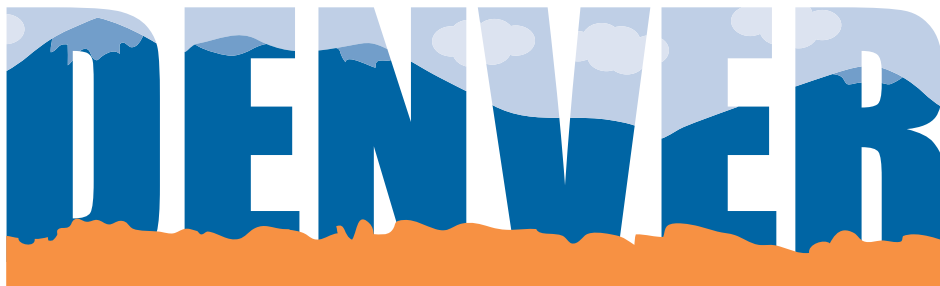




Ideas & Tools for Community Change
(Formerly the Study Circles Resource Center)

“MAKING EVERY
VOICEMATTER”



EVERYDAY DEMOCRACY'S
NATIONAL CONFERENCE

JUNE
12-14
2008

CONFERENCE PROGRAM

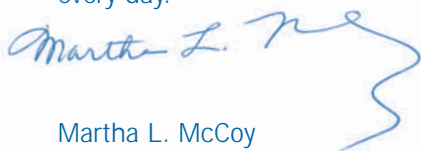


On behalf of our board, staff and associates, welcome to the first national conference we have convened as Everyday Democracy! We are very pleased that you are here.

Over the next two days, you will have the chance to take your work to a new level. As you network with each other, take part in breakout sessions and plenaries, and celebrate and eat together, you will explore what it takes to make every voice matter.

We continually strive to learn from what you are doing to put people at the center of community change. Whether you are building racial equity, improving education, reducing poverty, or tackling other critical issues, this conference is a national space for you to share and learn with each other. Together, we will find ways to create a stronger, more inclusive democracy.

Take the time to enjoy the diversity of people and experiences and talents that are here. Our ultimate goal is to give you opportunities to reinvigorate your work to create communities that work for everybody, every day.



Martha L. McCoy
Executive Director, Everyday Democracy
(formerly the Study Circles Resource Center)



On behalf of the City and County of Denver, it is a great honor to welcome Everyday Democracy's National Conference to the Mile High City.

We appreciate the work you all are doing to create "everyday democracy." Including diverse voices in public decisionmaking is essential to the health of a community. To ensure that Denver remains a great city, we've worked to increase civic engagement and participation throughout the city and Denver metro area. The results are powerful: people are collaborating and innovating together for the good of their city.

We invite you to explore the Mile High City and the excitement it offers. You will find no shortage of cultural and recreational options with three new downtown sports stadiums for eight professional sports teams and a variety of attractions, including the IO-theatre Denver Performing Arts Complex and myriad shops, restaurants, parks and outdoor recreation opportunities.

From the 16th Street Mall pedestrian promenade to one of the largest urban park systems in the nation to the Denver Art Museum's amazing new expansion designed by world-renowned architect Daniel Libeskind, your options are endless. Whether you choose to discover historic Lower Downtown or explore our mountain parks, we're happy that you've chosen to spend some time with us.

At an elevation of 5,280 feet above sea level, Denver is truly a mile high...and climbing. Have a wonderful conference and enjoy your stay!

Sincerely,



John W. Hickenlooper
Mayor, Denver, Colorado



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SCHEDULE AT A GLANCE

THIS SCHEDULE IS SUBJECT TO CHANGE WITHOUT NOTICE

Thursday, June 12

TIME	EVENT	ROOM	DETAILS
4:30-7:00 p.m.	Registration	Ballroom Prefunction Banquet Level	
5:00-7:00 p.m.	Networking Time (light hors d'oeuvres and cash bar)	Ballroom Prefunction Banquet Level	

Friday, June 13

7:00 a.m.	Registration	Ballroom Prefunction Banquet Level	
7:30-8:30 a.m.	Buffet Breakfast	Colorado Ballroom Banquet Level	
8:45-10:15 a.m.	Opening Plenary: "Making Democracy Real, Day-to-Day"	Colorado Ballroom Banquet Level	p. 8
10:15-10:45 a.m.	Break		
10:45 a.m.-12:15 p.m.	Workshops		
	Dismantling Racism: An Essential Element in Creating Community Change	Breckenridge Atrium Level	p. 10
	Laying a Strong Foundation for Working in Multicultural Settings	Vail Atrium Level	p. 10
	Making Progress on Democracy and on Race: A Two-Way Street	Snowmass Atrium Level	p. 10
	Orientation: Organizing Dialogue for Change	Winter Park Atrium Level	p. 11
	Taking the Lead: Young People Organizing Dialogue for Action	Steamboat Atrium Level	p. 11
	Why Addressing Racism is Key to Making Progress on Other Issues	Durango Atrium Level	p. 11
	<i>Mirrors of Privilege: Making Whiteness Visible</i> , a 50-minute documentary + discussion	Longs Peak 3rd Floor	p. 5
12:15-1:45 p.m.	Buffet Lunch with Program	Colorado Ballroom Banquet Level	
1:45-3:00 p.m.	Plenary: "What Does it Mean to Make Every Voice Matter?"	Colorado Ballroom Banquet Level	
3:00-3:30 p.m.	Break		
3:30-5:00 p.m.	Workshops		
	Big Steps Toward Reducing Poverty in Small Communities	Breckenridge Atrium Level	p. 12
	Bringing Action Ideas to Life: Action Planning, from Day One	Durango Atrium Level	p. 12
	Nobody Told Me There Would Be Conflict When I Got Involved in Dialogue for Change!	Steamboat Atrium Level	p. 12
	Making the Web Work for You	Winter Park Atrium Level	p. 13


Friday, June 13 (CONTINUED)

TIME	EVENT	ROOM	DETAILS
3:30-5:00 p.m.	Workshops (continued)		
	Tackling Tough School Issues: Schools + Community Engagement = Good Decisions	Vail Atrium Level	p. 13
	<i>Mirrors of Privilege: Making Whiteness Visible</i> , a 50-minute documentary + discussion (Repeat)	Longs Peak 3rd Floor	p. 5
5:15-8:30 p.m.	Civic Fair and Reception	Colorado Ballroom Banquet Level	p. 9

