Philippine Youth Leadership Program: Engaging a New Generation in the Southern Philippines in Inter-ethnic Dialogue and Conflict Resolution
April 4—May 6, 2009

Training Manual
on
Youth Leadership Transformation & Civic Engagement: Principles, Tools, and Strategies

Prepared by the International Training Office
Northern Illinois University
DeKalb, Illinois U.S.A.

Funded by the U.S. Department of State
Bureau of Educational & Cultural Affairs · Youth Programs Division
Philippine Youth Leadership Program:
Engaging a New Generation in the Southern Philippines
in Inter-ethnic Dialogue and Conflict Resolution
April 4—May 6, 2009

Training Manual
on
Youth Leadership Transformation &
Civic Engagement: Principles, Tools, and Strategies

Prepared by the
International Training Office
Northern Illinois University
DeKalb, Illinois, U.S.A.

© 2009

Philippine Youth Leadership Program: Engaging a New Generation in the Southern Philippines in Inter-Ethnic Dialogue and Conflict Resolution

Funded by the U.S. Department of State, Bureau of Educational & Cultural Affairs, Youth Programs Division

Northern Illinois University
International Training Office and Center for Southeast Asian Studies
DeKalb, Illinois, U.S.A.
© 2009

All rights reserved. No part of this publication may be reproduced or transmitted in any form by any electronic or mechanical means, including photocopying, recording, or information storage and retrieval, without written permission.

We gratefully acknowledge the Department of State of the United States for its support for this project.

Printed in the United States of America
Preface
This training manual is a collection of essays, lecture notes, and workshop procedures for the “Philippine Youth Leadership Program (PYLP): Engaging a New Generation in the Southern Philippines in Inter-Ethnic Dialogue and Conflict Resolution.” This program is an exchange program model that enables young people (ages 15 to 17) and adult educators to participate in intensive, thematic, month-long projects in the United States. Our resource persons provided these materials for the program, conducted from April to May, 2009 at Northern Illinois University. All submissions are the intellectual property of the original writers. The International Training Office and the Center for Southeast Asian Studies of NIU implement the program, which is funded by a grant from the U.S. Department of State. Please note that the ideas presented here must not be mechanically applied to your context back home. Remember to contextualize your teaching and learning strategies to fit local needs. Please let us know of errors and omissions.

People in the Program

<table>
<thead>
<tr>
<th>Program Planning and Administration</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Provost, Division of International Programs</td>
<td>Deborah Pierce</td>
</tr>
<tr>
<td>Director, International Training Office</td>
<td>Lina Davide Ong</td>
</tr>
<tr>
<td>PYLP Project Director</td>
<td>Susan Russell</td>
</tr>
<tr>
<td>PYLP Administrative Director</td>
<td>Lina Davide Ong</td>
</tr>
<tr>
<td>Business Manager</td>
<td>Pam Rosenberg</td>
</tr>
<tr>
<td>Training Manual Editor</td>
<td>Rey Ty</td>
</tr>
</tbody>
</table>

Intercultural Adviser | Emily Ring |
Qualitative and Quantitative Online Evaluation | Rey Ty |
Training Coordinator | Rey Ty |
Training Assistants | Nalika Diyadawa, Amando Boncales, Maïmouna Konaté |
Extra Help | Leslie Shive |

Events Planners and Coordinators

| Audio-Visual Instructional Materials and Technology | Rey Ty |
| Audio-Visual Equipment | Amando Boncales |
| Field Visits | All Staff Members |
| Computer Orientation | Nalika Diyadawa |
| Monitoring | All Staff Members |
| Evaluation & Critical Reflection Pre-Test, Midterm & Post-Test Essays | Rey Ty |
| Host Families | Leslie Shive |
| NIU’s PYLP Website | Robert Zerwekh, Susan Russell |
| Online Yahoo Group Webmaster | Rey Ty |
| Photo Documentation | Staff, Don Butler, Media Services, & Participants |
| Video Documentation | Staff |
| Indiana Field Trips | Rey Ty |
| Orientation Binder | Amando Boncales |
| Transportation | Nalika Diyadawa |
| Volunteer Community Service Arrangements | Leslie Shive |
| Preparation of Winter Coats for Participants | Nalika Diyadawa, Leslie Shive, Maïmouna Konaté |
| Volunteers | Thanks to all Leaders of the Day & all the volunteers! |
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preface</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>People in the Program</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Program Planning and Administration</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Events Planners and Coordinators</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Contributors and Resource Persons</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Resource Persons’ E-mail Accounts and Telephone Numbers</td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>Youth Leaders</td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>Adult Leaders</td>
<td></td>
<td>13</td>
</tr>
<tr>
<td><strong>CHAPTER 1: INTERCULTURAL COMMUNICATION</strong></td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>Inter-Cultural and Cross-Cultural Relations</td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>Intercultural Orientation</td>
<td></td>
<td>16</td>
</tr>
<tr>
<td>Subcultures</td>
<td></td>
<td>19</td>
</tr>
<tr>
<td>Tipping Guide</td>
<td></td>
<td>20</td>
</tr>
<tr>
<td><strong>CHAPTER 2: THE PROGRAM CURRICULUM &amp; LEARNING HOW TO LEARN</strong></td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>Philippine Youth Leadership Program</td>
<td></td>
<td>21</td>
</tr>
<tr>
<td>Curriculum</td>
<td></td>
<td>22</td>
</tr>
<tr>
<td>Pre-Test, Mid-Term, &amp; Post-Test</td>
<td></td>
<td>25</td>
</tr>
<tr>
<td>Personal Learning Contract</td>
<td></td>
<td>27</td>
</tr>
<tr>
<td>What I Expect of Myself</td>
<td></td>
<td>28</td>
</tr>
<tr>
<td>What We Expect of Our Peers</td>
<td></td>
<td>29</td>
</tr>
<tr>
<td>What We Expect of our Adult Leaders</td>
<td></td>
<td>30</td>
</tr>
<tr>
<td>What We Expect of Our Youth Leaders</td>
<td></td>
<td>31</td>
</tr>
<tr>
<td>Ground Rules</td>
<td></td>
<td>33</td>
</tr>
<tr>
<td>Role of Adult Leaders</td>
<td></td>
<td>37</td>
</tr>
<tr>
<td>Golden Ground Rules</td>
<td></td>
<td>39</td>
</tr>
<tr>
<td>Calendar for the Leaders of the Day</td>
<td></td>
<td>40</td>
</tr>
<tr>
<td>Critical Writing Exercises</td>
<td></td>
<td>42</td>
</tr>
<tr>
<td>Critical Reflections on Learning and Transformation</td>
<td></td>
<td>44</td>
</tr>
<tr>
<td>Sample Daily Journal in Chart Format</td>
<td></td>
<td>45</td>
</tr>
<tr>
<td>Kolb’s Four Learning Styles</td>
<td></td>
<td>46</td>
</tr>
<tr>
<td>Gagné’s Nine Stages of Effective Learning</td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>Learning Environments</td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>Elements of Successful Learning</td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>Overview of the Learning Experience: Steps, Definition, Tasks, and Outputs</td>
<td></td>
<td>48</td>
</tr>
<tr>
<td>Kirkpatrick’s Four Levels of Evaluation</td>
<td></td>
<td>49</td>
</tr>
<tr>
<td>Different Ways of Learning</td>
<td></td>
<td>49</td>
</tr>
<tr>
<td>Instructional and Learning Strategies</td>
<td></td>
<td>49</td>
</tr>
<tr>
<td>Bloom’s Six Types of Learning</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>Bloom’s Revised Taxonomy</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>Bloom’s Old &amp; New Taxonomy</td>
<td></td>
<td>51</td>
</tr>
<tr>
<td>The Best Way to Learn</td>
<td></td>
<td>51</td>
</tr>
<tr>
<td>Learning Perspectives and Objectives: Levels, Types and Depth of Learning</td>
<td></td>
<td>52</td>
</tr>
<tr>
<td>Knowledge Formation</td>
<td></td>
<td>54</td>
</tr>
<tr>
<td>William Perry’s Scheme of Intellectual and Ethical Development</td>
<td></td>
<td>55</td>
</tr>
</tbody>
</table>

