

TRUST - THE ESSENTIAL INGREDIENT

"All across America, there is a growing sense that people who work for change must do a better job of building effective alliances with those who have similar concerns but different approaches," says dialogue expert David Campt. Evangelists are increasingly making the environment part of their agenda; environmentalists are thinking about social divisions they have historically de-emphasized; intergroup dialogue advocates are starting to put spirituality at the center of their discussions; and education reformers are recognizing that collaborative approaches are essential.

But collaboration requires trust, particularly where divisions run deep. A respected public official once said, "With trust you can achieve anything; without it you can achieve virtually nothing." IofC's national forum in Dayton, Ohio, June 15-16, explored how transformed lives can lead to trust on which healthy communities grow. The diverse local host committee has sustained an IofC dialogue model for eight years and has worked to build bridges between people of all backgrounds.

The Dayton forum challenged participants to ask themselves: How could my work as a change agent be enhanced by building greater trust with others? What changes might I need to make in my own life in order to become a better trustbuilder?

Acknowledging and understanding history that divides communities is one building block of trust. This issue of *Breakthroughs* features an important step in healing the memory of slavery. The unveiling of a Reconciliation statue in Richmond, VA, completes a triangle linking Liverpool, UK, and Benin, West Africa. *Breakthroughs* also highlights three remarkable trustbuilders who have devoted a lifetime to building bridges across divides of race, class and religion.

The Editors

BUILDING TRUST IN AMERICA

By Karen Elliott-Greisdorf

The City of Dayton, Ohio, has earned its place in world history as home to the high flying Wright brothers and more recently to the Dayton Peace Accords, ending chaos in Bosnia and Herzegovina. Peace at a local level, however, has been more elusive. The waters of the Miami River are a fluid, yet firm, divide between the east and west sides

"How do we build trust in America so that we become a trustworthy nation that is constructive and hope-giving to the rest of the world?" asked Rob Corcoran, National Director for Initiatives of Change. "Without trust we can't get to collaboration, we can't get to justice and we certainly can't get to real reform."



DR. RAMZIEH AZMEH, DR. DAVID CAMPT, ZEKE REICH AND JULIE MARSHALL TALK ABOUT TRUST FROM THEIR PERSPECTIVES.

of town and the black and white residents who call Dayton home.

"Where people live, work and worship, how services are delivered and resources are divided, it's all determined by which side of the river you are on," says Cathy Shanklin, Director of Recreation and Youth Services for the City of Dayton. "The community needs to be willing to trust and to say that they will cross that river."

It was the subject of trust that brought Shanklin and fellow Daytonians on June 15-16, 2007, to welcome others from around the country for the Initiatives of Change National Forum, "Building Trust in America."

IofC was first invited to Dayton in 1998 by a true trustbuilder, Valerie Lemmie, who was serving at that time as Dayton's City Manager. Lemmie went on to hold the same position in Cincinnati and today serves as State Commissioner of Public Utilities.

"In 1958, 75% of Americans believed that the government was doing a good job," Lemmie reported. "In 2005, 72% believed that government was doing badly and they had no trust in it. Democracy will only thrive when governments and citizens are working in true partnership," Lemmie said.

Central to building a new level of relationship in the City of Dayton has been the

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CONNECTING GANDHI'S LEGACY TO TODAY

Rajmohan Gandhi, grandson of the Mahatma and Visiting Professor in the Program of Middle East and South Asia Studies at the University of Illinois, Urbana-Champaign, visited Washington, DC, with his wife Usha, in late March. Initiatives of Change arranged a series of private meetings with senior Administration officials, Members of

faiths, his commitment to empower the marginalized and his determination to bridge the Hindu-Muslim divide.

Rajmohan Gandhi said that his grandfather advocated non-violence in India's pursuit of independence because this made it possible for everyone to participate, including women and children. At a reception at the McLean IofC Center, Eunice Mathews, the 92 year-old daughter of the American evan-



RAJMOHAN GANDHI WITH SAYYID SAYEED, FORMER PRESIDENT OF THE ISLAMIC SOCIETY OF NORTH AMERICA.

Congress and a key member of the Iraq Study Group, as well as public engagements at the World Bank, the Library of Congress, Georgetown and George Washington Universities.