Saturday, June 14

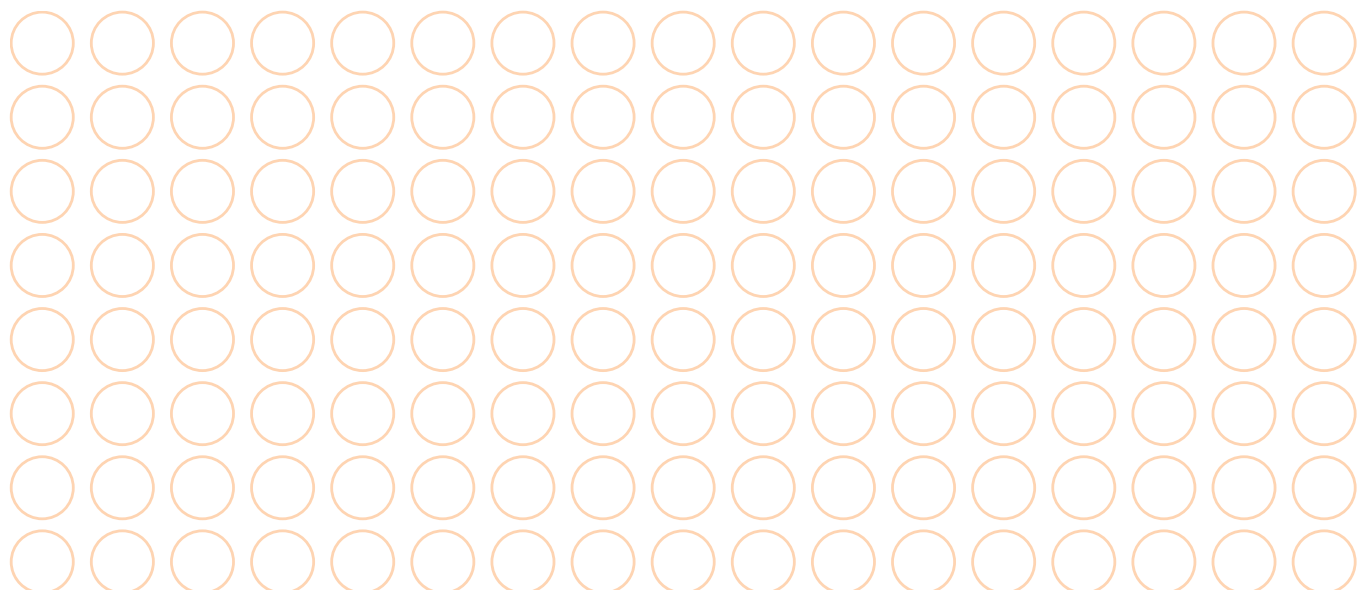
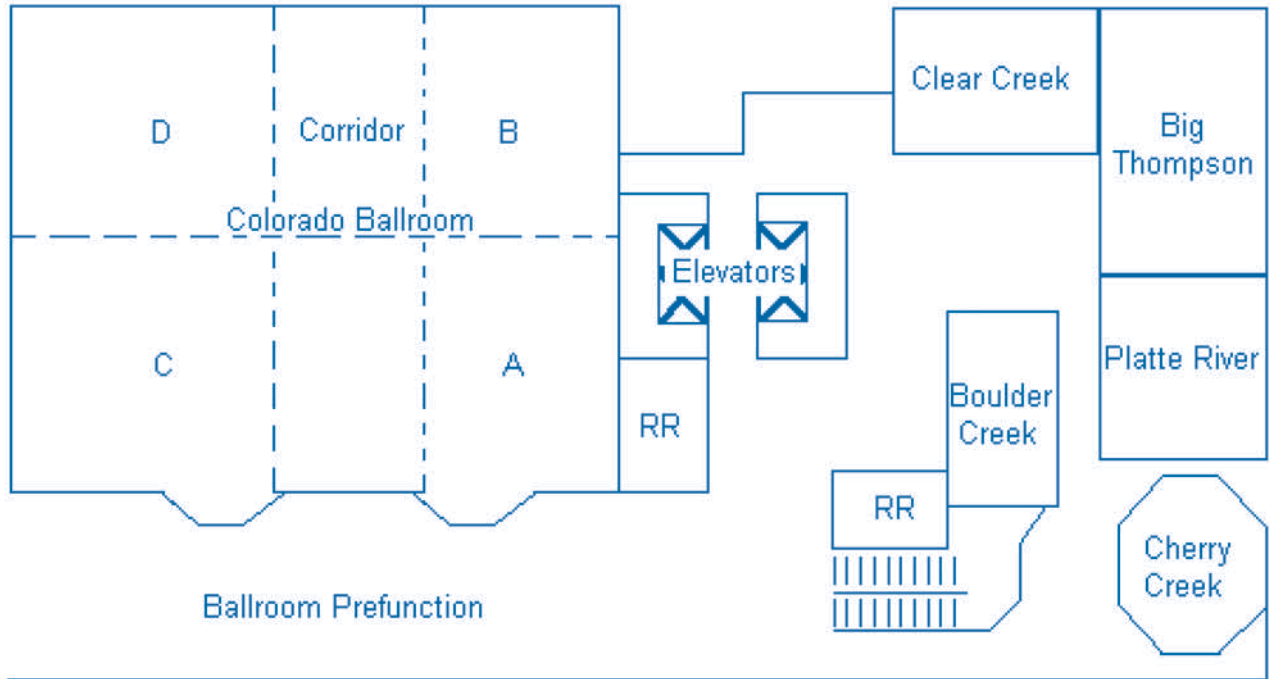
7:00 a.m.	Registration	Ballroom Prefunction Banquet Level	
7:45-8:45 a.m.	Buffet Breakfast	Colorado Ballroom Banquet Level	
9:00-10:30 a.m.	Workshops		
	Dismantling Racism: An Essential Element in Creating Community Change (Repeat)	Breckenridge Atrium Level	p. 14
	Evaluation for Learning and Change	Durango Atrium Level	p. 14
	Getting Real about Results: Using Communication to Help the Public Know What to Expect	Vail Atrium Level	p. 14
	Orientation: Organizing Dialogue for Change (Repeat)	Winter Park Atrium Level	p. 15
	Making the Most of Your Community's Resources, from the Inside Out!	Steamboat Atrium Level	p. 15
	<i>Mirrors of Privilege: Making Whiteness Visible</i> , a 50-minute documentary + discussion (Repeat)	Longs Peak 3rd Floor	p. 5
10:30-11:00 a.m.	Break		
11:00 a.m.-12:00 p.m.	Plenary: Where do we go from here?	Colorado Ballroom Banquet Level	
12:00-1:00 p.m.	Closing and Buffet Lunch	Colorado Ballroom Banquet Level	