CHAPTER 6: PEACE AND CONFLICT RESOLUTION .......................................................... 135

Participatory Learning for Empowerment and Social Transformation.......................... 135
Multiple Approaches to Peace Education ........................................................................ 135
Six Dimensions of Peace ............................................................................................... 136
Universal Declaration of Human Rights ........................................................................ 137
Making, Keeping, & Building Peace .............................................................................. 140
Theories of the Causes of Conflicts ................................................................................ 145
Solving Conflicts & Violence .......................................................................................... 147
Conflict Management Strategies ..................................................................................... 151
Conflict Resolution Methods ........................................................................................... 155
Issues in Social Conflict Resolution .............................................................................. 161
Issues in Inter-Personal Psychological Conflict Resolution ........................................... 162
Reactive Conflict Resolution Methods ........................................................................... 164
Mediation Form ................................................................................................................ 165
Ethnicity and Gender in Mali .......................................................................................... 166
Peace Learning Center ..................................................................................................... 167
Political Advocacy: Arenas of Struggle and Work for Social Change ......................... 169
Political Advocacy: Direct and Indirect Services ............................................................. 170
Reactive & Pro-Active Community-Building Form ......................................................... 172
Reactive Conflict Resolution Methods ........................................................................... 173
Conflict Resolution and Peace ........................................................................................ 174
Styles in Solving Conflict .............................................................................................. 176
Huh? I’m Shocked! .......................................................................................................... 176
What Happened? ............................................................................................................ 177
Let’s Face and Try to Solve the Problem ......................................................................... 178
The Peacemakers’ Agreement-to-Mediation Form ......................................................... 179
Mediation Form ................................................................................................................ 180

CHAPTER 7: VOLUNTEER COMMUNITY SERVICE AS SERVICE LEARNING .... 181
CHAPTER 8: PLANNING FOR CONCRETE ACTION FOR SOCIAL

TRANSFORMATION.............................................................................................................. 185
101 Tools for Tolerance........................................................................................................ 185
How to be Non-Racist........................................................................................................ 189
Creating a Peaceful World............................................................................................... 190
Generating a List of 100 Ways Teens Can Serve Their Communities............................ 193
Personal Vision and Mission for Five Years .................................................................... 196
Helping Youth Create Change by Developing Leadership Skills .................................... 197
Establishing Community Partnerships .............................................................................. 199
Establishing Community Partnerships Chart ................................................................. 200
Planning a Town Action Meeting...................................................................................... 201
Recruiting Volunteers ...................................................................................................... 206
Organizational Development .......................................................................................... 207
Strategic Planning ............................................................................................................ 208
Project Planning .............................................................................................................. 213
Planning Actions ............................................................................................................. 219
Action Plan ..................................................................................................................... 220
Action Plans: Best Practices ............................................................................................ 221
Sample Program Assessment Instrument ........................................................................... 222
Sample Detailed Action Plan .......................................................................................... 223
Sample Formats for Project Plans .................................................................................... 226
Sample Action Plan from NIU’s Student Legal Office 2007 ............................................... 227
Sample Grant Proposal .................................................................................................... 228
Sample Program Assessment Instrument ........................................................................... 231
Sample Project Plan by Dr. Domingo Aranal .................................................................... 233
Sample Community Project Plan by Yrick Era ................................................................. 235
CHAPTER 9: PARTING WORDS AND CLOSING ACTIVITIES ...................................... 239
Solemn Pledge ................................................................................................................... 239
A Concrete Personal Plan of Action for Social Transformation in Share Pairs ................. 240
Sticking to My Plan .......................................................................................................... 241
Cautionary Note: The Road to Peace is Not Covered with a Bed of Roses ....................... 242
Personal Values Transformation: My Values Then and Now .......................................... 243
Great Job! .......................................................................................................................... 244
If I Were to Receive an Award............................................................................................ 245
Notes .................................................................................................................................. 246
Contributors and Resource Persons
(Listed alphabetically by institutions or by last name)

Maryjane Bicksler
Maryjane Bicksler is the Northern Regional Administrator for the Illinois Coalition for Community Services (ICCS). March, 2009 will mark Maryjane’s 18th year with ICCS. As the Northern Regional Administrator she is based in the Rockford office and works in 6 counties (Winnebago, Boone, Ogle, DeKalb, JoDavies and Carroll counties) working with grassroots community groups in identifying needs, assessing strengths, fundraising and organizing volunteers. She supervises three Community Development staff that cover 16 counties in Northern Illinois. She graduated from Northern Illinois University with a major in Human Services.

Chris Birks
Chris Birks worked as a journalist for nearly 20 years before becoming a teacher. Currently he is an adjunct instructor in the Communication Department at NIU where he teaches speech, page design and web design. Chris has over a decade of public speaking experience, mostly leading discussions on the role of the media in society.

Evelina Cichy
Evelina Cichy is the Dean of Adult and Continuing Education at Kishwaukee College. For years, she has been opening the doors of Kishwaukee College for our Filipino participants to interact with diverse American students at Kish. In addition, she regularly prepares and hosts a Filipino lunch every time the Filipino students do some activities at Kish.

Lina Davide-Ong
Dr. Lina Davide Ong, Director of the International Training Office, is an alumnae of the University of the Philippines in Diliman, and a former member of the faculty of UP College-Cebu. Dr. Ong has more than a decade of experience in developing international training programs that are appropriate to learners from diverse cultural backgrounds. Dr. Ong served as the administrative director of the ACCESS-Philippine Youth Leadership Programs (2004-2009), the ARMM Philippines Majority-Minority Program (2005), the Cultural Citizens Program (2008), and the Fulbright American Studies Summer Institute on Contemporary American Literature (2002 – 2004). Dr. Ong obtained her Doctor of Education degree in 1995 from Northern Illinois University in DeKalb, Illinois.

LaVerne Gyant
“Dr. G” as she is known to countless students across the campus, is the director of the Center for Black Studies and a faculty member in the Department of Counseling, Adult and Higher Education. She has taught courses, served on numerous committees (including the Provost's Task Force on Multicultural Curriculum Transformation), been faculty adviser for student organizations and counseled and mentored hundreds of students. She has developed coursework and programs on Africana women, designed support activities for students who are single mothers and organized events on women's spirituality. In 1998, she co-founded the women's campus racial harmony group, Breaking Bread and Building Bridges. Her nominators all mention her selfless giving of her time and energy in the classroom, as a mentor, counselor, adviser and valued colleague.

Laurel Jeris
Dr. Laurel Jeris is an Associate Professor at Northern Illinois University in the department of Counseling, Adult and Higher Education. Her teaching and research areas focus on leadership, workforce development, and community development. From 2002-2008 she served as first the project advisor and then co principal investigator for successive grants funded by the US Department of State under the Citizen Exchange programs, working primarily with rural women in Sri Lanka on capacity building, good governance, and grassroots empowerment. Dr Jeris has also worked with the PLYP (Batch 4, 5 & now 6) and NSD programs. These diverse interests require and support the use of various research methodologies as well as teaching and facilitation strategies. Dr. Jeris has experience in quantitative, qualitative, and participatory research methodologies and chairs a broad range of dissertations for doctoral candidates in Adult and Higher Education.

Garth T. Katner
Garth T. Katner is the Regional Director of Roots & Shoots Great Lakes, the youth leadership and service-learning program of the Jane Goodall Institute. He has over ten years of professional experience working in multi-

religious societies throughout the Balkans, the Middle East, and Central Asia. He’s designed and led national capacity-building projects in civic education, higher-education reform, and leadership development. He taught international studies at St. Norbert College in De Pere, WI and leadership studies at Sacred Heart University in Fairfield, CT. He completed his Doctorate at the University of Illinois at Urbana-Champaign in Comparative Politics on a MacArthur Scholarship. He’s an Aspen Scholar and Ella Baker Fellow. He serves on the boards of the Wisconsin Leadership Institute, the YMCA Camp Manito-wish Leadership Programs, and Global Learning Works. His essays have appeared in Swords and Ploughshares, the Common Review, and The New York Times. He’s given interviews on National Public Radio and the Fox Network.

Maïmouna Konaté

She was born in Sikasso, the South of Mali (West Africa). She received her undergraduate degree at a Teacher-Training College, “École Normale Supérieure” (E.N.Sup.), in June 1977 in the Department of Humanities at Bamako, the capital city of Mali. In October of the same year she started teaching English as a Foreign Language (EFL) in Lycée Prosper Kamara, a secondary private catholic school at Bamako. After twenty years of full time teaching, she came to the United States in DeKalb in 1998 and undertook further studies at Northern Illinois University (NIU). She received her Master’s Degree in Adult Continuing Education in May 1999. Then, she went back to Mali in December 1999 and resumed teaching, but that time at the University of Mali at Bamako. In 2002 she came back to the USA under a Fulbright scholarship to pursue a doctoral degree in Adult and Higher Education at NIU. She is currently a doctoral candidate and graduate assistant at the International Training Office. She minored in Women’s Studies Program to better understand the theories of women’s studies. Her research interest is the impact of the educational programs of grassroots organizations on the lives of women in Mali.

Betty H. La France

Dr. Betty H. La France (Ph.D., Michigan State University) is an Associate Professor in the Department of Communication at Northern Illinois University. Professor La France has published numerous articles in premier national and international journals. Her areas of expertise is communication within close relationships, which focuses on the way individuals use communication to influence each other in intimate relationships, and quantitative research methodology.