Drawing on his recent book, *Mohandas: A True Story of a Man, a Nation and an Empire*, Gandhi intrigued everyone he met with the relevance of his grandfather's life and thinking to contemporary issues, especially the divide between Islam and the West. He suggested that much could be learned from the Mahatma's attitudes to non-violence, his profound respect for all individuals and

gist E. Stanley Jones, recounted the words written by her father after his meeting with the Mahatma: 'Non-violence is not for the weak, but for the strong – only the strong.' These words greatly shaped Martin Luther King, Jr. in his reconciling work.

On the Israeli-Palestinian dispute, Gandhi said he imagined his grandfather encouraging the Palestinian people to consider his non-violent approach, and exhorting dialogue and consultation from the other side. He would also remind Muslims of their history of welcoming Jews fleeing persecution from Christian lands.

A Muslim medical doctor said, "As a Muslim-American today I am anguished... The opening words for every Muslim text starts: 'In the name of God, the Merciful and the Benevolent.' I have not seen such mercy and benevolence as I saw in Rajmohan's words about Islam. It made me think very deeply... I felt how much I needed to apologize to India for any wrong-doings the Muslims have done. Our human family can learn from a gesture such as Gandhi's."

Gandhi said, "India has to find a really honest relationship with the US – one of love, respect and gratitude, built on frankness." Summing up his vision, he concluded, "I dream that India can play a role in bridging the global divide between Islam and the West. The alternative, if the conflict is allowed to go to its conclusion, is destruction and death."

COMMISSION ON THE STATUS OF WOMEN IN NEW YORK

Clementine Lue Clark and Christiane Garin represented Initiatives of Change at the fifty-first session of the Commission on the Status of Women (CSW) at the United Nations in New York in March/April 2007. The theme of the meeting was: "Women 2000: Gender equality, development and peace for the 21st Century." An object of the visit was to network with like-minded people and organizations at the CSW dealing with gender-related issues.

There were many opportunities to learn about other global initiatives aimed at serving and empowering women. For example, the issue of increased cyber violence is a growing global concern that needs to be tackled on various levels.

The IofC team attended two informal thematic meetings with the Peace Building Commission (PBC), which starts work in Sierra Leone and Burundi in the near future.

Breakthroughs is published by Initiatives of Change (IofC), an open, global network committed to building trust across the world's divides where the needs of the human family are met. **Your tax-deductible contributions are vital in sustaining this work.** Learn more about IofC and how you can be a part of this work at www.us.iofc.org.

Please send your *Breakthroughs* ideas, stories, comments or questions to Rob Corcoran (Rob.Corcoran@us.iofc.org) or Don Cowles (Don.Cowles@us.iofc.org) at: 1103 Sunset Ave., Richmond, VA 23221. Beginning on August 15, our new address will be 2201 West Broad Street, Suite 200, Richmond, VA 23220. Phone: (804) 358-1764

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Design: Shari Osborn

SWISS SUPPORT AFRICAN PEACE INITIATIVE

The Swiss Ministry of Foreign Affairs is funding a critical lofC initiative in Central Africa. Burundi, a densely populated country whose neighbor, Rwanda, was convulsed by genocide in 1994, is emerging from over



SWISS MODERATES DISCUSSIONS AMONG BURUNDI LEADERS.

a decade of civil war. An elected government is in place and there are growing signs of stability.

But sensitive issues have yet to be resolved and one rebel group remains outside the negotiating framework. Some fear that civil war could re-ignite if greater trust is not created between all parties. In this context, three Africans committed to the lofC approach have won the confidence of leading personalities in all political parties and are helping them to find greater trust of one another.

At the end of April, 39 such leaders, including three former presidents, leaders of different political parties and a spokesman of the main rebel group still outside the process, held frank, private talks for a week in Caux, Switzerland. Friends from the UK, France, Germany and Switzerland supported the meeting. According to Swiss officials, the meeting bore fruit. Our three African friends are now in Burundi working to consolidate and expand the gains in trust achieved in Caux.