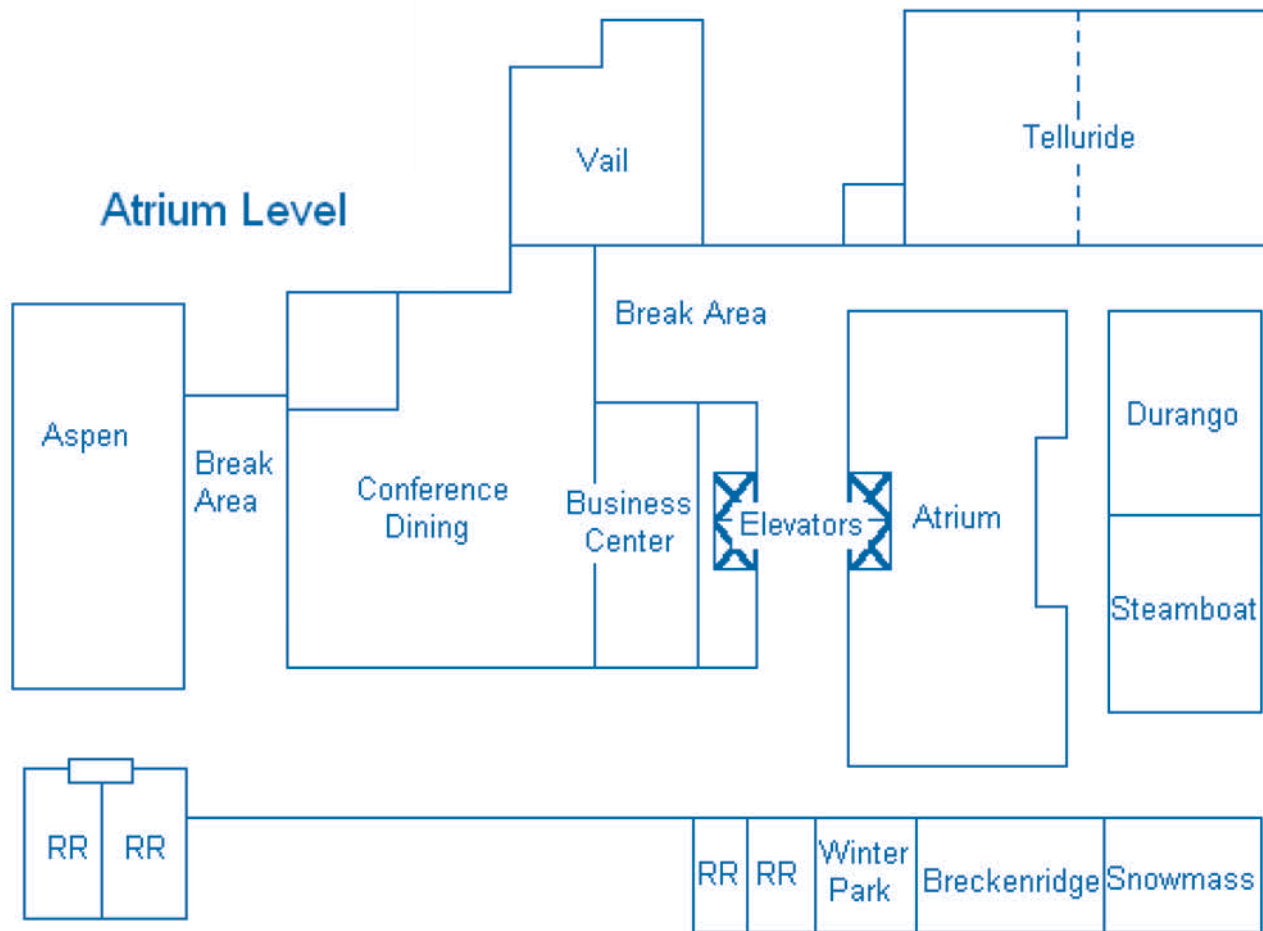
During the plenary, join a small-group discussion to explore what the theme of the conference means to each of us.

 We're offering three viewings of *Mirrors of Privilege: Making Whiteness Visible*, a 50-minute film documenting the experiences of white women and men who worked to gain insight into what it means to challenge notions of racism and white supremacy in the United States. Afterwards, viewers are invited to take part in a facilitated discussion.
ROOM: LONGS PEAK

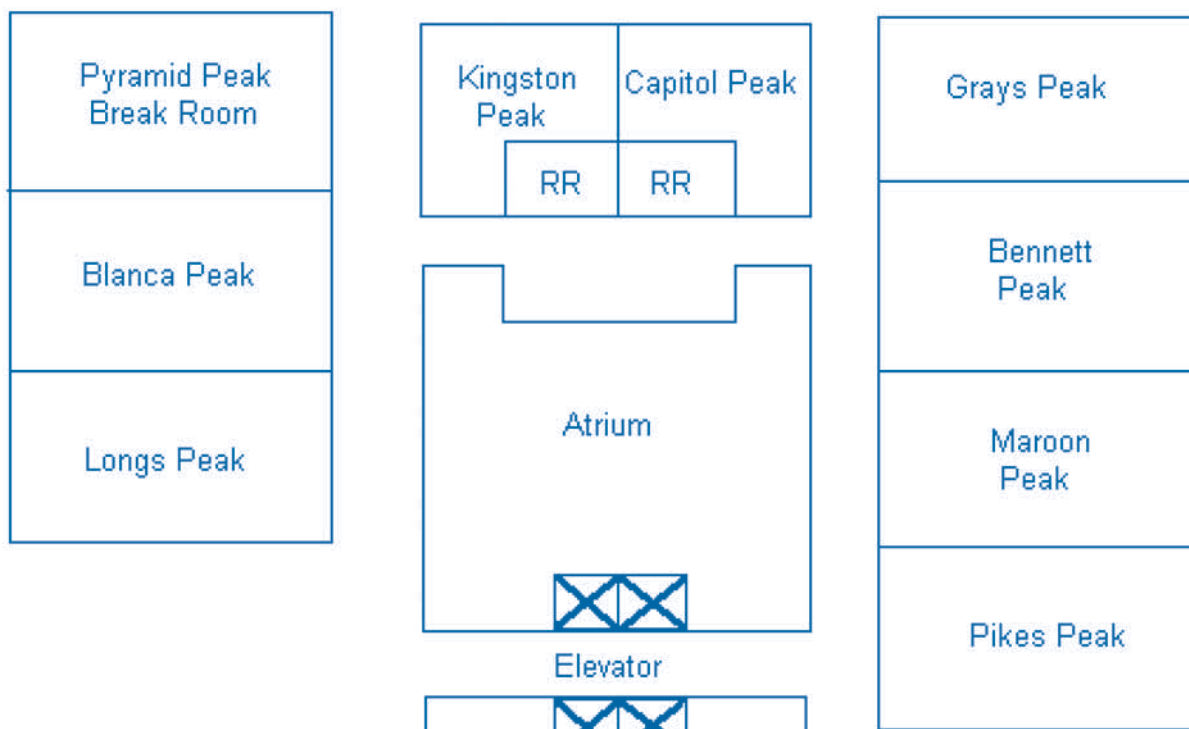
Everyone meets in small-group discussions to reflect on the action(s) the conference has inspired us to take when we go home.