Professor La France teaches undergraduate and graduate courses in interpersonal communication theory, and in 2006 she earned the department’s Excellence in Teaching Award. She incorporates personal experiences—students’ experiences and her own experiences—in the pedagogical process.

Council on American-Islamic Relations (CAIR)

Mokaram Rauf is CAIR-Chicago's Youth Coordinator. He is involved in the development and growth of the Muslim Youth Leadership Symposium program, through which he hopes to empower Muslim youth with the leadership skills and knowledge tools they need for success in American society. He is a recent graduate of Northwestern University, where he completed his Bachelor's degree in Religious Studies. Now, he is concurrently pursuing his Doctorate of Medicine and Master of Public Health degrees at Northwestern. Mokaram has been a dedicated member of the Northwestern Muslim-cultural Students Association's Executive Board (McSA) and an intern with the Inner-city Muslim Action Network (IMAN). His research interests include the formation of an American Muslim identity, justice and equity in healthcare, and spiritually motivated civic engagement. He is a native of New York and enjoys running, basketball, reading, and movies. After completing his graduate studies, he hopes to be involved in non-profit medicine for underprivileged communities both in the United States and abroad.

Gerald Hankerson is CAIR-Chicago's Outreach Coordinator. Gerald recruits and coordinates CAIR-Chicago interns, externs, and volunteers. A native of the Oakland and Hyde Park neighborhoods, he is a graduating President's Scholar of the University of Illinois at Chicago (UIC) and is currently completing a Bachelor's degree in Communications with a minor in Theater. Gerald is a freelance journalist, author, writer, actor, debater, instructor, and performer. He also serves as the New Program Development Coordinator for the National Association for Urban Debate Leagues (NAUDL), in collaboration with Chicago Public Schools. Gerald also served as an UIC Ambassador through the African American Action Network (AAAN), a member of the Black Student Union, and was inducted into the National Society of Collegiate Scholars. Gerald is committed to bringing his experiences with mentoring youth, volunteerism, research and social critiques to bridging gaps between interfaith and diverse communities.

Nagasura Madale

The division also supervises graduate student applications for Fulbright-Hays Doctoral Dissertation Research Abroad Program grants (administered by the U.S. Department of Education), the Fulbright Graduate Study and Research Program grants (administered by the Institute of International Education), and the National Security Education Program grants (administered by the Academy for Educational Development). The office conducts the screening processes for these programs on behalf of the university and also provides information to faculty on research abroad as well as overseas teaching opportunities.

Deborah Pierce

Dr. Deb Pierce is the Associate Provost of International Programs. The Division of International Programs supervises and coordinates the international activities of the university in order to encourage greater internationalization for programs, curricula, faculty, staff, and students. Division staff bring the perspectives of the world to NIU and the expertise of NIU to the world through international mobility for faculty, students, and ideas.

The division also supervises graduate student applications for Fulbright-Hays Doctoral Dissertation Research Abroad Program grants (administered by the U.S. Department of Education), the Fulbright Graduate Study and Research Program grants (administered by the Institute of International Education), and the National Security Education Program grants (administered by the Academy for Educational Development). The office conducts the screening processes for these programs on behalf of the university and also provides information to faculty on research abroad as well as overseas teaching opportunities.

Rita Reynolds

Rita is a mixed blood Dakota elder, who has followed Native ways, traditions and history for many years.
Before retirement, she was faculty advisor to the Native American group at Northern Illinois University and their powwow organizer for twelve years. She now coordinates the powwow at Aurora University for four years and help with their Native American Student group, Dream Catchers. She is a member of Midwest Soaring, the Native American Awareness Committee at the Burpee Museum in Rockford, Illinois and the Native American Center in Chicago and help with their powwows.

Rita and her husband, Terry have raised seven children and presently have eleven grand children.

She decided to return to school while she was still working, to get a degree so that she could help people in education understand the needs of Native American people. She is presently finishing up her Master’s degree in Counseling and has been working on a second masters in Higher Education.

Emily Ring

Emily Ring is the Associate Director of International Admissions of the International Student and Faculty Office (ISFO) of Northern Illinois University. Currently, she is a doctoral student in the Department of Counseling, Adult and Higher Education.

Susan Russell

Dr. Susan Russell is a Professor of Anthropology and the former Director of the Center for Southeast Asian Studies at Northern Illinois University. She has over eight years of experience doing research and teaching in the Philippines, focusing on the ritual and economic anthropology in the Luzon highlands; the maritime labor organization of small purse seine fishes in Batangas; and the problems facing slum dwellers in Manila. Her publications include Changing Lives, Changing Rites: Ritual and Social Dynamics in Philippine and Indonesian Uplands (with Clark Cunningham), 1989; Ritual, Power and Economy: Upland-Lowland Contrasts in Mainland Southeast Asia, 1989; and Structuralism’s Transformations: Order and Revision in Indonesian and Malaysian Societies (with Clark Cunningham), 1999, along with over 25 articles. She has been project director of the ACCESS Philippines project since 2003, and was project director of the recent grant, The Autonomous Region of Muslim Mindanao: Majority-Minority Relations in the Philippines: Religion, Education, Community and Political Process.

The Siaps

Lakhi Siap was awarded a full scholarship to the Philippine High School for the Arts in Mt. Makiling, where he majored in Theater. He directed and acted in numerous plays with the Cultural Center of the Philippines and has conducted theater workshops in Luzon and Visayas. Currently, he gives youth workshops and teaches theater. He has coordinated City events such as Passport to the Philippines at the Chicago Children’s Museum. He is production manager for various entertainment groups such as Sama-Sama Project Pinoy for the Chicago World Music Festival. He has lead workshops in national conferences. He works towards promoting cultural awareness in Filipino Americans and encourages them to be involved in the community.

Shana Dagny Marie Mangharam Siap, is a performing artist. She began her artistic training very early on at Arts Magnate, a school founded by her mother that integrated the academic and creative approach to learning. Her big break came early on by winning GMA’s national Rainbow Princess. While in the Philippines, she starred in many theatrical plays and anchored events like Sinulog Mardigras, ABS-CBN’s Children’s Hour, and Pasko Sa Sugbo. She also directed Helen of Troy, a play with a cast of 368 children that was brought to the City’s big stage. As a singer, she has sang in performances with Sheryn Regis, Ryan Cayabyab, Joey Albert, and Side A. She is known as Cebu City’s official “Baby” Diva and was commissioned to sing for President Gloria Macapagal Arroyo. Now in the US, Shana is an RN. Although it is a very different field, she has grown even more adept in the Arts. She is lead vocalist in her band, Soundscraper and sings for the Chicago Center for Spiritual Living a group inspired by Michael Beckwith, teacher in The Secret. She has lead the past workshops on Touching HeARTS and is honored to be sharing her talent with PLYP again!

Padma Mangharam Siap has been acting on stage since she was 13, where she played Helen Keller in The Miracle Worker. After graduating Magna Cum Laude in St. Theresa’s College Cebu, she taught for three years in the same school and pursued a Master’s in Drama in Texas. She took her skills back to Cebu and opened Arts Magnate, a Performing Arts school, a pre-school, elementary, high-school and a training center. Padma has consistently used the arts in the delivery of academic management and human relations concepts. Padma has designed and implemented trainings for multinationals such as Honda, NEC Technologies, Earnst and Young, Merck, and Philippine companies like Jollibee, Aboitiz and Co., Osaka Iridology, and M. Lhullier. She has been the Customer Relations and Work Ethics trainer for Metro Cebu Water District, Visayan Electric Co. and PLDT. Padma is an accredited World Bank Trainer for the TESDA Work Values Program. She has also trained teachers and principals of the Department of Education Region 7 in Creative Teaching methodologies. Theater is the thread that makes learning from Philippine Youth Leadership Program: Engaging a New Generation in the Southern Philippines in Inter-Ethnic Dialogue and Conflict Resolution: Training Manual on Youth Leadership Transformation & Civic Engagement: Principles, Tools, and Strategies. (2009). DeKalb: Northern Illinois University International Training Office & Center for Southeast Asian Studies.
Padma a fun and high impact experience. Padma currently runs an afterschool program and is a trainer for the Dale Carnegie Institute, Chicago.

Carrie Sims

Carrie Sims teaches Introduction to Sociology, as a Hybrid course, at Kishwaukee College. Students will study the basic concepts relevant to the study of human social behavior. Topics covered include sociological perspective, group behavior, research methods, culture, socialization, social organization, deviance and social control, social inequality, institutions, race and ethnicity, gender, age, and population dynamics. As a team, Carrie Sims and Rey Ty work together to develop workshops in which Filipino students interact with diverse American students at Kishwaukee College.

