



We can be human only together

The Tutu Foundation

The Tutu Foundation UK was launched in 2007 to continue the inspiring and transforming reconciliation work of Archbishop Emeritus Desmond Tutu and Mrs Leah Tutu. Our mission is to transform lives and communities by building respect, understanding and connections between people of different backgrounds and generations.

We have 5 staff (4 part-time) and work with a network of fifteen facilitators who have been specially trained to help deliver our programmes in all communities.

The Conversations for Change (C4C) Programme

Over the past two years we have developed Conversations for Change in areas of social tension by equipping participants with skills to address and overcome conflict.

Conversations for Change has so far been delivered in 13 locations across the UK. Delivery in a further 6 locations in the East and West Midlands is underway. By April 2011, over 300 people will have participated in C4C, with thousands benefiting from changed attitudes, reconciliation techniques and bridge-building projects arising from the programme. The Tutu Foundation will deliver C4C in 24 Greater London locations by the end of 2013, with a further 600 people participating and up to 48 community initiatives established.

The key aims of the programme are:

- To develop an understanding of anger and conflict in relation to self and the community and to begin a process of transformation;
- To establish and explore the idea that *we can be human only together* – that we are all interconnected and are incomplete if we do not pay attention to each other's needs and wellbeing;
- To support the participants to develop achievable projects to bring people together and address conflict in their communities.

Conversations for Change draws on techniques used in the reconciliation work of Archbishop Emeritus Desmond Tutu in South Africa and Northern Ireland, bringing international understanding and experience of peace-building to UK communities. In particular, the Southern African philosophy of *ubuntu* underpins the educational content of the workshops. Ubuntu emphasises our common humanity, promoting values of respect, diversity and interdependence. It appeals to people of all backgrounds and those of all faiths or none. As such, it is an excellent community development tool, promoting good citizenship, reconciliation and understanding in today's multi-cultural, multi-faith British society.

Case Study: Ubuntu Peace Day, Hackney, London

Following the C4C workshop phase, four teenage participants from different faith communities decided to use their new skills and understanding of reconciliation and conflict-resolution to organise a Hackney Peace Day. With food and refreshments, all-age activities, entertainment on the theme of peace and stalls from local organisations – most provided by the community and all provided for free – the Hackney Peace Day was a huge success, with over 700 people attending. The



highlight was a community meal featuring a diversity of local traditions and cultures. “One of our key aims was to mix older and younger,” Aysha (14) recalled, “and this is something that happened on the day. We also had rival gangs that came, but nothing went wrong.” Zanele, (18) added, “I’ve always wanted to do something where I can make a lasting mark on society and the community. Even if it’s just the slightest change, that’s good enough for me.” The girls have since been nominated for the London Peace Alliance Peace Awards, hosted by Mayor Boris Johnson, and are already planning their next event in

June 2011. *Picture from left to right: Zanele (18), Aysha (14) and Zenani (18).*

Programme Content

The Conversations for Change programme comprises three phases in each location - community engagement, workshop delivery and bridge-building activities.

Engagement involves extensive cooperation with local voluntary sector organisations and public bodies to identify appropriate programme locations in an area of tension, to identify and involve key actors across the various divides and to ensure sustainability beyond the programme cycle.

The core delivery programme consists of three peace-building workshops and a final action-planning workshop, usually delivered a month later. Sessions are dynamic, fun and interactive, using innovative facilitation techniques including games, role play and story-telling. Barriers are broken down as common experiences, concerns and visions are identified and skills are shared that deal with anger, conflict and respect for difference. In each location 20-30 individuals engage in the workshops, including young people, community workers, small grassroots groups and community activists. Having together identified community issues, been equipped with tools to aid reconciliation and conflict resolution, they begin to plan joint activities that will benefit the wider community.

Words to Action: In the final session, local funders, local authorities, key voluntary sector leaders and others are invited to join the group to help support and sustain the emerging activities and projects identified by the participants. It is our experience in this final workshop that any barriers between the community and, for example, the police or local council, are broken down. The participants continue to be fully supported throughout the development and delivery of their initiatives.

Outcomes for C4C Participants

- Understand anger and how to transform it into positive change
- Differentiate between fact and interpretation in order to avoid and address conflict
- Build relationships effectively in order to achieve shared goals
- Respect and value the views of others
- See how shared goals/visions/concerns can bring together a diverse group or a group in conflict
- Have confidence in their own abilities to interact with new people and their ability to make a difference
- Be part of a wider network of like-minded people and organisations.

Outcomes for Communities

- Strengthened mutual respect, acceptance, understanding and appreciation of diversity in communities
- Increased capacity of communities to respond positively and constructively to the challenges they face, inspiring action to build peace
- Bridges built across and between communities, voluntary sector and local authorities to strengthen and sustain community transformation.

Case Study: Leighanne & Karen

Leighanne (16) and Karen (mid-40s) met on a C4C programme in Ashington in the North-East England. Leighanne had been excluded from school for almost three years; Karen has a serious medical condition and is confined to a wheelchair. C4C created a safe space in which they could talk about their experiences, listen to people they would not normally engage with, and begin to understand each other. As Karen described the name calling and spitting she suffered, Leighanne thought, *I do that. My mates do that.* As Leighanne spoke, Karen learned the implications of being excluded from school and being branded *ad infinitum* as 'hoodie'. Inspired by the workshops, Leighanne brokered a meeting between Karen and her friends in the Pupil Referral Unit so they could hear what it is like to be someone with a disability. Having built her confidence through these actions, Leighanne has now enrolled on a nursery nursing course, reversing her relationship with formal education. As a local councillor, Karen was greeted by a range of negative responses from fellow councillors at her first meeting. With the help of C4C, she has been able to challenge these attitudes to encourage a listening community. The councillors are now establishing a forum to represent the view of residents from all parts of the community. Having learned from Leighanne, Karen has ensured that those voices will include the excluded young people too.

Hear from more of the programme's participants here:

<http://www.youtube.com/watch?v=AgI5eDsa3Hs&feature=youtu.be>

Programme Management

Conversations for Change is managed by Daniel Sollé, who has extensive experience in community development and cohesion in the UK and overseas, having previously managed projects working with young people, refugees, faith groups and victims of crime, and on a number of national mental health projects. He is supported by Lesley Bilinda, who was married to a Tutsi Anglican clergyman murdered in the 1994 Rwandan genocide. Her experiences since then have led her deeply into issues of forgiveness and reconciliation. Lesley has worked closely with Archbishop Desmond Tutu, notably on the BBC series *Facing the Truth* in which the Archbishop led a process of bringing former combatants together with the relatives of their victims in Northern Ireland.