FLOOR PLAN





3rd Floor



OPENING PLENARY: "MAKING DEMOCRACY REAL, DAY-TO-DAY"

How does your community work relate to national efforts to address problems of poverty, racism and education? Join us for a lively discussion among nationally recognized experts on these issues.

PANELISTS:



Archon Fung is professor of public policy at the Harvard Kennedy School. His research examines the impacts of civic participation, public deliberation, and transparency upon public and private governance. His recent books include *Full Disclosure: The Perils and Promise of Transparency* and *Empowered*

Participation: Reinventing Urban Democracy.

Fung's current projects examine democratic reform initiatives in electoral reform, urban planning, public services, ecosystem management, and transnational governance. He has authored five books, three edited collections, and over fifty articles appearing in a number of journals.



Martha L. McCoy is executive director of Everyday Democracy, a project of The Paul J. Aicher Foundation. Under her direction, Everyday Democracy has become a respected national organization, specializing in helping communities find ways for all kinds of people to think, talk, and work together to

solve public problems.

In 2004, McCoy was named president of The Paul J. Aicher Foundation, formerly known as the Topsfield Foundation. She serves on numerous steering committees and boards, in the fields of racial equity, deliberative dialogue, and democracy.

Her articles about community problem solving have appeared in the *National Civic Review*, *Principal Leadership*, *Public Art Review*, and *Dispute Resolution Magazine*, and she has contributed to a number of books on deliberative democracy and new approaches to governance.



Pedro Antonio Noguera, Ph.D. is professor in the Steinhardt School of Education at New York University, the executive director of the Metropolitan Center for Urban Education, and the co-director of the Institute for the Study of Globalization and Education in Metropolitan Settings.

Noguera focuses on the ways schools are influenced by social and economic conditions in the urban environment. He has published over one hundred and fifty articles, monographs and reports on topics such as urban school reform, conditions that promote student achievement, youth violence, and race and ethnic relations in America. Many of Noguera's articles are available at www.inmotionmagazine.com.



Makani Themba-Nixon is executive director of The Praxis Project, a nonprofit organization, based in Washington, D.C., and dedicated to building power and democracy at the local level through community-led media and policy advocacy.

Themba-Nixon served as a staffer in the California Legislature, media director for the Southern Christian Leadership Conference/Los Angeles, and worked five years for the Marin Institute, including three years as director of its Center for Media and Policy Analysis.

She has published numerous articles on race, media, policy advocacy, and public health. She is co-author (with Hunter Cutting) of *Talking the Walk: Communications Guide for Racial Justice*, and author of *Making Policy, Making Change*.

MODERATOR:



Gloria Rubio-Cortes is the president of the National Civic League (NCL), an organization that works to strengthen democracy by increasing the capacity of our nation's people to fully participate in and build healthy and prosperous communities across America.

For nearly thirty years, Rubio-Cortes has worked to promote good government, civil rights, community building, civic engagement, and social justice issues. Prior to becoming president of NCL, she served as the organization's vice president and chief operating officer, and co-authored *The Civic Index: Measuring Your Community's Civic Health*, 2nd ed. Rubio-Cortes also worked for the Community Technology Foundation of California and the Levi Strauss Foundation.

HEAR YE! HEAR YE!

COME ONE, COME ALL to:

The CIVIC Fair

Friday, June 13
from 5:15–8:30 p.m.
in the Colorado Ballroom



MEXICO MIXTO



CHINESE PIPA MUSIC



TAIKO DRUMMING

Mingle with us at The Civic Fair and enjoy Taiko drumming, urban hip-hop dance, Mexican folkloric dance, Chinese pipa music and Native American magic and traditional storytelling.

Tantalize your taste buds with fine ethnic food and drink.

Wander through our displays and learn how to weave technology into your dialogue-to-change efforts. You'll find lots of new ideas to add to your community-organizing toolbox.

- > Watch or take part in demonstrations of:
 - > Democracy Helpline
 - > Starting a Community Blog
 - > Everyday Democracy's new online tool, the Issue Guide Exchange
- > Spend time with authors and budding playwrights—and get their autographs! You'll find an excellent selection of deliberative democracy and community-change books for sale.
- > Visit exhibit booths to find out what's happening in individual community programs and national community-change organizations.

FRIDAY WORKSHOPS

10:45 AM–12:15 PM

DISMANTLING RACISM: AN ESSENTIAL ELEMENT IN CREATING COMMUNITY CHANGE

Understanding structural racism will help you in every phase of organizing inclusive, dialogue-to-action programs. In this workshop, you will engage in interactive exercises that inform you of the ways that racism is embedded in our communities, and you'll learn how to address these challenges. You will leave with an understanding of structural racism, and you will have some tools to dismantle its effects where you live and work.

PRESENTERS

John Fenner, Senior Associate, Everyday Democracy

Gwen Whiting, Senior Associate, Everyday Democracy

Room: Breckenridge

LAYING A STRONG FOUNDATION FOR WORKING IN MULTICULTURAL SETTINGS

Preparing dominant and non-dominant cultural groups to work together is like designing a building sturdy enough to withstand an earthquake. A strong foundation is essential. In this interactive workshop, we'll review the steps of Dr. Marcella La Fever's 'Seismic Design Model for Co-Culture Communication in Community Development', and we'll consider ways to build elements of this model into Everyday Democracy's organizing advice. We will also look at the challenges and rewards of planning multicultural immigration dialogues and a bilingual action forum. Join us to explore solutions for organizing and facilitating dialogue in multicultural settings.

PRESENTERS

Barbara Hauge, Executive Director, Center for Resolution, Jackson, Wyo.

Gloria Francesca Mengual, Program Director, Everyday Democracy

Gina Valencia, Participant, Jackson, Wyo.

Barbara Yasui, Senior Associate, Everyday Democracy

Room: Vail

MAKING PROGRESS ON DEMOCRACY AND ON RACE: A TWO-WAY STREET

In this workshop, you will hear from three leading thinkers who are examining various aspects of the intersection of race with democracy. To make democracy work for everyone, it is critical to address racism head-on. But we cannot make progress on addressing racism unless we strengthen and deepen democracy. These presenters will talk about what can be done on both sides of the street. They will ground their insights in examples from community dialogue, community action, media, and government. There will be ample time for questions and discussion.

PRESENTERS

Archon Fung, Professor of Public Policy, John F. Kennedy School of Government, Harvard University

Martha L. McCoy, Executive Director, Everyday Democracy

Makani Themba-Nixon, Executive Director, The Praxis Project/PATH, Washington, D.C.