Reynaldo R. Ty

Rey is currently a doctoral candidate at NIU in the Department of Counseling, Adult and Higher Education. He works as Training Coordinator of the International Training Office at NIU. Rey has served as Chair and Vice-Chair of several national human rights non-governmental organizations in the Philippines, which requested him to write the Draft Philippine Declaration of Human and People’s Rights (1990). The United Nations invited him to be a “non-governmental individual” (NGI) in several international conferences. Rey wrote the Joint Summary Asian NGO Statement read before the United Nations Regional Meeting at ESCAP in Bangkok, Thailand (1993). As a lecturer and facilitator of human rights and peace education in Geneva, Switzerland, he used English, French, and Spanish as the medium of instruction, to teach international human rights, international humanitarian law, and peace to teachers from all over the world. Rey has taught international human rights law to law-enforcement officials and NGO representatives in Kathmandu, Nepal. He co-edited the publication Recommendations which provided recommendations to the new Nepali Parliament when Nepal became a democracy. He was also the chief resource person in the international human rights training course in Bangalore, India for several years. In addition, Rey was Director and Technical Consultant of Education and Public Information (Philippine Presidential Committee on Human Rights under Corazon C. Aquino), Assistant Professor (University of the Philippines), and Teaching and Training Assistant at NIU. His education includes B.S. in Foreign Service (University of the Philippines), M.A. in Asian Studies (University of California-Berkeley), M.A. in Political Science (NIU), and certificate courses at the University of Paris, Sorbonne and International Institute of Human Rights, Strasbourg, France.

Ellen White

Mrs. White is a teacher at Rochelle High School. She teaches World History. She is the faculty adviser of the International Club of Rochelle High School. Mrs. White mobilizes the school, faculty, and staff of Rochelle High School to be more exposed to diversity and internationalism. She has been very active in organizing interactions among high school schools across religions, cultures, and countries.

Wei Zheng

Dr. Wei Zheng is an Assistant Professor in the Department of Counseling, Adult and Higher Education at Northern Illinois University. Dr. Wei Zheng is originally from China. She received her Ph.D. degree in human resource development from the University of Minnesota. She worked in a variety of organizations. She served as strategic human resource consultant, working with Fortune 500 companies such as Thomson and Medtronic. Her experiences also include serving as instructional designer for Inscape Publishing, intercultural training consultant for Window on the World, director of US-China training collaboration at International Academy of Minnesota, curriculum developer for the Institute on Community Integration at the University of Minnesota, member of the instructional team at Dale Carnegie Training, and management consultant for several Chinese companies. Dr. Zheng's research interest lies in innovation, leadership, and international human resource development.
Resource Persons’ E-mail Accounts and Telephone Numbers

<table>
<thead>
<tr>
<th>Resource Persons</th>
<th>E-mail Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bass, Avi</td>
<td><a href="mailto:abass@niu.edu">abass@niu.edu</a></td>
<td>(815) 756-1227</td>
</tr>
<tr>
<td>Bicksleer, Maryjane</td>
<td><a href="mailto:lecsmjbs@aol.com">lecsmjbs@aol.com</a></td>
<td>(815) 229-5824</td>
</tr>
<tr>
<td>Birks, Chris</td>
<td><a href="mailto:birksland@yahoo.com">birksland@yahoo.com</a></td>
<td>(815) 753-6996, (630) 208-7120</td>
</tr>
<tr>
<td>Cichy, Evelina</td>
<td><a href="mailto:ejcichy@kishwaukeecollege.edu">ejcichy@kishwaukeecollege.edu</a></td>
<td>(815) 825-2086, Ext. 376</td>
</tr>
<tr>
<td>Cichy, Steve</td>
<td><a href="mailto:SCichy@oakcrestdekalb.org">SCichy@oakcrestdekalb.org</a></td>
<td>(815) 756-8461</td>
</tr>
<tr>
<td>Gyant, LaVerne</td>
<td><a href="mailto:lgyant@niu.edu">lgyant@niu.edu</a></td>
<td>(815) 753-1423</td>
</tr>
<tr>
<td>Davide-Ong, Lina</td>
<td>lò<a href="mailto:ng@niu.edu">ng@niu.edu</a></td>
<td>(815) 73-9547</td>
</tr>
<tr>
<td>Hooley, JoDee</td>
<td><a href="mailto:jodee@backroads.org">jodee@backroads.org</a></td>
<td>(800) 254-8090, Ext. 23</td>
</tr>
<tr>
<td>Jeris, Laurel</td>
<td><a href="mailto:ljeris@niu.edu">ljeris@niu.edu</a></td>
<td>(815) 753-9343</td>
</tr>
<tr>
<td>Katner, Garth</td>
<td><a href="mailto:globalguy@gmail.com">globalguy@gmail.com</a></td>
<td>(312) 345-1123</td>
</tr>
<tr>
<td>Konaté, Maimouna</td>
<td><a href="mailto:mkonate@niu.edu">mkonate@niu.edu</a></td>
<td>(815) 787-8715</td>
</tr>
<tr>
<td>La France, Betty</td>
<td><a href="mailto:blafrance@niu.edu">blafrance@niu.edu</a></td>
<td>(815) 753-7011</td>
</tr>
<tr>
<td>Peace Learning Center</td>
<td><a href="mailto:info@peacelearningcenter.org">info@peacelearningcenter.org</a></td>
<td>(317) 327-7144</td>
</tr>
<tr>
<td>Reynolds, Rita</td>
<td><a href="mailto:rreynolds@niu.edu">rreynolds@niu.edu</a></td>
<td>(815) 753-9824</td>
</tr>
<tr>
<td>Siap, Shana</td>
<td><a href="mailto:co_actress@yahoo.com">co_actress@yahoo.com</a></td>
<td>(224) 715-6834</td>
</tr>
<tr>
<td>Ty, Rey</td>
<td><a href="mailto:rty@niu.edu">rty@niu.edu</a></td>
<td>(815) 753-1098</td>
</tr>
<tr>
<td>White, Ellen</td>
<td><a href="mailto:ewhite@rths.rochelle.net">ewhite@rths.rochelle.net</a></td>
<td>(815) 562-4161</td>
</tr>
<tr>
<td>Yutzy, Miriam</td>
<td><a href="mailto:miriam@mennhof.com">miriam@mennhof.com</a></td>
<td>(260) 768-4117</td>
</tr>
<tr>
<td>Zheng, Wei</td>
<td><a href="mailto:wzheng@niu.edu">wzheng@niu.edu</a></td>
<td>(815) 753-9314</td>
</tr>
</tbody>
</table>

Youth Leaders

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Middle Name</th>
<th>Gender</th>
<th>Religion</th>
<th>Ethnicity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abellar</td>
<td>Lorevera</td>
<td>Krishna</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Cebuano</td>
</tr>
<tr>
<td>Ambulong</td>
<td>Radelyn</td>
<td>Gallega</td>
<td>Female</td>
<td>Islam</td>
<td>Sama</td>
</tr>
<tr>
<td>Aranal</td>
<td>Doreena</td>
<td>Valles</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Tausug-Cebuano</td>
</tr>
<tr>
<td>Asaali</td>
<td>Nurhida</td>
<td>Arasa</td>
<td>Female</td>
<td>Islam</td>
<td>Tausug</td>
</tr>
<tr>
<td>Barraca</td>
<td>Milarose</td>
<td>Barcelona</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Chavacano</td>
</tr>
<tr>
<td>Basira</td>
<td>Helen</td>
<td>Cundiman</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Cebuano</td>
</tr>
<tr>
<td>Bello</td>
<td>Myrafe</td>
<td>De Asis</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Tagalog</td>
</tr>
<tr>
<td>Cael</td>
<td>Ariel</td>
<td>Lasprilla</td>
<td>Male</td>
<td>Roman Catholic</td>
<td>Chavacano</td>
</tr>
<tr>
<td>Cordero</td>
<td>Evie</td>
<td>Peace</td>
<td>Female</td>
<td>Evangelical</td>
<td>Ilonggo</td>
</tr>
<tr>
<td>Delos Santos</td>
<td>Rother</td>
<td>Josie</td>
<td>Male</td>
<td>Roman Catholic</td>
<td>Ilonggo</td>
</tr>
<tr>
<td>Ditti</td>
<td>Fatimah</td>
<td>Al-Zahra</td>
<td>Female</td>
<td>Islam</td>
<td>Sama</td>
</tr>
<tr>
<td>Gumboc</td>
<td>Maria</td>
<td>Katherina</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Ilonggo</td>
</tr>
<tr>
<td>Luyugen</td>
<td>Zahra</td>
<td>Pangalao</td>
<td>Female</td>
<td>Islam</td>
<td>Maguindanaon</td>
</tr>
<tr>
<td>Macog</td>
<td>Fatma</td>
<td>Nor Aljanna</td>
<td>Female</td>
<td>Islam</td>
<td>Maguindanaon</td>
</tr>
<tr>
<td>Magpulong</td>
<td>Fehllyn</td>
<td>Marie</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Cebuano</td>
</tr>
<tr>
<td>Manambuay</td>
<td>Maila</td>
<td>Talmo</td>
<td>Female</td>
<td>Islam</td>
<td>Maguindanaon</td>
</tr>
<tr>
<td>Mupak</td>
<td>Abdul</td>
<td>Jomar</td>
<td>Male</td>
<td>Islam</td>
<td>Maguindanaon</td>
</tr>
<tr>
<td>Rande</td>
<td>Omar</td>
<td>Hussien</td>
<td>Male</td>
<td>Islam</td>
<td>Maranao</td>
</tr>
<tr>
<td>Uballas</td>
<td>Darelee</td>
<td>Calibayan</td>
<td>Female</td>
<td>UCCP</td>
<td>Cebuano-Ilonggo</td>
</tr>
<tr>
<td>Vegafría</td>
<td>Arien</td>
<td>Faye</td>
<td>Female</td>
<td>SDA</td>
<td>Ilonggo</td>
</tr>
</tbody>
</table>