IN CONNECTING COMMUNITIES, DISCOMFORT IS NORMAL

"It is comforting that it is OK to be in turmoil, to be very, very uncomfortable – that's part of the process. And it is not up to the facilitator to fix that." So says Roger Whitfield, a recently-retired corporate executive and a participant in the 2007 Connecting Communities Fellowship Program. "I believe what we are doing is terribly important. It is about having faith in the future."

Whitfield and 26 others from diverse socioeconomic backgrounds had just completed

a weekend facilitated by Dr. Hugh O'Doherty, of Harvard's Kennedy School of Government, exploring honest conversation as a means of community building. O'Doherty, an international expert in facilitation, donated his skills for the third year. Refusing requests to define the "ABCs of facilitation," he said, "It would dishonor the group, it would be a disservice – and it would be dysfunctional. Besides, I don't believe in them." So through experience the class learned how groups can move from pseudo-community to true

services in Richmond. In his keynote address to the graduating class, Dr. Melvin Dowdy (CCFP 2004) of Bon Secours Richmond Health System talked about his experience. "I came to CCFP with my pencil sharpened, ready to learn all the skills. But the tools we need to fix the problems out there are tools you invent from the inside out."

With the completion of CCFP 2007 there are now 81 people from all walks of life who have joined this network committed



THE CCFP 2007 CLASS ALONG WITH FACULTY MEMBERS.: CRICKET WHITE, JANE TALLEY, BONNIE DOWDY, JULIE MARSHALL, AND TEE TURNER.

community and what a facilitator must do to support the group in the change process.

Training in dialogue facilitation is one of the five residential CCFP modules that address such questions as: How do we live lives that create trust? How do we develop courageous, accountable leadership? At a graduation ceremony in May, one participant said, "I needed to clean out myself, clean out my cellar. It was painful. But it's only when you fix yourself that you can go out and connect communities." "It re-affirmed that I am not crazy in my passion for reconciliation," commented a community activist. For another person the power of the program was in "listening to the deepest thoughts and beliefs of people who are different."

This year's faculty included two graduates from previous classes: Julie Marshall (CCFP 2005), a diversity officer with Capital One, and Jane Talley (CCFP 2004), recently retired from working with family support

to collaboratively seeking justice and reconciliation in their communities. Many graduates have stated that the power of CCFP comes from the diversity of its participants. To ensure participation by low-wealth individuals, Bon Secours' Richmond Health System acted as the corporate sponsor for CCFP 2007, providing a sizable gift to help fund the program. The Richmond Community Foundation has already awarded lofC a grant of \$15,000 towards scholarships for low-wealth individuals for the 2008 program.

Most recently, 13 CCFP graduates from Richmond, Dayton and Cincinnati participated and took leadership roles in the *Building Trust in America* forum in Dayton. In his welcoming remarks, Cincinnati Councilman Cecil Thomas (CCFP 2004) described his visits to Richmond three years ago as a "life-changing experience", adding that he learned to question not only the quality of his life but also to care about the quality of the community's life.

DAY OF RECONCILIATION AND COMMITMENT TO A FUTURE OF JUSTICE

Five thousand people celebrated the unveiling by the City of Richmond of a Reconciliation Statue on March 30 at the site of the former slave market. In this place, where kidnapped Africans and their descendants were torn from their families and “sold down the river” to Southern plantations, a symbol of healing gives hope for a new future.

Ambassador Segbe Cyrille Oguin of Benin called it a “blessed completion” of a triangle of new relationships between Richmond, Liverpool and Benin, each of which had profited from the human traffic during the trans-Atlantic slave trade. Three identical monuments are now in place at each point of the triangle. The Ambassador told how in 1999 President Kerekou had launched a program of reconciliation between the three regions by apologizing for his country’s role in slavery.

In 1993, **Hope in the Cities** organized the first “walk through history.” Ten years of coordinated efforts by **Hope in the Cities** teams in Richmond and Liverpool, working with both city governments, as well as visiting Benin on several occasions, have made the reconciliation triangle project a reality.



REV. TEE TURNER OF HOPE IN THE CITIES REJOICES OVER THE UNVEILING.

The statue stands at the heart of the business district, in a specially designed plaza. Water from a fountain flows over a map of the slave triangle, with an inscription that reads: “Their forced labor laid the economic foundations of this nation.”