Room: Snowmass

ORIENTATION: ORGANIZING DIALOGUE FOR CHANGE

This workshop will introduce you to the principles and practices of Everyday Democracy. Learn how connecting community organizing, small-group dialogue, and action can lead to measurable community change. Take part in a brief dialogue. Hear stories about how communities have used this approach to tackle a range of public issues. And find out how Everyday Democracy can work with you and your community. Join us for this introduction and overview.

PRESENTERS

William Lewis, Senior Associate, Everyday Democracy

Mayor James Miron, Stratford, Conn.

Nancy Thomas, Senior Associate, Everyday Democracy

Room: Winter Park

TAKING THE LEAD: YOUNG PEOPLE ORGANIZING DIALOGUE FOR ACTION

Let young people inspire you with their stories and show you different ways to bring about change in schools, on campuses, and in communities. Learn how students in Waterford, Wis., brought a proposal to their school board to create a multicultural curriculum, and how student government associations in Montgomery County, Md., organize dialogues to address racial and ethnic barriers at their schools. Discover how the Sustained Dialogue Campus Network works to engage students in changing the dynamics of their campus climate. Join in a lively exchange of ideas and strategies young people can use to make their schools and communities a better place.

PRESENTERS

Joe Altal, Class of 2008, Waterford Union High School, Waterford, Wis.

Omari James, Class of 2008, Sherwood High School, Silver Spring, Md.

Amina Makhdoom, Facilitator and Community Mediator, Montgomery County, Md.

Tessa Garcia McEwen, former Program Director of the Sustained Dialogue Campus Network in Washington, D.C., and founder of Sustained Dialogue at the University of Notre Dame

Room: Steamboat

WHY ADDRESSING RACISM IS KEY TO MAKING PROGRESS ON OTHER ISSUES

Doing community building through the lens of “structural racism” can help you make progress in a new way (even if your community isn’t very diverse). Often, community problem solvers fall short of their goals because they fail to take into account the racial dimensions of the issues they’re working on. In this workshop, we will highlight effective practices that demonstrate how addressing racism can strengthen your efforts to help your community make progress on a wide range of issues. We will tell real-life stories of communities making progress, and give you some tools you can use where you live.

PRESENTERS

Beth Broadway, Director, Community Wide Dialogue to End Racism, Interfaith Works of Central New York

Keith Lawrence, Project Coordinator, Structural Racism & Community Revitalization, Aspen Institute Roundtable on Community Change, New York, N.Y.

Maggie Potapchuk, MP Associates, Baltimore, Md.

Room: Durango

FRIDAY WORKSHOPS (CONTINUED)

3:30–5:00 PM

BIG STEPS TOWARD REDUCING POVERTY IN SMALL COMMUNITIES

Every community, however rural, isolated, or poor, has resources. When people have the right tools, they can put those resources to work. Ten thousand people in over 150 communities across seven states and 14 Native reservations are promoting community development and reducing poverty. How? They're combining large-scale deliberative dialogue, leadership development, visioning, and coaching to help each community implement action plans. Presenters will focus on the role of civic engagement in community development. We'll also look at the challenges and opportunities facing American Indian reservation communities as they work to build economic success that is interwoven with their cultural values and traditions.

PRESENTERS

Jon Abercrombie, Senior Associate, Everyday Democracy

Cornelia Butler Flora, Director, North Central Regional Center for Rural Development, Ames, Iowa

Al Nygard, President & CEO, ANC-Management Consulting and Training, Bismarck, N.Dak.; Project Director, Sitting Bull College Horizons Project, North Dakota

Room: Breckenridge

BRINGING ACTION IDEAS TO LIFE: ACTION PLANNING, FROM DAY ONE

How can you increase the likelihood that ideas for action will be implemented? Start planning for action, on Day One! Join us to learn about strategies, tested and proven by leaders in the field. Hear how one community has taken an idea and converted it into a manageable project that is becoming a reality. Share *your* challenges and successes with action planning and implementation. And take part in small-group discussions to explore ways to clarify goals, decide what success would look like, develop strategies for overcoming obstacles, identify allies, and decide on individual steps that can help your group achieve its goal.

PRESENTERS

John Fenner, Senior Associate, Everyday Democracy

Gloria Francesca Mengual, Program Director, Everyday Democracy

Bernard Standard, Executive Director, Hopkinsville Human Relations Commission, Hopkinsville, Ky.

Room: Durango

NOBODY TOLD ME THERE WOULD BE CONFLICT WHEN I GOT INVOLVED IN DIALOGUE FOR CHANGE!

Have you ever thought of conflict as an asset? It can be, if the energy it generates can be focused on positive change. In this workshop, we will explore ways to use conflict creatively in public life. We'll look at examples of conflict that have occurred throughout the process of organizing and taking part in large-scale, public dialogue programs, and we'll ask participants to share their own experiences with handling conflict. Participants will learn about different conflict management styles and assess their own personal approaches to managing conflict productively. Finally, we'll review basic conflict resolution skills, including an interactive problem-solving process that we'll apply to several real-life situations selected by workshop participants.

PRESENTERS

Charlie Pillsbury, Director, Community Mediation, Inc., New Haven, Conn.

Gwen Whiting, Senior Associate, Everyday Democracy

Room: Steamboat

MAKING THE WEB WORK FOR YOU

Would you like to know how to use tools like YouTube, MySpace, Facebook, and blogs to showcase and expand your community's dialogue-to-change programs? Web tools can help you attract participants, engage young activists, record your progress, network with other organizers, and have fun. In this workshop, we'll show you ways that community organizers like you are using the Internet. And you'll learn how to hook up with Everyday Democracy's own blog, wiki, and more. (Later, at the civic fair, you can get help setting up a blog for your program.)

PRESENTERS

Julie Fanselow, Online Organizer, Everyday Democracy

Anita Raddatz, Utah State University Assistant Extension Professor, FCS/4-H Agent, Sanpete County, Utah

Room: Winter Park

TACKLING TOUGH SCHOOL ISSUES:

SCHOOLS + COMMUNITY ENGAGEMENT = GOOD DECISIONS

How can your community turn a "critical moment" into an opportunity to create positive change in your schools? In this workshop, you'll hear stories from three very different communities where dialogue-to-action programs have led to solutions on tough issues facing their schools. Join us to hear how residents of Portsmouth, N.H., resolved a decade-long standoff over redistricting; discover how schools in Columbus, Ohio, have involved students in dialogue to ease racial tensions; and learn how public schools in Montgomery County, Md., are working to address racial and ethnic barriers in one of the most diverse school districts in the country.

PRESENTERS

Fran Frazier, Senior Associate, Everyday Democracy

John Landesman, Director, Montgomery County Public Schools Study Circles, Md.; Senior Associate, Everyday Democracy

Jim Noucas, Co-Chair, Portsmouth Listens, Portsmouth, N.H.