Adult Leaders

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Middle Name</th>
<th>Gender</th>
<th>Religion</th>
<th>Ethnicity</th>
<th>Age</th>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abdurahim</td>
<td>Aldrin</td>
<td>Bucoy</td>
<td>Male</td>
<td>Islam</td>
<td>Tausug</td>
<td>23</td>
<td>Youth Coordinator</td>
</tr>
<tr>
<td>Agustin</td>
<td>Alma</td>
<td>Flores</td>
<td>Female</td>
<td>Roman Catholic</td>
<td>Cebuana</td>
<td>33</td>
<td>Teacher</td>
</tr>
<tr>
<td>Edday</td>
<td>Annalie</td>
<td>Tolentino</td>
<td>Female</td>
<td>Evangelical Christian</td>
<td>Blaan</td>
<td>25</td>
<td>Program Officer</td>
</tr>
</tbody>
</table>

CHAPTER 1: INTERCULTURAL COMMUNICATION
Inter-Cultural and Cross-Cultural Relations
Rey Ty

According to Lanier (2000), there is a distinction between intercultural relationship and cross-cultural relationship. Intercultural relationship is the relationship between and among people with different cultural practices which are totally alien to one another, while cross-cultural relationship is the relationship among people with cultural practices which are similar or the same. Based on Lanier’s typology, the Philippines belongs to the hot-climate region of the world and the U.S. to the cold-climate region. However, Southern U.S. is a hot-climate region “of its own kind,” with its “southern brand of hospitality.” Although this essay presents intercultural hot-versus-cold caricatures, there are in fact cross-cultural similarities between the hot and cold climate cultures. Also, there are hot and cold climate regions, say, within the generally cold-climate country, such as the cold-climate northern and hot-climate southern states of the U.S.

This essay is based on the book Sarah A. Lanier (2000) wrote titled Foreign to Familiar: A Guide to Understanding Hot and Cold-Climate Cultures. There are seven distinctions between hot- and cold-climate cultures. They are the following. (1) relationship versus task orientation; (2) direct versus indirect communication; (3) individualism versus group identity; (4) inclusion versus privacy; (5) different concepts of hospitality; (6) high-context versus low-context cultures; and, (7) different concepts of time and planning.

Hot-Climate People versus Cold-Climate People

Hot-climate cultures are relationship-based. Communications need to build up a “feel-good” atmosphere in society, although this may not be the case for individuals. Human beings take precedence over efficiency and time. Furthermore, it is rude to “talk business” immediately upon arrival at a business meeting or to make a business phone call upon arrival at the same meeting. On the other hand, cold-climate cultures are task-oriented. Communications need to furnish accurate and precise information. The society is logic-oriented, although individuals may be otherwise. Efficiency and time are high priorities and taking them seriously shows respect for others.

In hot-climate cultures, communications are indirect, as a show of respect. Questions are raised indirectly so as not to offend others. Usually, one needs to talk to a third party in order to get a direct answer, because it is considered impolite to provide some direct answers. For instance, one is considered boastful to say how skilled one is, how rich one is, how experienced one is. A yes may mean yes, no, maybe or I don’t know, as it is impolite to disagree with whom one converses. One is rude if one embarrasses other people. On the other hand, in cold-climate cultures, communications are direct. One is respectful if one asks short, direct questions, as everyone else is busy and has no time to beat around the bush. A yes is a yes. People do not hesitate to say no and it is not offensive to say no. One offers a direct answer as factual information and it is proper to do so. One can nicely give both positive and negative critique and it is not taken personally.

Hot-climate cultures are group-oriented. One person’s identity is tied to the group identity, such as the family, clan, village, or ethnicity. Usually, the leaders and elders take the initiative, not the younger members of the community. In regular and difficult times, the group supports the individual, as the individual is an integral part of the whole community. A person must behave properly, because one’s fault or mistake is considered the group’s fault and shame. Cold-climate cultures, on the other hand, are individualistic. Each person has an individual identity which must be respected. Everyone is expected to have an opinion, to take initiative, and to decide for oneself. One’s behavior reflects oneself and nobody else.

In hot-climate cultures, everything belongs to everyone. For instance, food, things, and conversations belong to everyone. Keeping things private and not including others in our meals, activities or discussions are rude. In cold-climate cultures, privacy and private property are sacred. We are doing alright to arrange for private moments, private space, private conversations, and private appointments, which other people must respect. Not respecting one’s privacy is rude.

Misunderstandings may arise due to different perceptions, including hospitality. Hot-climate people freely give hospitality 24/7 to anyone, anytime, anywhere, including doing business, meeting strangers, and exchanging gifts. Cold-climate people, however, also give hospitality, but are planned, announced, and of limited duration.
When a cold-climate person invites someone to dinner, each person is expected to pay one’s own meal, except if the host announces ahead of time that s/he will pay.

Hot-climate people are from high-context societies where everything matters. For instances, one’s personal background and personal connections are important. People ask you who your parents are, who your relatives are, with whom you work, and the like. One is expected to behave politely, dress properly, respect the rules, and follow protocols strictly. But cold-climate people are from low-context societies. It means just “be yourself,” as long as you act appropriately. What are important are not your personal or professional connections, but your personal knowledge and skills. One is casual and dresses informally in general.

**Critique of the False Dichotomy**

For beginners, the categorization of people into cold-climate and hot-climate people sounds good. However, there are many problems in this scheme of things. One, these binary caricatures are extremes. A novice who does not know the nuances in people’s cultures around the world—especially one who has not traveled abroad—could easily make arguments that border on stereotyping. Two, not all people in cold-climate countries have the same culture. The same argument goes for people in hot-climate countries. For instance, putting aside Islamic practices, a Muslim Egyptian, a Muslim Iranian, a Muslim Kazakh, a Muslim Hui from China, a Muslim Azeri, and a Muslim Indonesian do not have the same cultural practices. Three, are cultural differences really critically based on the temperatures of one’s country? I really doubt it. The more important variables are the type and level of economic development. People in post-industrial societies tend to care about the environment and the world in general. People in advanced capitalist countries tend to have individualistic cultures. People in backward and feudal economies tend to have more collectivistic cultures, due to poverty and the need for community and collective support and assistance. Four, people within a country can also have different cultures due to their economic and ideological differences. While rich people in general can have different cultures from the poor, a peasant, for example, can be collectivist, another peasant can be individualistic; a free-market business entrepreneur can be individualistic, yet another social-democratic businessperson can be collectivistic. The rich people of today in hot-climate countries prefer privacy to communitarian living: many of the children of rich families in the hot-climate countries have their own rooms furnished with all the latest technological amenities, each one with one’s own private bathroom, television set, sound system, computer, and electronic games. Thus, the temperature of one’s country of origin is not the key variable in explaining one’s culture. The list of criticism of Lanier’s framework can go on and on. The readers are warned to be critical of gross generalizations, name calling, and stereotyping. I challenge the readers to come up with their own framework on how to view similarities and differences among people of different cultures.

**Cultural Types**

People can react to another culture in one of three ways. Cultural ethnocentrists are those who reject anything foreign and insist that the only way to do things is how it is done in their home country. They will definitely have a bad time abroad. Cultural romantics are those who accept everything foreign to the extent of rejecting everything that comes from their country of origin. These persons will enjoy traveling and living abroad but will reject and criticize everything that comes from their country of birth. Both cultural ethnocentrists and cultural romantics are extremes and do not have a balanced view of different cultures. They praise one culture and criticize the other cultures.

