavery and the Making of American Capitalism*

Imagine walking barefoot and in chains for over 1000 miles from Richmond, Virginia, to Natchez, Mississippi. This was the graphic picture painted by Edward Baptist of Cornell University at a Community Trustbuilding Forum



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with a monthly gift!**

Caux Conferences 2015



**Exploring the human
factor in global change**

June 26-July 1

Trust and Integrity in the
Global Economy

on January 15.

The author of *The Half Has Never Been Told: Slavery and the Making of American Capitalism* read from documents that included the actual names of just one of the countless groups of people - more than one million in all - who endured the horrendous forced march to southern plantations.

Todd Culbertson, editor of the editorial pages of the *Richmond Times-Dispatch* which hosted the event, welcomed the audience of nearly 200 people. "Everyone wants reconciliation, but we can't have reconciliation without truth."

This month Virginia marks the 25th anniversary of the inauguration of L. Douglas Wilder as the nation's first elected black governor. Todd noted that Wilder's grandparents were slaves: "This is not ancient history."

"Slavery was not an anomaly," said Edward Ayers, president of the University of Richmond and a distinguished historian. It was in fact the "the engine" that drove the American economy. He called Baptist's book "quite simply the fullest and most powerful account we have of the evolution of slavery in the United States."

Before reaching the slave markets in Mississippi, traders would "fatten up" their captives for sale. Once on the plantations they were exposed to a process of "brutal learning and re-learning" to pick cotton at an ever faster rate. Baptist commented that he found it "hard to believe" that the constant focus in this country on increasing productivity (with little regard for the individual) "has nothing to do with this history of slavery."

Forced labor in the south produced cotton for northern mills and for Britain and produced enormous wealth. Garments made of the cotton picked by enslaved African Americans were worn around the globe. "Early investments are most important for long-term growth," said Baptist. And wealth transfer driven by government policy continues. A typical white household's wealth is 13 times that of an African American household.

Baptist suggested some ways that policies might address the issue of reparations, for example by supplying every child with a "baby bond" tied to family wealth to be used for education, starting a business or purchasing land. He also urged significant government investment in Historically Black Universities and Colleges (HBUCs) since most old Historically White Universities and Colleges (HWUCs) were founded on wealth generated by slavery.

Baptist believes in the importance of helping people to "to cross the bridge of empathy." For that reason he sees narrative as vital. "This great separation by force needs to be put on public record," he concluded. "I see in Richmond a city that is engaging with its history in a potentially transformative way. There is long way to go but even longer in other places." He wanted to "push Richmond" to

July 3-8

Just Governance for Human Security

July 10-14

Caux Dialogue on Land and Security

July 16-19

Addressing Europe's Unfinished Business
International Peace-Builders' Forum

July 27-August 2

CATS - Children and Adults - Partners for Change?

August 4-9

Seeds of Inspiration

August 10-15

Impact Initiatives Challenge

[More information](#)

Caux Artist Program



In 2015 the Caux Artists Program (CAP) will return to Caux with an expanded interdisciplinary summer course in vocal arts (classical, music theater and pop!) and the humanities.

The program runs July 9-23. Come challenge yourself to live and work as an artist with a world perspective!

Now accepting applications for 12 young performing artists from around the world! Scholarship funds available. Apply early!

reach out to people all along the slave trail from Virginia to Mississippi. Remarkably there are currently only four sites (three in Virginia) to remind people of "the great crime that took place."

Healing History 2015 Update

The conference program is taking shape and the invitation will go to the printers next week. A Richmond host committee has been formed and, with our community partners, they will welcome conference participants from around the country and overseas.



An innovative feature of the April conference will be breakout sessions led by issue-specific working groups. These working groups are already forming and are starting to communicate nationally and internationally around key public policy issues such as diversity in housing and education, community wealth building and creating inclusive economies.

Other groups are exploring the role of museums and public history sites for education and healing, issues of immigration and citizenship, the social determinants of health, and how to overcome implicit bias.

These groups will meet several times via Skype or email before the conference and will stay in communication after the conference ends. They will also collaborate to produce deliverables before the end of the summer 2015. These might include anything from a toolkit, to an educational video, a white paper, or a public community action.

The breakout sessions at the conference will be led by each working group. The goal is to share approaches and strategies; to highlight best practices and replicable community models; strengthen regional ties between practitioners and interested parties; and educate and advocate around relevant issues.

Application deadline for scholarships is February 15.

First come, first served!