Virginia Governor Timothy Kaine emphasized that the resolution of profound regret by the state’s General Assembly in February was appropriate since Virginia had “promoted...defended...and fought to preserve slavery.”

In his keynote address, Dr. John Kinney, Dean of the School of Theology at Virginia Union University, said racial reconciliation offers the prospect of eliminating the pain of past and present generations. “Today is not a conclusion. Today is a day of commitment” he challenged.

Rev. Delores McQuinn, Vice President of Richmond City Council and Chair of the Slave Trail Commission, recalled her enslaved great-grandfather, whose son asked to see the records of his family. The plantation owner burned them before his eyes. “I cannot be a hypocrite,” said McQuinn. “I too must extend forgiveness from the depth of my heart.”

Kim Johnson, diversity manager for Liverpool City Council, led a delegation of fifteen, representing local government, education and community organizations. On behalf of the Mayor, she presented a framed copy of the city council’s 1999 apology for its leading role in the slave trade. “Only by taking personal

SPEAKING HOPE AND COMMITMENT TO A



TIMOTHY KAINE, VIRGINIA GOVERNOR



DR. JOHN KINNEY, DEAN OF THE SCHOOL OF THEOLOGY AT VIRGINIA UNION UNIVERSITY



KIM JOHNSON, DIVERSITY MANAGER FOR LIVERPOOL CITY COUNCIL

responsibility will we bring about lasting change,” said Johnson.

An inscription at the base of the sculpture, composed by Richmond school students, reads: “Acknowledge the past, embrace the present, shape a future of reconciliation and justice,” a sentiment echoed by *The Richmond Times-Dispatch’s* front page story titled “A Monument to Reconciliation.”

THE TRUTH WILL SET YOU FREE...

By Rev. Ben Campbell

Strangely, it was not the triangular trade itself which made Richmond into the center of the trade in enslaved Africans, but the end of the triangular trade. By 1810, the importation of Africans to America as slaves had been prohibited by the legisla-



REV. BEN CAMPBELL, PASTORAL DIRECTOR OF RICHMOND HILL

tures of England, Virginia and the United States.

However, the ending of importation enabled Virginia to become the center of a new, cruel and insidious “downriver”

slave trade. From 1810 to 1861, as many as 300,000 persons of African descent were sold at Virginia markets.

The crowd celebrating the unveiling of the Reconciliation Statue stood next to the site of the Exchange Hotel, one of the largest of those markets. Only yards away is Lumpkin’s Slave Jail, the “Devil’s Half Acre,” where thousands were brought to await their fate. The crowd stood on the very trail where thousands had walked, chained together in a coffle, to board the ship which



PEOPLE FROM ALL WALKS OF LIFE CAME TOGETHER TO CELEBRATE THIS HISTORIC OCCASION

would take them south to New Orleans, where they would be sold again.

This dark side of Richmond’s history was hidden, never acknowledged. Neither the upriver Triangular trade nor the Downriver trade are mentioned in the history books used in the classrooms of Virginia. The members of Virginia’s General Assembly who are 45 and older were educated reading a Social Studies textbook which does not mention this history. Until 1993, there was no public knowledge that there ever had been a Downriver slave trade.

Richmond is still a deeply segregated city. When Federal courts forced racial integration of the schools in 1970, the legislature responded by writing into law the segregation of the jurisdictions, so that African American students would be separated from their white counterparts by boundaries affecting schools and taxes. The community continues to pay enormous economic and social prices for its inability to reconcile, unite and face the future together.

These two persons embracing, tall and committed, are now above ground. Here, in the Capital of the Confederacy; here, where no one was willing to admit what had happened; here, where the shame was often so deep you could hardly breathe; here, just a few blocks from the jail where more than 10,000 mostly African American descendants are imprisoned every year; here, where the commuters come off the interstate to work in the financial district; here finally stands the first above-ground statement of that history.

It is a symbol of reconciliation. But it is also a statement of acknowledgement. There cannot be one without the other. That day, black and white Richmonders stood together. All is not over. All is certainly not reconciled. The fruits of the slave trade are threatening the life of the city. But here is a bronze and stone statement of Truth. Freedom was proclaimed by our Virginia ancestors for some. But it is only the Truth that, finally, can make us all free.