Lastly, cultural cosmopolitans are those who both love their own cultures as well as the cultures of others, including especially the culture of the country to which they travel. However, unlike the cultural ethnocentrists, cultural cosmopolitans find fault with their own culture but embrace their own culture with all its strengths and recognize its weaknesses as well. Unlike the cultural romantics, cultural cosmopolitans do not only enjoy foreign cultures but also recognize the demerits of foreign cultures. Thus, cultural cosmopolitans neither hate or romanticize their own cultures nor hate or romanticize the cultures of others. Taking into account the strong points and limitations of each culture, they are comfortable accepting their own culture as their foundation, but learn to adapt to the cultures of others.

**Reference**

**Intercultural Orientation:**
Sun People Cultures vis-à-vis White Anglo-Saxon Protestant European-American Dominant Cultures
Rey Ty

**Objectives:** To understand the different cultural behavioral patterns in the U.S.

**Procedures:**
1. Organize into five groups. Read and internalize your characteristics listed below.
2. Read and internalize the characteristics of your people.
3. Disperse. Go around the room. Think of yourself as going to a social gathering with people of different backgrounds. Form into a new group of 5 persons—each one must be from a different cultural group.
4. Bearing in mind your people’s characteristics, engage in a lively conversation with each other and act accordingly. Discuss around the following points: greet each other, your likes, your dislikes, your hobbies, skills & talents, music you like, and many others
5. Go back to the plenary session for debriefing.
   a. Each group will explain who they are.
   b. Q & A

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>I greet people by saying politely “How are you?”</td>
<td>My hand shake is very firm.</td>
<td>I am a veteran of World War I or have lived through it.</td>
<td>I am a traditionalist.</td>
<td>I was born between 1965 &amp; 1980 in the U.S.</td>
<td>I was born between 1981 &amp; 1991 in the U.S.</td>
<td>I greet people by saying “Whassup, dude?” or “Give me five!”</td>
</tr>
<tr>
<td>My hand shake is very soft.</td>
<td>My heritage is European American.</td>
<td>I was born from around 1901 - 1924.</td>
<td>I was born from around 1925 – 1942.</td>
<td>I am individualistic but also a team player.</td>
<td>Famous people in my age group are Robert Downey, Jr., Alanis Morissette, &amp; Drew Barrymore.</td>
<td>1 out of 5 of my friends has immigrant parents.</td>
</tr>
<tr>
<td>I am from a traditional society.</td>
<td>I always have eye contact with everyone with whom I speak.</td>
<td>I grew up during the Depression.</td>
<td>I am a veteran of World War II or have lived through it.</td>
<td>I work hard.</td>
<td>I drink Starbucks coffee.</td>
<td>1 out of 10 of my friends has non-citizen parents.</td>
</tr>
<tr>
<td>No eye contact when talking to someone who is older to you or to someone of high social status</td>
<td>If I disagree, I say “no.”</td>
<td>Most families at the time of the Depression had very little food to eat.</td>
<td>I enjoyed the post-war boom in the economy.</td>
<td>I am loyal to the company for which I work.</td>
<td>I have some ears or tongue or nose piercings.</td>
<td>1 out of 10 of my friends has non-citizen parents.</td>
</tr>
<tr>
<td>Category</td>
<td>Characteristic</td>
<td>Examples</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-----------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individualistic</td>
<td>I don’t say “no,” even if I disagree, because it is rude to do so.</td>
<td>I overwork to enjoy material things that I can buy with my hard-earned money. I want to control my own time. I was born with technology always present. So, I am good with computers, MP3 players, GPS, cell-phones, etc.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Group oriented</td>
<td>I was rebellious when I was young.</td>
<td>My values are different from my parents’ traditional values. Open communication is very important to me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interdependent</td>
<td>Guided by my own needs, preferences</td>
<td>Famous people in my age group are Bruce Springsteen, Howard Stern, Janis Joplin, &amp; Bill Gates. I enjoy my freedom. I’m a “new traditionalist” &amp; accept my parents’ values.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Duties to the community are important</td>
<td>Individual rights are important.</td>
<td>I don’t think a 9-to-5 regular work hours make sense, as I am not input oriented. I use google, hi5, facebook, gmail, myspace, yahoo, hot-mail…</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communal sharing</td>
<td>Almost all of my friends are also European Americans.</td>
<td>I prefer to have flexible time in my job. I burn my own CDs &amp; DVDs. I like MTV, camera phone, instant messaging, chat online, sending text mail, make phone calls online (Voice Over Internet Protocol—VOIP), &amp; other hi-technology items.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When someone has a problem, the whole community helps</td>
<td>I don’t know much about cultures which are not European American.</td>
<td>I am output oriented, even if I don’t work regular hours, I am more productive using my time flexibly &amp; I produce great outputs in my work.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Respect elders and people who have high position or rank in society</strong></th>
<th><strong>My private property is important to me: don’t touch them without my permission.</strong></th>
<th><strong>I am not a good team player, as I prefer to work alone.</strong></th>
<th><strong>I have a hi-tech camera &amp; have paperless photos only. I shop online.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I have to respect the decision of the community, even if I disagree with it.</strong></td>
<td><strong>My privacy is important: don’t ask about my personal and private life.</strong></td>
<td><strong>I care about open communication but I don’t care about titles or positions.</strong></td>
<td><strong>My friends are African-, Latinos, European-, &amp; Native-Americans.</strong></td>
</tr>
<tr>
<td><strong>I avoid conflicts, I always agree publicly, even if I really disagree.</strong></td>
<td><strong>Respect everyone, regardless of age, sex, or rank.</strong></td>
<td><strong>I call everyone by their first names or nicknames.</strong></td>
<td><strong>I don’t care about job titles—I care about job fulfillment.</strong></td>
</tr>
<tr>
<td><strong>I call everyone formally by their titles &amp; positions (Dr., Chief, Sir, Madame)</strong></td>
<td><strong>I make appointments to see my parents, relatives &amp; friends.</strong></td>
<td><strong>I am cynical about authority.</strong></td>
<td><strong>I am good at multitasking.</strong></td>
</tr>
<tr>
<td><strong>I call everyone informally as my aunt, uncle, sister, and brother</strong></td>
<td><strong>I don’t trust church, police, &amp; the military.</strong></td>
<td><strong>I have a positive attitude, follow rules; I am group oriented, sheltered, &amp; intelligent.</strong></td>
<td><strong>I enjoy being with my friends but I still keep my personal identity.</strong></td>
</tr>
<tr>
<td><strong>I am married with many children.</strong></td>
<td><strong>I have a very mixed career.</strong></td>
<td><strong>I enjoy material things but I prefer to have less stress, even if it means earning less money.</strong></td>
<td><strong>I grew up in the Bill Clinton years.</strong></td>
</tr>
<tr>
<td><strong>I visit my relatives and friends without telling them—I just appear in their residences.</strong></td>
<td><strong>I have “water logic.” Nothing is cut and dry. Nothing is certain. It always depends.</strong></td>
<td><strong>I don’t care about getting married.</strong></td>
<td><strong>I have “rock logic.” When I mean yes, I say yes. When I mean no, I say no.</strong></td>
</tr>
</tbody>
</table>

---
Subcultures
Rey Ty

I. Jus Sanguinis Subcultures: Non-White, Color-Based, and Ethnicity-Based Subcultures
   A. Native American
   B. African American
   C. Latino
   D. Asian American

II. Jus Soli Subcultures: Land-of-Birth Based Subcultures
   A. U.S. Born
   B. Non-U.S. Born

III. Economic-Based Subcultures
   A. Upper Class Subculture
   B. Middle Class Subculture
   C. Working Class Subculture
   D. Lower Class Subculture

IV. Neighborhood Subcultures
   A. Blue Blood Estates
   B. Towns and Gowns
      1. University Towns
      2. High Asian Concentration
   C. Hispanic Mix

V. Overlapping Clothing Subcultures
   A. Conservative: 35-55 years old
   B. Traditional: 25-29 years old
   C. Update: 25-49 years old

VI. Urban Tribe Subculture
   A. French Cinéma Enthusiast Subculture
   B. Punk Subculture
   C. Goth Subculture
   D. Counter Culture
   E. Alternative Cultures

VII. Other Subcultures
   A. Feminist Subcultures
   B. LGBT Subculture
   C. Anti-Consumerist Subculture
   D. Green Subculture
   E. Artsy Subculture

VIII. Other Subcultures Too Many to List
**Tipping Guide**
Source: http://www.onthegopublishing.com/hotel.shtml

- Who do you tip and how much is a perennial question. Tipping is a custom that's been around for at least 100 years. Meaning "To Insure Promptness," it started as a way to get better, faster service.
- Whether the service you receive merits a tip remains a personal issue and choice. Tipping is voluntary, but often expected, regardless of the quality of service. As a gesture of protest, some people will not leave a tip when they receive poor service. This handy chart can serve as a tip guideline.
- In many countries, certain service providers (waiters, doormen, bellhops, and room service staff) assume they'll be receiving tips. Tips to them are as serious as your paycheck is to you. In some countries, a service charge is automatically added to hotel and restaurant bills. Check your bill carefully. Ask if you are not sure. The key is fairness, both to you and the person serving you.
- Lastly, tip women the same way you would men—with cash. Flowers or perfume are no longer appropriate.

