

Initiatives of Change
Conference Centre
Caux, Switzerland



International
Caux Conferences 2012
Switzerland

1–6 July 2012
**Learning to live in a
multicultural world:
tapping civil society's potential**

An annual conference that aims to gather and equip those who wish to embrace a multicultural vision of Europe

Introduction

Cultural and religious diversity is becoming an increasingly important issue in today's societies. The multicultural society is a social fact and here to stay.

However, growing diversity is also increasingly perceived as a problem and a source of conflict, so what is needed is a general shift in perception, for two reasons: first of all, what are defined as problems of a multicultural society often have deeper roots and are only partially linked to the fact that European societies have become more culturally, ethnically, and religiously diverse. Secondly, recognizing the potential of diversity for our societies does not mean that we ignore existing challenges, but that we change the way we approach them.

Civil society has an important role to play in facilitating this change of attitude for several reasons. Firstly, there are many positive examples in civil society of how people of different backgrounds can work together for the benefit of all. Secondly, civil society can act as an intermediary between the 'people' and 'politics', between individuals, communities and states. An active civil society allows socio-political participation for those who feel or actually are excluded from decision-making processes.

If we want to create truly inclusive multicultural environments and be true to the ideals of democratic societies, all stakeholders – regardless of their social or political status – need to be involved in shaping a common future.

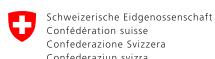
Overview

The 2012 conference will be the fourth conference on 'Learning to live in a multicultural world'. The conferences build on the experience of Initiatives of Change (IofC) in the fields of relationship transformation and trust-building and its holistic approach to change based on three elements:

- Space for reflection – to unlock potential for personal change
- Dialogue in diversity – to build trust for relational change
- Empowerment for action – to enable partnerships for global change

This year's programme builds on the outcomes and results generated during the 2011 conference on 'Diaspora and peacemaking in Europe'. During that conference, participants developed

With the kind support of the following institutions:



Fachstelle für Rassismusbekämpfung FRB

The Irene Prestwich Trust

a shared vision of inclusive, multicultural societies and identified civil society's need for:

- Rethinking individual attitudes and motivations
 - Challenging and transforming power imbalances
 - Exploring the transformative role of education and mutual learning
 - Strengthening and expanding relationships across divides
- This year's conference will focus on initiatives that diaspora and host society members in different parts of Europe can take – separately and together – to tap civil society's potential in dealing with the challenges modern, diverse societies are facing.

Aim

The conference pursues the goal of strengthening the capacities of civil society in shaping socio-political realities and in uniting forces within our societies. It will particularly focus on exchanges of best practice and will provide a platform to build relationships and to generate ideas, initiatives and actions through which members of the different communities in Europe are empowered to take action and form partnerships. It is hoped that this will inspire participants to find new ways of recognizing and tapping the potential of multicultural societies.

Through plenary sessions, case studies and facilitated discussions, the conference will offer opportunities for reflection on the individual's contribution in their own personal, professional and communal environments. It will also provide interactive, participatory and hands-on workshops and courses, mostly facilitated by grassroots organizations or active individuals from the civil society, for participants to acquire practical tools and valuable skills to build their capacities as empowered civil society actors.

Target audience

- Members of diaspora communities who wish to make an impact, be it in their community or their host society.
- Teachers and educators who are working in a multicultural environment.
- Students and young adults who wish to take responsibility for better intercultural understanding and better participation of all stakeholders.
- Experts, practitioners and activists in the field of fundamental rights, political or social participation, education or relationship-building whose professional work will be enhanced through case studies, tools and the opportunity to reflect.

- Organizations at national, regional and local levels such as government agencies, cultural institutions, community workers, as well as NGOs and associations which focus on fundamental rights, political or social participation, education or relationship-building.
- People who want to start their own participatory initiatives and are aware of the challenges and opportunities of a multicultural society.

Intended outcomes

- Participants, from all parts of Europe and beyond, equipped with new perspectives and skills to enhance their work for a truly inclusive multicultural society.
- Diaspora communities given the opportunity to connect and learn from each other's experiences and best practice.
- Participants offered an environment in which to reflect on the focus of their lives and work, and the need for change in their own lives.
- Fields of action defined which require collective responses and commitment.
- Participants equipped with skills to start new projects, or make existing projects more effective.
- Providing a platform for sharing experiences and expertise and for encouraging cooperation between Initiatives of Change and other organizations.
- An environment created for know-how exchange with experts, policymakers, and activists in the field of intercultural dialogue attending the 2012 Caux Forum for Human Security.