Room: Vail

DO YOU HAVE A BLOG? OF COURSE YOU DO ...



It's called DemocracySpace.org and it's the only blog in the world dedicated to the work that you (and community leaders like you) are doing with Everyday Democracy.

DemocracySpace.org **welcomes news from all communities** that are doing dialogue-to-change programs (a.k.a. study circles). We want to hear your success stories, your lessons learned, reports from your action forum, and news from your action teams. Email your stories and photos to blog editor Julie Fanselow at jfanselow@everyday-democracy.org.

You can also look to DemocracySpace.org for interesting, fast-reading posts on timely news topics, grants, conference opportunities, books worth reading, live "water cooler" discussions, technology tips, and much more. You can even have DemocracySpace.org's daily posts delivered right to your e-mailbox. Use the "subscribe" link at DemocracySpace.org.

DemocracySpace.org—the blog from Everyday Democracy. Be sure to log on and see photos and stories from THIS meeting at **DemocracySpace.org!**

SATURDAY WORKSHOPS

9:00–10:30 AM

DISMANTLING RACISM: AN ESSENTIAL ELEMENT IN CREATING COMMUNITY CHANGE [REPEAT]

Understanding structural racism will help you in every phase of organizing inclusive, dialogue-to-action programs. In this workshop, you will engage in interactive exercises that inform you of the ways that racism is embedded in our communities, and you'll learn how to address these challenges. You will leave with an understanding of structural racism, and you will have some tools to dismantle its effects where you live and work.

PRESENTERS

John Fenner, Senior Associate, Everyday Democracy

Gwen Whiting, Senior Associate, Everyday Democracy

Room: Breckenridge

EVALUATION FOR LEARNING AND CHANGE

We are "evaluating" any time we set goals or collect and analyze information about what we are doing. This workshop will share processes and tools organizers can use to track and reflect on progress, and document successes and challenges. We will explore ways to use information to motivate, engage, and be accountable to various audiences. We'll practice storytelling, data analysis, framing, and meaning-making as part of evaluation. We will also look at evaluation and moving dialogue to action through various lenses—privilege, and structural, institutional, and cultural racism.

PRESENTERS

Linda K. Bowen, Executive Director, Institute for Community Peace, Washington, D.C.

Sally Leiderman, President, Center for Assessment and Policy Development, Conshohocken, Pa.

Room: Durango

GETTING REAL ABOUT RESULTS: USING COMMUNICATION TO HELP THE PUBLIC KNOW WHAT TO EXPECT

So, you've gotten people through the door. Dozens, or even hundreds, of people are signed up for small-group conversations. What do they expect will happen as the result of their talk? That will depend on how well you've communicated from the beginning. Your job is to set the context, promote the program, tell the stories, and help people understand what kind of change is possible. That's a tall order! In this workshop, learn strategies for setting realistic expectations and supporting the change people want to see. You'll leave with a three-step plan for creating and delivering communication that is targeted to support your strategies.

PRESENTERS

Matt Leighninger, Executive Director, Deliberative Democracy Consortium; Senior Associate, Everyday Democracy

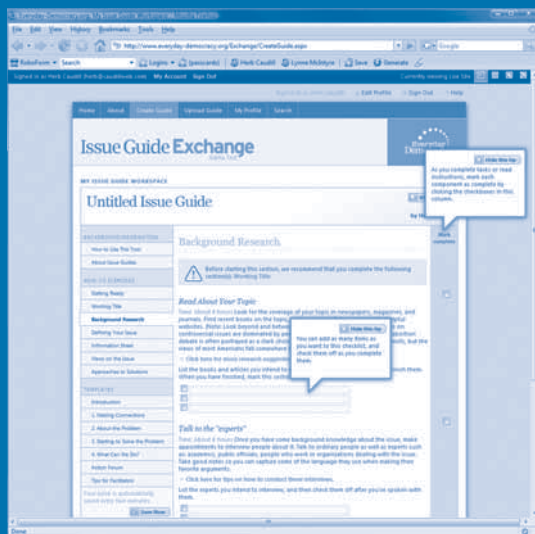
Amy Malick, Communication Director, Everyday Democracy

JoAnn Martin, Director, Department of Communications and Marketing, City of Lynchburg, Va.

Room: Vail

DO YOU NEED HELP CREATING AN ISSUE GUIDE FOR YOUR DIALOGUE-TO-CHANGE EFFORT?

Check out our new Issue Guide Exchange at www.everyday-democracy.org!



The [Issue Guide Exchange](#) is a free, online resource for anyone who wants to share, create, and talk about discussion materials.

The Issue Guide Exchange includes:

An [exchange](#) where you can ...

- > upload your own discussion guides.
- > search for and review other guides.
- > download and adapt existing guides.

A [forum](#) where you can ...

- > discuss guides.
- > exchange ideas and information about challenges and solutions.

A [step-by-step guide](#), including ...

- > how-to exercises.
- > templates for different parts of a discussion guide.
- > a place to create and save your work, on-line, as you go.

ORIENTATION: ORGANIZING DIALOGUE FOR CHANGE [REPEAT]

This workshop will introduce you to the principles and practices of Everyday Democracy. Learn how connecting community organizing, small-group dialogue, and action can lead to measurable community change. Take part in a brief dialogue. Hear stories about how communities have used this approach to tackle a range of public issues. And find out how Everyday Democracy can work with you and your community. Join us for this introduction and overview.

PRESENTERS

Jon Abercrombie, Senior Associate, Everyday Democracy

Fran Frazier, Senior Associate, Everyday Democracy

Mayor James Miron, Stratford, Conn.

Room: Winter Park

MAKING THE MOST OF YOUR COMMUNITY'S RESOURCES, FROM THE INSIDE, OUT!

Excitement is high. Your organizing team is primed and ready to help the community tackle an issue of great importance to every resident. Then, it hits you: We need resources to make this happen! This workshop will take you through a step-by-step process for finding the resources you'll need—inside and outside your community—to support a dialogue-for-action project from start to finish. By the end of the workshop, you'll know how to identify the assets in your community, and how to create a plan for making the most of them.

PRESENTERS

Janis Foster, Grassroots Grantmakers, Hallettsville, Tex.

Jereann King Johnson, The Rural School and Community Trust, Warrenton, N.C.