**Most Customers Tip:**
- Restaurants and coffee shop servers 15 percent
- Baggage handlers at airport curbside check-ins $1 per bag
- Taxi drivers ten to 15 percent
- Parking valets from $1 to $2. Where hotel valet parking is the rule, leave a single tip in an envelope at the end of each day for all to share. Include your business card and room number. Figure on a few dollars a day.
- Hotel doormen $1 to $2 per visit and porters $1 per bag. Tip the doorman if your luggage is brought to the reception desk.
- Room Service -- check your bill to see if a service fee is included. Some hotels are generous with your money and automatically add as much as 17 percent. If no service fee is on the bill, tip 10 to 15 percent of the bill.
- Sommelier 10 to 15 percent of the bottle price.
- Restaurant Captains five percent of the total bill.
- Maitre d' -- tip on special occasions when you want a special service like a table when you have no reservation and the restaurant is crowded. $5 or $10 for a table for two. For extraordinary help, like a table for six at an expensive restaurant, consider $50 or more.

**Most Cruise Passengers Tip:**
- Cabin stewards and waiters $3 to $4 per day, depending on cruise line suggestions
- Bus boys or assistant waiters $2 per day, depending on cruise line suggestions.

**Most Travelers Tip:**
- Private-car drivers $5 to $6 per day
- Tour guides $1 to $2 per day
- Tour bus drivers $1 to $2 per day

**Some Travelers Tip:**
- Hotel housekeepers $1 to $2 per day
- Airport limos and van drivers $1 per trip
- In Europe, most hotels and restaurants automatically add a "service" charge to the bill. Even so, many Americans still leave a ten to 15 percent tip.
- Europeans generally tip less, leaving the small change from their bill or no more than five percent.
- Throughout Western Europe, tips are expected in theaters, opera houses, first-run cinemas in some countries, when an usher escorts you to your seat. The equivalent of a dollar is in order. Often a small black purse opened in front of you makes that quite clear.
- In European washrooms, leave the equivalent of 50 cents to $1 for the attendant.
- Though many taxicabs in Europe are operated by owner-drivers, add 10 percent to the metered fare.

CHAPTER 2: THE PROGRAM CURRICULUM & LEARNING HOW TO LEARN

Philippine Youth Leadership Program:
Engaging a New Generation in the Southern Philippines in Interethnic Dialogue and Conflict Resolution

The sixth PYLP 2009 aims to strengthen the institutional and organizational infrastructure for promoting a culture of peace in Mindanao, and expand the role of PYLP-ACCESS alumni as the next generation of responsible and committed community leaders. We bring to NIU 20 Muslim and non-Muslim youth and 3 adult educators/community leaders from the ARMM and surrounding provinces to participate in an intensive and substantive five-week institute that focuses on four key teaching emphases: 1) the underlying premises and practices of conflict resolution, inter-ethnic, inter-generational and intra-faith understanding; 2) community activism and volunteerism; 3) contemporary American institutions that support ethnic diversity and religious pluralism; and 4) leadership development and transformation.

The specific objectives of the program are to (1) sharpen the participants’ skills in conflict resolution/transformation, inter-ethnic and intra-faith dialogue, tolerance, leadership, coalition-building, and community activism; (2) enhance the participants’ appreciation of their similarities and differences through various interactive activities that will serve as avenues for open dialogues; (3) provide participants with tools for working collaboratively across ethnic and religious lines; (4) develop in the participants an appreciation of the cultural, religious, and ethnic diversity of Midwest America; (5) give participants access to community projects in DeKalb and in the Chicago area so they can gain first-hand experience in civic participation and community leadership.

The following outcomes are envisioned: (1) the foundation will be laid for an expanded and committed generation of youth leaders and activists who will contribute toward community development and peace initiatives in the ARMM and surrounding provinces; (2) increased understanding of the nature and causes of inter-religious and inter-ethnic conflicts; (3) enhanced strategies and tools for conflict resolution/transformation, tolerance, respect for diversity, and inter-ethnic/inter-generational/intra-faith understanding; (4) a better understanding of the cultural similarities and differences between U.S. and Philippine cultures; (5) new knowledge and skills in action plan development and coalition-building; (6) an appreciation of the value of community service as evidenced by increased participation in volunteer work in their home communities; and (7) established networking and collaboration among alumni in developing and implementing community service projects that “incorporate the promotion of tolerance, the reduction of stereotypes, and the modeling of positive cooperation among ethnic, religious, and socio-economic groups.”
<table>
<thead>
<tr>
<th>Learning How to Learn</th>
<th>Learning How to Learn</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. The Learning Process</td>
<td>2. Bloom’s Types of Learning</td>
</tr>
<tr>
<td>4. Learning Mission Workshop</td>
<td>4. Perry’s Intellectual Development</td>
</tr>
<tr>
<td></td>
<td>5. Critical Thinking &amp; Writing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Concrete Situationer</th>
<th>Conflict Resolution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Conflict in Mindanao</td>
<td>1. STEP: Basic mechanics of conflict resolution</td>
</tr>
<tr>
<td>2. Mindanao Situation</td>
<td>2. Causes of Conflict</td>
</tr>
<tr>
<td>3. Workshop on Mindanao</td>
<td>3. Conflict Resolution Methods</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Diversity Issues</th>
<th>Community Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Interfaith &amp; Inter-Ethnic Dialogue</td>
<td>1. Community Service Learning</td>
</tr>
<tr>
<td>2. Intergenerational Communication</td>
<td>2. Learn from the People &amp; Serve the People</td>
</tr>
<tr>
<td>3. Intrafaith &amp; Intra-Ethnic Dialogue</td>
<td>3. Lessons Learned (Where the Heart Is)</td>
</tr>
<tr>
<td>4. Intergenerational Issues</td>
<td></td>
</tr>
</tbody>
</table>

Community Volunteer Work
1. Hope Haven (Homeless Shelter, DeKalb, Illinois)
2. Feed My Starving Children (Aurora, Illinois)
3. Oak Crest Retirement Center (Sycamore, Illinois)
4. Kishwaukee College (Malta, Illinois)
5. Northern Illinois University (DeKalb, Illinois)

Leadership Development
1. Public Speaking
2. Strategic Planning
3. Project Planning
4. Action Planning
5. Youth Leadership in Civic Engagement, Community Service & Activism

Preparatory Work
1. Pre-Test of Prior Knowledge
2. Intercultural Orientation
3. U.S. Geography
4. U.S.-Philippine Intercultural Orientation

U.S. Diversity Visits
1. Center for Black Studies, NIU
2. DeKalb Catholic Church
3. DeKalb Synagogue
4. DeKalb Mosque
5. Rochelle High School
6. Islamic Foundation High School
7. Shipshewana Amish Community, Indiana
8. Baha’i Temple, Wilmette, Illinois

Leadership Development
6. Community Partnerships & Town Action
7. Leadership Models
8. Town Hall Meeting on Problems & Solutions in Implementing Projects
9. Town Hall Meeting on Supporting the Youth’s Projects

Evaluation
1. Pre-Test
2. Mid-Term Critical Reflection Art Work & Essay
3. Mid-Term Evaluation
4. Post-Test Critical Reflection Art Work & Essay
5. Post-Test Evaluation
Pre-Test, Mid-Term, & Post-Test
Rey Ty

Pre-Test: Organize a Large Table
1. Make sure everyone has a chair on which to sit comfortably.
2. Creatively make a simple but colorful 8’’ x 11’’ artwork on “What your name brings to the table.” Use symbolic images with few key words only.
3. When done, set it on the table.
4. Walk around and view each other’s “table setting.”
5. Share Pair. Then plenary discussion.
6. Photograph it & upload to the web group.
7. Collect & submit art work to Rey Ty.

Mid-Term: Organize a Walking Exhibit
1. Make sure everyone has a chair on which to sit comfortably.
2. Creatively make a simple but colorful 8’’ x 11’’ artwork on “What your name wants to be added to the table.” Use symbolic images with few key words only.
3. When done, tape your work on your front garment (using masking tape).
4. Walk around and view each other’s work.
5. Explain your art work to others, when asked.
6. Then plenary discussion.
7. Photograph it & upload to the web group.
8. Collect & submit art work to Rey Ty.
9. Submit essay online tonight.

Pre-Test: What Do I Bring to the Table?
Experiences
Knowledge
Skills
Values

What ____________ brings to the table.