Conference Programme (subject to modifications)

Sunday, 1 July 2012

Opening and framing the conversation

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| 17h00 | Welcome and introduction to the conference Presentation of IofC and its principles, Caux Palace and the programme of the week Andrew Stallybrass , Director Caux Books, CAUX-Initiatives of Change, Switzerland |
| | Marianne Spreng , International Relations, CAUX-Initiatives of Change, Switzerland |
| | Asma Soltani , PhD candidate, Coordinator of 'Learning to be a Peacemaker' programme in France, Initiatives of Change, France |
| | Presentation of the HUB team and HUB intention Neil Oliver , HUB coordinator, UK |
| | Presentation of the CAUX Interns Program Interns coordinator , Initiatives of Change |
| 18h30- | Dinner |
| 19h45 | |
| 20h15 | Panel Official opening Framing the conversation – Where do we come from? Evi Lichtblau , Conference Coordinator, 'Learning to live in a multicultural world', CAUX-Initiatives of Change, Germany |
| | Tanuja Thurairajah , Independent Writer/Diaspora Activist, Switzerland/Sri Lanka |
| 21h30 | Announcements and meeting of the community discussion groups |

Monday, 2 July 2012

The 'new We' needs a 'new me'

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| 7h00- | Space for reflection / Yoga |
| 8h00 | |
| 8h00- | Breakfast |
| 8h45 | |

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| 9h15- | Panel |
| 10h45 | The 'new We' needs a 'new me': What are my fears, motivations and 'multicultural blind spots'? Mohamed Sini , Vice President of NOV (Association for Dutch Organizations on Volunteering), President of Algebra network community of Moroccan Senior Professionals in the Netherlands, former member of the Netherlands National Commission for UNESCO and former Director of ROC Midden Nederland, Netherlands/Morocco |
| | Shaffiq Din , Coordinating and Muslim Chaplain, Rochester Prison and Young Offenders Young Offenders Institution, UK |
| 11h00- | Community discussion groups |
| 12h15 | |
| 12h30- | Lunch |
| 13h15 | |
| 13h30- | Available HUB time / free time |
| 15h30 | |
| 15h45- | Tea |
| 16h00 | |
| 16h00- | Workshops A, B, C, D, E, F, or G |
| 18h30 | (see descriptions below) |
| 18h30- | Dinner |
| 19h45 | |
| 20h15 | Evening programme Peace Fair |

Tuesday, 3 July 2012

Power imbalances

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| 7h00- | Space for reflection / Yoga |
| 8h00 | |
| 8h00- | Breakfast |
| 8h45 | |
| 9h15- | Panel |
| 10h45 | Power imbalances: How can the struggle for power be turned into powerful cooperation and synergies? Pascale Steiner , Scientific Staff Member, EKM (Federal Commission on Migration Issues) Saliou Gueye , Integration and Migration Officer, City of Ludwigsburg, Germany/Senegal Corinne Ziegler , President of SVCU, Switzerland |

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| 11h00- | Community discussion groups |
| 12h15 | |
| 12h30- | Lunch |
| 13h15 | |
| 13h30- | Available HUB time / free time |
| 15h30 | |
| 15h45- | Tea |
| 16h00 | |
| 16h00- | Workshops A, B, C, D, E, F, or G |
| 18h30 | (see descriptions below) |
| 18h30- | Dinner |
| 19h45 | |
| 20h15 | Evening programme |

Wednesday, 4 July 2012

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| Education, mutual learning and citizenship | |
| 7h00- | Space for reflection / Yoga |
| 8h00 | |
| 8h00- | Breakfast |
| 8h45 | |
| 9h15- | Panel |
| 10h45 | The role of education and mutual learning for a future global citizenship |
| | Jonathan Levy , Education for Peace, IofC-France |
| | Patrick Wintour , Associate Director, Royal Commonwealth Society, UK |
| 11h00- | Community discussion groups |
| 12h15 | |
| 12h30- | Lunch |
| 13h15 | |
| 13h30- | Available HUB time / free time |
| 15h30 | |
| 15h45- | Tea |
| 16h00 | |
| 16h00- | Workshops A, B, C, D, E, F, or G |
| 18h30 | (see descriptions below) |
| 18h30- | Dinner |
| 19h45 | |
| 20h15 | Evening programme Concert: Bait Jaffe |