A new film from South Africa

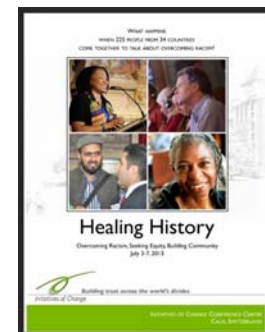
Beyond Forgiving



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

Caux Scholars Program in India

Moral courage to live differently

Patrick McNamara, PhD, executive vice-chair of the board of directors of Initiatives of Change USA, has just returned from serving on the faculty of the Caux Scholars Program at Asia Plateau, India. He is Visiting Professor of Political Science and International Affairs at the University of Nebraska at Omaha.

I was a Caux Scholar in 1996 and it changed my life. Now coming full circle, I serve on the faculty of the new Caux Scholars Program at Asia Plateau and I watched it change others' lives.

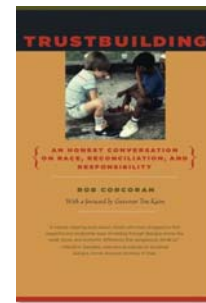
There were 17 scholars from 13 countries in this new class who gathered from December 28, 2014 through January 16, 2015. This impressive group of scholars in their 20s and 30s came to the beautiful IofC conference center in Panchgani, India with a common hope to take new skills as peacebuilders back to their communities. They are leaving with more than just those skills. Many expressed a deeper spiritual direction and moral courage to live differently as models of peace in their families, organizations, communities and nations.



Some examples of the amazing Caux Scholars include: an Iraqi immigrant to Sweden who works to integrate Muslim youth into European societies, even more important after the recent Paris attacks and backlash we are seeing; a social entrepreneur who launched a

"friendships across borders" program to link young people in India and Pakistan; a director of Seeds of Peace building bridges of reconciliation originally between Israelis and Palestinians and now expanding into divides between Hindus and Muslims; two young women from Afghanistan working on the rights of girls and women in that country; a Ugandan student leader who is working to bring conflicting communities together at her university; and an Egyptian woman who participated in the revolution there.

The Caux Scholars Program has been a premiere initiative of IofC-USA since it was launched in the early 1990s. This new program in India builds on the model from Switzerland, but is adapted to the context of Asia and Africa by the dynamic Academic Director Sriprakash Mayasandra and our faculty team. Special thanks to CSP Program Director Jitka Hromek-Vaitla for bringing the vision of CSP at Asia Plateau to fruition.



Trustbuilding
by Rob Corcoran

Read Rob Corcoran's latest blog
[Separation as violence](#)



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 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

Caux Scholars class of 2015 in Caux

Tomorrow's peacebuilders

It is that time of the year when the Caux Scholars Program (CSP) needs your help! Please think of potential scholars for the 2015 summer program and encourage them to apply. We are looking for committed students and young professionals from all continents and diverse backgrounds who will become tomorrow's peacebuilders.

Dr. Carl Stauffer, the Caux Scholar academic director, wrote at year's-end: "No doubt there are many news headlines that give rise for concern: the extremist terror campaigns of ISIS/ISIL, community, fighting in South Sudan, Ebola in West Africa, Russian-Ukrainian tensions, the Israeli-Palestinian conflict and police killings of unarmed black males in the US. Many would want to despair. I remain hopeful. Why? Because I also know that peace is on the rise through the vital work of peacebuilders and their organizations across the Globe who are living into a new reality of how we as humans can co-exist and thrive together. The Caux Scholars Program is one of those programs that is transforming conflicts on many fronts. Of our 400+ alumni, a majority are giving their lives in the service of peace across many sectors of society."

Dr. Mohammad Abu-Nimer from American University will join Stauffer on the faculty. Dr. Abu-Nimer is an expert on conflict resolution and dialogue for peace. He has conducted research on conflict resolution and dialogue for peace among Palestinians and Jews in the Israeli-Palestinian conflict; application of conflict resolution models in Muslim communities; interreligious conflict resolution training; interfaith dialogue, and evaluation of conflict resolution programs.



What do the scholars experience? This month-long summer program, held in Caux at the Initiatives of Change conference center in Switzerland, will start on June 26 and conclude on July 24. The focus this year is on themes of justice, conflict transformation and reconciliation. The program includes approximately 40 hours of academic and experiential classes, seven hours per week of "Service

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

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for Leadership" practical work, and a field trip to Geneva to visit the United Nations Headquarters. As part of their academic course the CSP class will participate in the *Just Governance for Human Security* conference, July 3-7, one in the series of Caux summer conferences.

A 2014 scholar from Lebanon wrote: "I entered CSP feeling angry, sad, and frustrated with the way world affairs functioned... CSP taught me the valuable lessons of self-reflection and self-nurturing of which we lose sight amid the daily pressures of working in this field... I came down the mountain a different person: happier, lighter, and much more flexible on conflict transformation methods."

Applications for the 2015 Caux Scholars Program in Switzerland are now being accepted. The deadline is February 27. Please share information about the program with your networks or contact us if you have any questions.