A FUTURE OF RECONCILIATION AND JUSTICE



AMBASSADOR SEGBE CYRILLE OGUIN OF BENIN. THE AMBASSADORS OF GAMBIA, NIGER AND SIERRA LEONE, WERE ALSO PRESENT



STEPHEN BROADBENT, RECONCILIATION STATUE SCULPTOR, LIVERPOOL DELEGATION



REV. DELORES MCQUINN, VICE PRESIDENT OF RICHMOND CITY COUNCIL & CHAIR OF THE SLAVE TRAIL COMMISSION

Building Trust in America, continued from cover page...

Dayton Dialogue on Race Relations program that started in 1998 with the guidance and support of IofC's **Hope in the Cities** initiative. Underway for nearly ten years, DRR has engaged more than 3,000 citizens in conversation across traditional divides in what is said to be the third most



MIKE ALEXANDER, BOAZ AND RUTH, RICHMOND, VA; MARC LEVY, PRESIDENT OF UNITED WAY DAYTON; & U.S. DIST. JUDGE WALTER RICE.

segregated city in the nation. And yet these positive steps forward have been against the backdrop of the region's transition from an industry employment base to one that is seeking to be service based. With the resulting loss of jobs, a residential exodus and an increasing influx of immigrants, the relational health of the city has become overtaxed, literally.

A May 2007 education levy to raise \$15.17 million for the Dayton Public Schools failed dramatically and the demographic map of votes cast for and against the levy is divid-

FORUM BANQUET

Dr. Leon Boothe, the President Emeritus of Northern Kentucky University and senior advisor to the National Underground Railroad Freedom Center in Cincinnati, gave the keynote address to those gathered. He said that as a young man he had pledged to devote his life to solving bigotry and hatred. He had served on the faculty of the University of Mississippi during the tumultuous Civil Rights era. He decried the "dumbing down" of America, the lack of focused moral standards and the culture of victimization. He called for "out of the box" thinking, accountability, and a "coalition of kindred spirits" to meet the challenges facing America.



DON COWLES, RICHMOND & PHILIP GEE, DAYTON

ed by the Miami River, West Dayton to East Dayton, black to white. "To get the levy passed, the government needed to educate the community and engage them in conversation," said Lemmie. As a result of the defeat, there will be a significant cut in teaching staff, a shortening of the school day and the elimination of some programs.

"There is not the overt racism that existed of 40-50 years ago," said U.S. District Judge Walter Rice. "It's a lack of understanding, of perceptions, of tolerance and a lack of complete trust in one another. As important as the brick and mortar projects are, they contribute very little to the well-being of the city," Rice continued. "There is a cloud on this city - that is our increasing inability to talk and relate with one another across a worsening racial divide. That is real in this community and perhaps in yours as well."



COMMISSIONER DEAN LOVELACE, ROB CORCORAN & COUNCILMAN CECIL THOMAS

Forum participants came from nearby Dayton and Cincinnati as well as New York City, Boston, Washington, DC, Bridgeton, New Jersey, Richmond, Virginia, and even Portland, Oregon. All agreed that community-wide change anywhere is only as strong as the depth to which the individuals working on the front lines have worked to build their own relationships of trust with others. Councilman Cecil Thomas of Cincinnati said, "We must examine the connection between personal issues and society. Before we can move past any 'ism' we must first admit we have this issue in us."

"To engage others in that process, we have to share our own stories, to draw on them as initiatives to community change," suggested David Camp, a consultant on racial dialogue, who led a workshop on how to tell stories to foster change. "And if we are working to effect change, then we have to approach that on a number of different levels."

Those levels, or issues, were addressed through focus groups entitled Different Faiths Finding Common Ground; Business Leaders and Grassroots Leaders-Partners in Building Community; Public Private Part-



CLEMENTINE LUE CLARK, BOSTON, MA

nerships – Building Shared Visions for Community; and Education for the 21st Century-Creating Healthy Integrated Public Schools.

The forum also allowed time for personal reflection. "For me, trust is about letting go of myself, walking in the door and letting go of what I assume to be true," shared a participant from Cincinnati. "It's about being comfortable sitting in the middle and realizing that people who have different ideas than my own can come and sit in the middle too."