Room: Steamboat

PROFILES OF PRESENTERS — ORGANIZATIONS AND DIALOGUE-TO-CHANGE PROGRAMS

> THE ASPEN INSTITUTE ROUNDTABLE ON COMMUNITY CHANGE

focuses on the problems of distressed communities and seeks solutions to individual, family, and neighborhood poverty. Since its establishment in 1992, the Roundtable has conveyed lessons learned in Comprehensive Community Initiatives (CCIs), and connected the theory and practice of community building with the broader goals of social and economic justice. Most recently, the Roundtable has developed and shared strategies for addressing structural racism, through seminars with practitioners within the community-building field, and in other sectors, such as government, foundations, youth-serving organizations, media outlets, departments of education, human services, universities, and corporations.

www.aspeninstitute.org/

> THE CENTER FOR ASSESSMENT AND POLICY DEVELOPMENT (CAPD)

helps foundations, community collaborations, organizations, governments and public systems craft and carry out thoughtful responses to pressing social issues. The central theme of CAPD's work is positive social change, with the goal of developing capacity to make change.

Founded in 1987, CAPD's work is national in scope and includes research and evaluation, strategic planning, and policy analysis. CAPD's work is characterized by a "theory of change" approach, focus on results and outcomes, as viewed through the lens of racism. Major areas of CAPD's work include: leadership and community building, social justice and anti-racism initiatives, systems change, and children and families.

www.capd.org/

> **GRASSROOTS GRANTMAKERS**, formerly the Neighborhood Small Grants Network, is a membership organization, formed by funders, for funders. Its purpose is to connect and support funders who are engaged in grassroots grantmaking—work that is designed to strengthen resident-controlled associations, and help people who come together because of a shared interest in helping their block, their neighborhood, or their community become a stronger voice for change.

Grassroots Grantmakers also focuses on how funders utilize other tools such as convening, technical assistance, training, and leadership development to support bottom-up community building. The organization is particularly interested in how funders are connecting their grassroots grantmaking to a larger community-building or social change agenda.

www.grassrootsgrantmakers.org/

> HOPKINSVILLE, KENTUCKY*

Large cities aren't the only communities eager to pursue greater racial equity. Hopkinsville, Kentucky, began proactively addressing the issue in the fall of 2007, when more than 80 people in this town of 30,000 took part in an inaugural round of study circles called "Hoptown—Our Town." The Hopkinsville Human Relations Commission led the sessions, with wide support from the city and local businesses.

Hopkinsville is becoming increasingly diverse. One in three residents is African American, and there are growing numbers of Hispanic and Asian American people, too. "Hoptown—Our Town" participants now plan to hold additional study circles and generate action in these four areas: narrow the achievement gap between minority and Caucasian learners; establish and coordinate services and programming for youth, especially low income/ minority youth; improve relations between law enforcement officials and the community; and identify and engage minority leaders in the democratic process to boost the number of minorities serving on boards of directors and in public office.

> INSTITUTE FOR COMMUNITY PEACE

(ICP) is an organization leading a national movement for community peace. ICP promotes a safe, healthy, and peaceful nation by mobilizing community resources and leadership to support strategies that emphasize civic empowerment. ICP partners with communities and facilitates their movement toward community peace and away from inaction over social problems.

www.peacebeyondviolence.org/

> JACKSON, WYOMING

Like many communities across the United States, Jackson's Latino population has grown significantly in recent years. In 2004, the U.S. Census estimated that 1,765 Latinos lived in the Town of Jackson and Teton County. Just three years

later, the number was 3,000; Latinos now make up about 15 percent of the total population. They are a significant part of the workforce in this tourism-oriented town.

Jackson used Everyday Democracy's "Changing Faces, Changing Communities" discussion guide for a series of dialogues in 2007. Several action groups were formed, including one to work on reducing language barriers, and another to gather evidence on the impact of immigrants on the community, including their impact on the local economy. Many participants reported improved communication and relationships among ethnic groups.

> **LYNCHBURG, VIRGINIA***

Of more than 500 communities assisted by Everyday Democracy, Lynchburg has recruited the most people for a single round of dialogue. In February 2008, "Many Voices—One Community," also known as the Community Dialogue on Race and Racism, drew more than 500 participants and more than 100 volunteer facilitators. Lynchburg also held a Youth Dialogue for teens at the local skateboard park.

Initiated by the city, with support from community partners, this project was designed to address rising racial tensions following the 2006 death of Clarence Beard Jr., a black man who died during a struggle with two white police officers. Prior to the action forum, participants had already expressed strong support for working with the police department to diversify its workforce; establishing school-based study circles; creating more opportunities for communication; forming a community commission to coordinate further study circles; and providing resources for action groups.

www.ManyVoicesOneCommunity.com

> **MONTGOMERY COUNTY PUBLIC SCHOOLS, MARYLAND***

With support from the superintendent, on down, Montgomery County Public Schools show what can happen when a community institutionalizes the dialogue-to-action process. With 137,745 students, Montgomery County is the 16th largest school district in the United States, as well as one of its most diverse.

MCPS uses study circles to address racial and ethnic barriers to student achievement and parent involvement. Trained facilitators help parents, teachers, and students from different backgrounds build relationships, explore each other's

cultures, learn about racial and ethnic barriers, and plan action steps to help all students succeed. Since 2003, over 1,300 people have participated in more than 87 study circles. Many circles are bilingual and several have been conducted in Spanish. Outcomes include: more teacher awareness of the impact of race on schools and student achievement; better strategies to engage parents; and a school discipline plan that treats students of color fairly.

www.mcps.k12.md.us/departments/studycircles/

> **MP ASSOCIATES** is dedicated to building the capacity of individuals, organizations, and communities to effectively address racism and better understand privilege issues in order to build a just and inclusive society. They help their partners identify systemic issues, increase individuals' knowledge and skills, and support processes for people to work together across and within racial and ethnic groups.

MP Associates works in partnership with individuals, communities, and organizations to develop and plan programs; provide consultation and assessment services for community initiatives to promote racial equity; build capacity and provide technical assistance; design and facilitate meetings and training workshops; conduct research, literature searches, and identify best practices; develop tools and training manuals; develop curriculum and train-the-trainer programs; and evaluate and assess programs.

www.mpassociates.us/

> **NEW HAVEN, CONNECTICUT ***

Immigration is a red-hot topic, and New Haven is eager to address the issue. Working with a wide array of partners, New Haven-based Community Mediation Inc. is launching a large-scale project to bring people together to discuss immigration, which is at the heart of the debate over racial and ethnic equity in this city of 124,000.

Another recent dialogue-to-change project in New Haven involved a group of ex-offenders who, after meeting for five weeks to discuss re-entry issues, formed a support group and continued meeting weekly, for more than a year. In addition to organizing dialogues, Community Mediation also holds regular facilitator trainings, and recently trained a group of local high school students who wanted to facilitate dialogues on eliminating use of the "n word" in their school and in the community.

www.community-mediation.org

> **NORTH CENTRAL REGIONAL CENTER FOR RURAL DEVELOPMENT**, at Iowa State University, is one of four regional centers coordinating rural development research and education throughout the United States. It is supported by land-grant universities of the North Central region, the U.S. Department of Agriculture, and grants and contracts from private foundations.