Community Trustbuilding Fellowship

Creating a new narrative for communities



The second module of the Community Trustbuilding Fellowship took the group back through history and along the historic Richmond

Slave Trail. This brought the class to a deeper level of difficult but honest dialogue.

This unique five-part program increases the capacity of community leaders to overcome divisions of race, culture, economics and politics by creating a network of skilled facilitators, capable team builders and credible role models.

Dates for the 2015-2016 program

October 16-18, 2015

Catalysts of change: becoming an authentic leader

December 4-6, 2015

Healing history: creating a new narrative for communities

January 22-24, 2016

Creating a dialogue for change: getting to the underlying issues

February 19-21, 2016

Dialogue delivery: practicing skills for honest conversation

March 18-20, 2016

Strategies for engaging all sectors: building & sustaining teams

What will you gain? Tools to connect theory with practice; personal transformation with social change; understanding of the power of history and its legacy; skills to address critical issues of bias and inequity, and confidence to work creatively for reconciliation and justice.

Consider taking part. The application process will begin in early February.

Commentary

I wondered how bad it could be

Mike McQuillan, a founding member of the Hope in the Cities national network, coordinated the Crown Heights Coalition's healing work after the 1991 racial crisis in Brooklyn, NY. A former US Senate aide and Peace Corps Volunteer, he teaches history at the Brooklyn School for Global Studies. Mike has recently been appointed to NYPD Commissioner Bratton's Training Advisory Board.



I wondered how bad it could be. I was on a plane to North Carolina for a race relations workshop in Rocky Mount in the aftermath of arson burnings of southern black churches. Yet despite knowing the lurid details of Jim Crow-era racist violence, and recalling, because I teach

high school history, that forty-seven segregation laws in thirteen

states were the "legal cover" for brute force against those who crossed the line, I wondered how bad it could be. It was 1996, I thought myself well-informed but was humbled to find I was still naive.

"Every morning before they head out the door to school I rehearse my two sons on what they will do if they are stopped by the police." A young African-American mother of fifth and sixth graders said this when the workshop began. How many times I had heard this up north! But to hear it there and then over three days discover how widespread was the problem and how deep the "black rage/white denial" pattern I had lived with in Brooklyn, New York, was heartbreaking.

I cried in the midst of my remarks at the closing plenary session, but not as the cathartic confession of long-held white racism that has seemed self-serving when I have observed it in others. My tears came from anguish that as a nation and therefore as individuals we are still stuck in a stalemate with racism.

It is now nineteen years on and how much has changed? The clichéd comments will come on King's birthday: "Celebrate the Dream." "We've come far but have far to go." It sickens me. Dreams are what happens in the night. We need by day to face cold hard realities, talk frankly while affirming each others' humanity, craft a long-term vision each side can cherish, then brainstorm till we together agree on goals, obstacles, and strategies for change.

But if that would happen it would not be enough. The discussions would divide people as rational or emotional, replicating the nation's racial boundary. Those whom discussions of race discomfort make a speaker's emotion the issue and excuse the dismissal of what such a speaker has said - including the psychic wound that a personal encounter with a racist act inflicts. On the other hand, the clinical analysis of a rational speaker concerned more with policy than persons may seem unfeeling, out of touch with "on the ground" struggles, and suggest that speaker's priority is to make an impression, not make a change.

These thoughts emerge from reflections on what Hope in the Cities has taught me. The pioneering Richmond Unity Walk in 1993 taught the indelible lesson that I and we are responsible for the effects of the historical episodes that have shaped the environments into which we were born and in which we have come of age - along with our present socioeconomic status, and presence or absence of opportunity. How could I ever forget the docks where enslaved Africans first set foot here? Or the slave auction site near the State Capitol? Or the passersby coping with the demands of daily life, who have never been taught, or have been allowed to forget, what occurred there?

Hope in the Cities' Call to Community, launched in Chicago and Washington in 1996, declared our interdependence. It spelled out three principles that, if instituted across the country by elected and

appointed leaders who would personally subscribe to those guidelines, could make our professed democracy more authentic for all Americans: all stakeholders to the table; commitment to collaborative action and change; and organizational structures that mirror the mission.

Dr. King during a speech in Detroit in 1966 said "Police violence in minority communities is the nation's main problem in race relations." Yet public protests in 2014 of Grand Jury decisions in the Brown and Garner cases, after the killings of Police Officers Ramos and Liu, are in the media called "antipolice." We must not feel forced to choose sides. We must find the middle path toward a civic consensus that supports the humanity and safeguards the lives of police officers and citizens - whatever their race.

"We purposely avoided race because it's so volatile" a police official told the Training Advisory Board on which I serve in New York. "We must name it, tame it, take the edge off the fear to discuss it, so we all can understand and decide how to solve it," I said, because I now know how bad it still is.

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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