Thursday, 5 July 2012

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| Closing ranks for the 'new We' | |
| 7h00- | Space for reflection / Yoga |
| 8h00 | |
| 8h00- | Breakfast |
| 8h45 | |
| 9h15- | Panel |
| 10h45 | Closing ranks for the 'new We': Strengthening and expanding relationships |
| | Daniel Cervan , Coordinator, World Intercultural Facility for Innovation Coordinator, UNAOC, USA/Spain |
| | Magueye Thiam , Vice-President, 'Forum pour l'Integration des Migrantes et des Migrants' (FIMM), Switzerland/Senegal |
| 11h00- | Community discussion groups |
| 12h15 | |
| 12h30- | Lunch |
| 13h15 | |
| 13h30- | Available HUB time / free time |
| 15h30 | |
| 15h45- | Tea |
| 16h00 | |
| 16h00- | Workshops A, B, C, D, E, F, or G |
| 18h30 | (see descriptions below) |
| 18h30- | Dinner |
| 19h45 | |
| 20h15 | Evening programme A la carte |

Friday, 6 July 2012

Conclusion and action planning

7h00- Space for reflection / Yoga
8h00

8h00- Breakfast
8h45

10h00- Introduction
10h15

10h15- Panel Kaleidoscope
12h15 Results and conclusions

Conference organizing team

Follow-up and action planning

Conference organizing team

Closing/farewell

Erwin Böhi, Secretary General, CAUX-Initiatives of Change, Switzerland

12h30- Lunch
13h15

13h30 Departures

Community discussion groups: a place for personal reflection and growth

A special characteristic of the Caux conferences is the communal life. Participants are invited to join a community discussion group which also participates in the practical tasks of the house. On the one hand, these groups provide a safe space for personal reflection and discussion with each other. On the other hand, they provide an ideal testing ground for newly acquired skills and insights as the participants assume responsibility for some light house chores together.

HUB: The heart of the conference

To create a pivotal point and a space that connects the different elements of the conference, the conference HUB was launched in 2011. More than anything else, the HUB is a place where participants can develop a deep sense of ownership for the conference that allows them to actively contribute to it. It is the place where ideas can be harvested, new initiatives and projects are started or further developed, where support and consultancy is provided, networks are created or expanded, and discussions with speakers and other participants can be continued. The HUB enables and visualizes interactive cooperation, sharing, exchange and mutual enrichment and empowerment.

Peace Fair

After two successful years of organizing the Peace Fair, this year's conference will have one evening where organizations, initiatives relating to diasporas, peacemaking or intercultural dialogue can present their work. For further information and application please contact: evi.lichtblau@caux.ch

Workshops and courses: a platform for acquiring skills and building capacities

The workshops and courses on various topics will allow participants to acquire practical tools and skills to expand their capacities to contribute to their communities as civil society actors. Conference participants should register for one module which they attend during the entire conference. This allows for a consistent learning experience with a clear focus over the five conference days.

Workshop A

Youth as empowered civil society actors: an interactive workshop by youth for youth who want to actively shape our present and future societies

Language **English**

Joël Hakizimana, Secretary-General of Swiss African Diaspora Council, President of ADYNE (African Diaspora Youth Network Europe) Switzerland, Switzerland/Burundi

Asma Soltani, PhD candidate, Coordinator of 'Learning to be a Peacemaker' programme in France, course for young European Muslims; long-time volunteer with IofC-France, France/Tunisia

Hakan Tossuner, PhD candidate, researcher on racism and discrimination, diversity trainer, and moderator in the JUMA project, Germany

Claudia Paixão, Member, KfE (Commission on Development Issues), Zurich University; volunteer with IofC-Switzerland

This highly participatory workstream will bring together young people living in European countries and representing various diaspora communities. Their commitment and work could be religious, non-religious, interreligious, intercultural, diaspora specific, or working towards political and social participation. They will explore the potential of multicultural environments, and define a platform to enhance stronger cooperation between youth organizations within Europe, work for youth participation in social and political decision-making processes, and promote the vision of global citizenship.