The organization's mission is to strengthen the ability of the land-grant system and its partners to help build rural community capacity, create vibrant and sustainable economies, and cultivate inclusive approaches to governance to enhance regional well-being.

www.ncrcrd.iastate.edu

> **PORTSMOUTH, NEW HAMPSHIRE**

Portsmouth is a community where dialogue-to-action programs are deeply ingrained in the way the community handles big issues. Recently, Portsmouth residents wrangled for more than a year over whether to renovate a 75-year-old, downtown middle school or build a new one on a plot of open ground along a tree-lined creek. Portsmouth Listens, a community volunteer group, partnered with the Portsmouth City Council and School Board to help the public talk about the issue and seek community consensus.

A few years earlier, Portsmouth used study circles to provide input for the city's master plan. Those discussions enhanced the city's sustainability ethic. The city is going "green." For example, the city's new public library is the first LEED-certified (Leadership in Energy and Environmental Design) municipal building in New Hampshire. Portsmouth also has pioneered new ways of holding election forums, substituting circle-style dialogues among candidates and voters for the traditional question-and-answer debate format.

www.portsmouthlistens.org

> **SITTING BULL COLLEGE, NORTH DAKOTA**

Sitting Bull College in Fort Yates, North Dakota, works with 18 tribal communities across Minnesota, North Dakota, and South Dakota using the Horizons program to help rural communities move from poverty to prosperity. Horizons—a project of the Northwest Area Foundation, in partnership with Everyday Democracy and the Pew Partnership for Civic Change—has engaged citizens in 163 communities across the Upper Midwest, Great Plains, and Northwest.

Horizons is a multifaceted program. Participants talk about how poverty affects their communities, then build community leadership to help manage change in the community. Participants in Horizons communities affiliated with Sitting Bull develop a clearer understanding of the effects of chronic, intergenerational poverty on families and communities. They also come to understand the importance of partnerships in creating prosperity, and that leadership comes in all forms. Finally, the communities are led through a holistic process to engage Native communities to envision their future and reclaim balance.

www.sittingbull.edu/horizons/

> **STRATFORD, CONNECTICUT***

Stratford is another community that took a racially charged incident—the arrests of a teen-ager and city councilman, both African Americans—and used it to launch action-oriented community dialogues about race and racism. In addition to asking each town department to develop diversity plans and cultural diversity training for all municipal employees, Mayor James R. Miron recognized the importance of bringing citizens together to talk about their differences. The dialogues and action forum attracted 100 residents, from community leaders to everyday citizens.

After the action forum, Stratford created Citizens Addressing Racial Equity, a coalition with three action teams: a Police Community Action Team, to forge respectful relationships between police and community; a Leadership Action Team, to promote diversity in the town's leadership; and the Education Action Team, to increase the pool of qualified minority applicants for teaching and school administrative jobs, provide cultural diversity training for students and faculty, and build multiculturalism into the curriculum.

> **SUSTAINED DIALOGUE CAMPUS**

NETWORK (SDCN) is a project of The International Institute for Sustained Dialogue (IISD). In 1999, students began using a unique process called "Sustained Dialogue" to proactively improve race relations on college campuses. The Sustained Dialogue Campus Network connects students at over a dozen colleges, universities, and high schools across the country. SDCN supports groups of students interested in initiating, moderating, and institutionalizing Sustained Dialogue, an organic five-stage process that addresses strained relationships to improve communities.

www.sd-campusnetwork.org/

> **SYRACUSE, NEW YORK***

In 2007, Syracuse marked a full decade of engaging residents in the Community Wide Dialogue to End Racism; it is continuing to broaden and deepen its work. To date, more than 6,000 people have taken part in one of the longest-running dialogue programs on ending racism in the United States. The CWD is currently launching a new program at a branch library on Syracuse's Near Northside, where ethnic tensions are escalating, especially among African, African American, Middle Eastern, and Southeast Asian middle school children and their families, including many newly arrived refugees.

Other programs led or aided by the Community Wide Dialogue include exchanges between urban and rural schools; a "Corporate Cultures" program to help businesses create and promote diverse workplaces; on-campus dialogues at Syracuse University; and dialogue circles for men and women at a local corrections facility. CWD also sponsors the annual Duck Race to End Racism, a community festival, now in its sixth year. www.interfaithworkscny.org

> **WARREN COUNTY, NORTH CAROLINA**

How can greater student success benefit the entire community? That's the question that people in Warrenton, North Carolina, and nearby counties have been asking for the past two years in dialogue-to-action programs to bridge racial and ethnic divides and to narrow the achievement gap. Beyond trying to "fix the schools," organizers helped citizens focus on a wide range of community issues, including juvenile justice services, family support, and recreation.

Action teams are working on creating stronger community and school connections and overcoming community apathy. The work—coordinated by the Rural School and Community Trust and community partners and funded by a grant from the Kellogg Foundation—aims to help build community-based infrastructures and programs to move vulnerable rural North Carolina youth and families out of poverty and improve their ability to live and thrive in their hometowns.

> **WASHINGTON STATE HORIZONS**

Washington is one of the seven states in the Horizons project (see *Sitting Bull College*, p.18). Technology has been a hallmark of the Washington program; more than 70 volunteers from 23 participating communities have been coached on how to start blogs and use other online tools to record their progress, build community, and have fun.

Blogs in the Evergreen State are being used like interactive community scrapbooks to promote community projects (like Habitat for Humanity, in Springdale), report on local events (such as a generational poverty workshop, in White Salmon), showcase videos and slide shows of local people taking part in Horizons, provide links to important services, and offer a place for people to express visions and goals for their community's future. A directory of the Horizons blogs in the state can be found at <http://horizonspr.blogspot.com/> <http://horizons.wsu.edu/>

> **WATERFORD UNION HIGH SCHOOL, WATERFORD, WISCONSIN**

Waterford is a small-town school, southwest of Milwaukee. Eager to expand their vistas, a student group at the school, supported by an adviser, has worked hard to increase diversity awareness in the student body and community. Through a diversity conference, diversity circles, and an outside workshop, students are learning more about people from other racial and ethnic groups, and they are building a case for more education and interaction. They say it's especially important to talk about diversity in a school where 98 percent of the students are white.

One key, ongoing project at Waterford is the creation of a diversity class. Two students—one white, one Arab-American—wrote a proposal to create a curriculum for a "diversity class," and presented it to an audience including the school principal and district superintendent. They've also spoken with school staff and a local business about the need for more diversity training. The diversity committee hopes to launch the class in the 2009-2010 school year.

* Participants in *Everyday Democracy's Communities Creating Racial Equity* initiative. (Other communities taking part, but not presenting at the meeting, include Burlington, Vermont; Jacksonville, Florida; and Sacramento, California.)



Ideas & Tools for Community Change
(Formerly the Study Circles Resource Center)

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