It is from this point of common ground and humility that trust can be built, and built upon, in America. For further information on the forum visit www.us.iofc.org to read the daily forum reports.



MATTHEW FREEMAN, RICHMOND, VA, & AMY JONES, DAYTON, OH; FORUM COORDINATORS. BOTH ARE CCFP GRADUATES.

YOUR IOFC FAMILY NEWS

WELCOME SHARI OSBORN AS IOFC'S DEVELOPMENT DIRECTOR

financial support to this organization. I look forward to meeting and hearing from each of you!

UNDERGROUND RAILROAD FREEDOM CENTER VISIT

Following the Dayton forum, several of the participants visited the Underground Railroad Freedom Center in Cincinnati, where they met with John Pepper, Co-Chair of the Center's board and former Chairman and President of Procter and Gamble.



As a pastor's child, I have moved to various places over my lifetime. Although I was born in Honduras, I am a Costa Rican by nationality and lived in Costa Rica till 1998, when my father took a pastoring position in the United States. After completing my undergraduate degree at Columbia Union College in Maryland, I followed in my mother's footsteps and married a pastor. Two weeks after our wedding we moved to Michigan to pursue graduate degrees. In January of this year we moved to Richmond, Virginia, where my husband is pastoring.



In April, I accepted the position of Development Director for IOFC. The mission of this organization touches my heart because it has been my personal mission from the time I was a teenager. It gives me great hope to see what is happening in our world because of your dedicated work, prayers, and

IOFC IS ON THE MOVE!

This summer in Richmond, VA, IOFC USA will move to new offices that will house our national operations and most of our administration. We are very pleased with the space and the location within easy reach of downtown. After 27 wonderful years we will say goodbye to 1103 Sunset Avenue. The new office address as of August 15 will be 2201 West Broad Street, Suite 200, Richmond, VA 23220. The entire Richmond team invites you to enjoy our expanded hospitality beginning this fall. The Washington, DC, office and the McLean Center will remain important centers for gathering.



THE 2007 TRUSTBUILDER AWARD RECIPIENTS

At the 2005 National Forum in Allentown, PA, IOFC recognized two individuals whose lives exemplified the values and heart of this work. This year the Trustbuilder Awards were presented to three individuals at the National Forum in Dayton, OH. Initiatives of Change honors:

MRS. AUDREY BROWN BURTON

Audrey Brown Burton for her pioneering work of racial reconciliation and visionary leadership in Richmond, and for her faithful obedience to her call as a Christian and as a full time worker with Initiatives of Change. Her example of risk-taking in reaching out to people of different backgrounds has inspired countless others. A passionate advocate of social justice, she exchanged antagonism for an inclusive approach to community building. Together with her husband, Collie, she created a heart for the city in her home.



MR. ROBERT E. WEBB

Robert E. Webb for a life of reaching across divides of race, religion, ethnicity and age to build trust and understanding and seeking to follow God's leading in all areas of his life. After encountering Initiatives of Change as a young journalist from Mississippi, he sought to bring a new spirit to this nation through the articles and editorials he wrote in his long career with several papers, including the Cincinnati Enquirer.



COMMISSIONER DEAN A. LOVELACE

Commissioner Dean A. Lovelace for the leadership shown to the citizens of Dayton, Ohio, and Montgomery County. As the longest serving seated Commissioner, not only has he brought tremendous commitment and dedication to his role, but he has remained true to his mission of being 'responsive', introducing a number of key initiatives to reduce poverty, promote economic and neighborhood development and address racial intolerance.



THANK YOU FOR BEING AN INSPIRATION TO US ALL!

BE A PART OF
THE CHANGE!

We invite you to
join the IofC family
through your
prayers, financial
gifts and
participation as we
all work towards
building bridges of
trust in our world.



TOM WAHLRAB AND ROBERT "YOGI" HAMILTON SHARE THEIR STORIES AT THE NATIONAL FORUM IN DAYTON



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**IN THIS EDITION
OF BREAKTHROUGHS :**

*IOFC FORUM IN
DAYTON, OHIO*

*GANDHI VISITS
WASHINGTON, D.C.*

*RECONCILIATION
TRIANGLE*