Workshop B

Empowering women's leadership within civil society

Language **Spanish with simultaneous interpretation**

Catalina Quiroz Niño, Training/Facilitation Research Programme Coordinator, ICA/IACE (Institute of Cultural Affairs), Spain/Peru
Reyes Castillo, Head of International Division, ACCEM, Spain

Participants will learn different dimensions of empowerment through a facilitative leadership style and gender approach, focusing on women of minority groups. We will analyse together women's international legislation, gender sensitive policies, interventions and rights-based practices within their leadership role in education, governance and entrepreneurship. The training has been developed jointly by the ICA, Spain, ACCEM, Spain and Empower Training & Development, UK.

Workshop C

Building trust between generations, communities and cultures

Language **English**

Sylvester Turner, Director of Reconciliation, IofC-USA, USA

Zahra Hassan, Director, Women of the Horn Association; Director, Concerned Mothers Project; Interim Coordinator, Somali Initiative for Dialogue and Democracy (SIDD), UK/Somalia

Mohamed Sheikh Mohamud, Anti-Social Behaviour Practitioner, London Borough of Newham; Independent advisor to the Police on race and cultural issues; Director of MIDAYNTA Project, UK/Kenya

This workshop explores the concept of trustbuilding between generations, communities and cultures. Without trust initiatives and projects are less likely to succeed. At the heart of trustbuilding is 'honest conversation' which will be the focus of the first day. The participants will learn how to identify core issues that thwart honest conversation, develop skills and self-confidence in talking about the difficult subjects and identify next steps in building an honest conversation.

The second and third days of the workshop draw on the experience of Somali Intergenerational Dialogues in the UK. Dialogue between the generations is particularly important for diasporas, because issues of identity and the clash between the values of the country of

origin and the country of adoption, cause conflict and even break-up of families, with profound consequences for young and old. The last day of the workshop will explore how to build sustainable teams on the basis on trust.

Workshop D

Pedagogy for the child as global citizen: children and youth as teachers

Language English

Jonathan Levy, pedagogical and education specialist, Education for Peace, IofC-France, France

'Free the child's potential, and you will transform him into the world.' Maria Montessori

The purpose of this programme developed for UNESCO is to provide teachers, educators, youth leaders and also parents and grandparents with a programme based on experiential methods for teaching and promoting children's rights, global citizenship and key concepts in sustainable development. It proposes a series of activities which can be implemented for children (8 – 14 years) in schools, youth and community groups. It is designed to be flexible and can be adapted in length and format to different structures within diverse cultural settings.

Workshop E

Social practice in the making: an interactive, experiential learning experience with the Critical Mass Foundation

Language English

Bas Gadiot – Social Entrepreneur, associated with the Critical Mass Foundation, Netherlands

Pelle Bering – Social Entrepreneur, associated with the Critical Mass Foundation, Netherlands

Civic-driven change, active citizenship and participation are fashionable words with great abstract meaning. But what does it mean in practice? How do we translate theoretical concepts into useful programmes with which we can give collective meaning to belonging, living together and social inclusion? The Critical Mass Foundation uses techniques like forum theatre, sharing through honest dialogue and experiential learning. Participants will find new ways of working together on creating the kind of society we wish to live in.

Workshop F

Anti-discrimination and religious diversity

Language English

Terry Price, Director, 'People Can' (formerly the Novas Scarman Group), Wales, UK

Besides providing a rich opportunity for intercultural understanding, religious diversity is also an undeniable element in many modern day conflicts. This interactive training programme aims to facilitate dialogue and sharing of experiences in the area/field of religion and culture in order to recognize contemporary manifestations of prejudice and religious discrimination and to develop individual skills for the creation of inclusive intercultural environments.

Workshop G

Media and its responsibilities: creating a perception of the 'other'

Language English

Bernard Margueritte, President, International Communications Forum; former 'Le Monde' correspondent for Eastern Europe, France

Octavia E. Nasr, Founder, Bridges Media; Consulting editor, OctaviaNasr.com; former CNN journalist; USA/Lebanon

To restore human dignity and to find the necessary global solutions together in the spirit of brotherhood and solidarity, the media play an essential role. The media need to go back to their proper roles and mission: to empower citizens and therefore to be a pillar of democracy, but also to allow us to know the 'other' and to recognize and be enriched by global diversity.

The workshop will explore why the media has often done so poorly in these areas and what we, media professionals, but also we the citizens, can do to help it fulfil its most noble mission. We will discuss topics like: what concrete and effective tools and strategies can we use to confront prejudices and discrimination? What is the role of the media in creating intercultural understanding? How can we plan to enhance ethical principles in the media regarding cultural diversity?

Advanced course for young peacemakers (restricted to participants who have already completed the elementary course)

Language **English**

Ajmal Masroor, Imam, broadcaster and marriage counsellor, UK

The ‘Learning to be a Peacemaker’ Advanced Programme will provide a next step for those who have completed the Elementary Programme. It will focus on the further understanding of texts and contexts and exploring practical skills including communication, presentation, working with people of different faiths and backgrounds, and creating and articulating a common narrative. Participants will also explore ways in which existing talents and skills can be channelled into peacemaking work, and will be encouraged to develop projects that they can put into practice in their respective countries.

Practicalities and other useful information

More than ‘just a conference’

Most bedrooms have a bathroom or shower and two beds, so participants may be asked to share rooms. Please indicate if you particularly require a single room. The rooms can be reached directly by phone and have no radio or TV. Internet is available for a small fee and parts of the building are equipped with wireless internet access.

In the mountains at Caux, the weather can be quite chilly; you may want to bring some warm clothes.

Caux is 90 minutes by car or train from Geneva. Trains (change in Montreux) run from Geneva Airport every half hour. For exact departure times, consult: www.rail.ch.

Families are welcome, and there will be a children’s programme for ages 3–12 during conference hours.

Participants are invited to join community discussion groups of between 12 and 20 people which are both interactive discussion groups and teams which participate in the practical tasks of the house like dining room service, cooking, preparing vegetables, wash-up ... This is a distinctive feature of Caux which is usually welcomed and valued by the participants. At the same time, it allows us to keep the conference fees at quite a low level compared to usual Swiss rates.

Fees

The conference fees cover full board, accommodation in a single or double room in the conference centre and full participation in the conference as well as the administrative fees.

Per person per night CHF 92.-

without contribution to the maintenance costs of the centre.

Per person per night CHF 132.-

including a voluntary contribution to the maintenance costs of the conference centre.

Contributions above CHF 132.- help pay for the stay of students, families, and others who lack enough means to cover the cost of their stay.

Children up to 5 years free

Children from 6 to 15 years CHF 46.-

Young people (16 to 23 years), Students CHF 55.-

Day visitors (without accommodation and breakfast)

Per person per day CHF 55.-

Young people (16 to 23 years), Students CHF 40.-

Please make your payment before or within 24 hours of your arrival at Caux. Payments in advance can be made to:

Foundation CAUX-Initiatives of Change, CH-6002 Lucerne:

Postfinance Account: 60-12000-4

Bank Account (CHF): Credit Suisse, Lucerne:

249270-61-5 IBAN CH38 0483 5024 9270 6100 5

Swift code CRESCHZZ80A

To pay in advance by credit card: www.caux.ch/en/2012-fees

In Caux, payments can be made with all usual credit and debit cards or cash in Swiss Francs, Euros and US\$, as well as with traveller's or bank cheques.

The Conference Centre

Looking out over Lake Geneva from an altitude of 1000 metres, the Caux centre can accommodate up to 450 people. Formerly the Caux-Palace Hotel, in 1946 it became an international conference centre.

Registration

Register online at www.caux.ch/en/register, or by mail using the registration form which can be downloaded or is available on request from the conference secretariat (+41 41 310 12 61).

lofC at Caux

Initiatives of Change (IofC) is a diverse, global network building trust across the world's divides. It is comprised of people of many cultures, beliefs and backgrounds committed to transforming society through changes in individuals and relationships, starting in their own lives.

Caux is one of its main conference centres. Since 1946, it has mainly been involved in post-World War II reconciliation, the de-colonization process, industrial, racial and inter-religious relations and recently increasingly in conflict prevention and aspects of Human Security.

The International Caux Conferences aim to:

- unlock potential for **personal change**, by providing **space for reflection**
- build trust for **relationship change**, by providing space for **dialogue in diversity**
- enable partnerships for **global change**, by **empowering people for action**

The conferences are organized by CAUX-Initiatives of Change in collaboration with Initiatives of Change International.

CAUX-Initiatives of Change is a charitable Swiss foundation, working to promote peace, prevent conflicts, build trust and encourage inter-cultural dialogue and ethical conduct in business. It is a member of Initiatives of Change International. www.caux.ch

Initiatives of Change International is a non-governmental organization with Special Consultative Status with the Economic and Social Council of the UN (ECOSOC) and Participatory Status at the Council of Europe. It is the federating body bringing together the national bodies of Initiatives of Change, which are active in 39 countries. www.iofc.org

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