Mid-Test: What Do I Want to be Added to the Table?
# Learning Contract

**Personal Learning Contract**

Rey Ty

<table>
<thead>
<tr>
<th>I know that in this program I will learn about</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| I know that there are three program goals, namely: |  |
| 1. |  |
| 2. |  |
| 3. |  |

| I know that the objectives of this program are |  |
| • To |  |
| • To |  |
| • To |  |
| • To |  |
| • To |  |

| I pledge do my best to make this interfaith dialogue a success. |  |
|  |  |

| I expect myself to | I expect the course content to |  |
|  |  |

| I will request the youth participants to | I will request the adult escorts/leaders to |  |
|  |  |

| I will make sure that the learning process will be | To make the learning experience positive, I will |  |
|  |  |

| I will REQUEST the resource persons to | To make the learning experience positive, I will not… |  |
|  |  |

| I will actively participate. | I will be responsible for my own learning. |  |
| I will help others by listening to them & offer constructive responses. | I will reflect on & review what I have learned in this course & creatively apply them to my context back home. |  |
| I will prepare simple and doable personal & regional action plans. | I will implement my personal and regional action plans back home. |  |

| In the unlikely event that there will be a problem, I will… |  |

---

What I Expect of Myself

I expect myself to be

I expect myself to
What We Expect of Our Peers

I expect my peers to be

I expect my peers to

- No “Superstar”
- No “Ping-Pong”
- No “Popcorn”
What We Expect of our Adult Leaders

I expect the adult leaders to

I expect the adult leaders to

be
What We Expect of Our Youth Leaders

I expect the youth leaders to

I expect the youth leaders to be

---

What We Expect of the Learning Process

I expect the learning process to be

I expect the learning process to
Ground Rules

Session Objective: At the end of the session, the participants will be able consensually to lay down the rules of behavior that bind everyone.

Procedure:
Participants sit on a circular formation in the session hall.

The facilitator writes the words “Ground Rules” on a large sheet of paper.

Participants volunteer ideas on how the sessions throughout the entire program will be conducted, including the behaviors of both facilitators and participants.

The facilitator jots down the key points on the flipchart, such as (if they have identified these, if not, you can raise these points and list them down, granted that there is a consensus):

1. We will make all efforts to ensure a “SAFE ZONE” for you
2. We are in Safe Zone: do not harm anyone. You have the right to pass, if you don’t want to speak up temporarily.
3. A Freedom Wall will serve as your voice box and daily evaluation
4. Respect, tolerance, do not cross ethical boundaries, do not convert someone from one religion to another
5. Active participation
6. Cooperation
7. Fun
8. *No discrimination (size, weight, height, sex, gender, color, creed, age, social status, wealth, political position or connection, culture…).
9. Do NOT push people around, literally and figuratively.
10. No bullying, no name-calling, no teasing, no talking down on people, no belittling, no insults, no scolding in front of others, no humiliating, no smart-alecking, etc.
11. No grandstanding, no ping pong, & no popcorn attitudes.
12. To ensure everyone participates, each person can only give one public speech during your stay in the U.S. and there should always be gender balance.
13. For overall operations, Drs. Lina Ong and Sue Russell are in charge
14. For day-to-day operations, Rey is in charge. They are your “SUGGESTION BOX.” Address your daily questions, comments, suggestions, and complaints to them. If ground rules have been violated, please let them know for appropriate action.
15. You will be given information on ethical treatment of students, etc.
16. The facilitator summarizes the main ideas.
17. The flipchart is posted on the wall to remind everyone about the ground rules which the whole group has laid down.
Social Learning Contract

Positive, Constructive, and Facilitative Traits & Things in the Learning Process
Rey Ty

To-Do List Worksheet

To be

To
Social Learning Contract

Negative, Distracting & Destructive Traits & Things in the Learning Process
Rey Ty

Don’t engage in side conversations. That is rude!

Don’t

-Don’t be arrogant.
-Don’t bully.
-Don’t laugh at other people’s posture, wrong spelling, grammar, or pronunciation.

Don’t

Don’t

Don’t
Learning Mission Statement:
We are here to
Role of Adult Leaders
Dr. Lina Ong

Adult leaders are participants first and foremost, but will also serve as advisors, chaperones, guardians, and supporters of the students. They are expected to guide, motivate, and assist the students in attaining the goals of PYLP-ACCESS 2009. Specifically, adult leaders must perform the following functions during the month-long training at NIU:

1) **Encourage the youth participants to actively participate in every training session** or learning activity. Help create a learning environment that is welcoming and comfortable for them to share their thoughts and experiences. Give the students ample opportunities to express their views during the sessions.

   *Carolyn Lantz wrote:* “Adult leaders should allow the students to be vocal, candid, and active participants who do not feel they need to defer to the teacher. Students may need time to process some issues without the adult participants around, as their presence can be inhibiting. The traditional deference to elders can limit students’ feelings to freely express themselves.”

2) **Be a good role model to the students by keeping an open mind to new ideas** and developing a mindset for viewing a situation from multiple perspectives. Remember that there is more than one way to look at things. Refrain from disrupting the sessions, out of respect for the guest speakers and facilitators.

3) **Assist the students in coping with the demands of work in a new environment.** Periodically check in with the students about how things are going; monitor their learning progress; **guide** them in their assignments and in their journal writing.

4) **Schedule a late afternoon or early evening “Kumustahan” - a processing time with your group.** Take down notes of your daily processing sessions and be ready to share notes with Dr. Russell and Dr. Ong during meetings with adult leaders.

5) **Guide the students in assessing weekly activities** by encouraging their comments and reactions, asking what they think and feel about the training activities. Help the Program Management Team evaluate the effectiveness of every training session/event/trip by providing feedback and attending formal and informal meetings.

6) **Assume a proactive role** during the planning stages of the students’ individual and group **Action Plans.** Build their leadership skills and confidence by helping them in brainstorming ideas and inputs and setting their goals and objectives of what they want to accomplish when they go back home.

7) **Foster better relationships,** promote camaraderie and respect among all participants by providing emotional support, listening to their comments and taking their concerns seriously.

8) **Coordinate rehearsals.** Decide as a TEAM (of adult leaders) which dances should be performed at specific programs and who should be the spokespersons for the group on specific occasions (e.g., welcome luncheon & graduation).

9) **Know the program agenda in detail.** Adult leaders are expected to coordinate with the NIU Program Management Team to avoid conflicts and miscommunication about when and where the group is supposed to be and about other logistical concerns.

10) **Be responsible for the attendance of the students in all activities.** Insist on **punctuality.** During field trips, always do a **headcount** of the students in your group (region) upon boarding the bus.

11) **Maintain open communication with the NIU Program Management Team.**

12) When you return to Mindanao, maintain contact with your group; give the youth your moral support, monitor and if necessary, assist in the implementation of their **community action plans.**

13) Coordinate with Dr. Madale, Mona Pangan, & Marilen Ramiro in planning for the Follow On Program. Make every possible effort to ensure the attendance of **all 23 PYLP 2009 alumni** at the Follow On Program.
Golden Ground Rules

- Attendance in all on-campus & off-campus activities is mandatory.
- Active participation in all activities is expected.
- Punctuality is a virtue. Be always on time. Tardiness will NOT be tolerated.
- Listen actively. Stay awake and alert during all learning sessions.
- Daily synthesis, journals, and action plans should be e-submitted on time.
- All evaluation instruments: pre-test survey, formative/mid-conduct survey, and final/post-test survey should be completed on time. All qualitative surveys (critical reflection essays) must be authored and e-submitted on time.
- You must e-submit promptly your community service action plan in PowerPoint format.
- You must actively participate in the graduation theater production.
- Respect each other. Do not bully or tease (no kantiyawan!).
- Apply what you have learned about inter-ethnic or intra-faith dialogue, tolerance, & understanding by seeking to resolve any misunderstandings in a timely manner.
- ENJOY every minute of this unique and exceptional learning experience!!!
### Calendar for the Leaders of the Day

**Leaders of the Day**

**April 4 – May 6, 2009**

<table>
<thead>
<tr>
<th>Sun</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td><em><strong>Saturday, April 4</strong></em>&lt;br&gt;PYP participants arrive</td>
<td>6 University Suite&lt;br&gt;Abdurrahim, Aldrina&lt;br&gt;AGUSTIN, Alma&lt;br&gt;EDDAY, Annalie</td>
<td>7 <strong>Free morning</strong>&lt;br&gt;University Suite&lt;br&gt;ABELLAR, Lorevera&lt;br&gt;AMBULONG, Radelyn&lt;br&gt;ARANAL, Dorena</td>
<td>8 University Suite&lt;br&gt;ASALI, Nazhida&lt;br&gt;BASIRA, Helen&lt;br&gt;BARRACA, Melrose</td>
<td>9 University Suite&lt;br&gt;BELLO, Myra&lt;br&gt;CAEL, Ariel&lt;br&gt;CORDERO, Erin</td>
<td>10 University Suite&lt;br&gt;De Los Santos, Roher&lt;br&gt;DITTI, Fatimah&lt;br&gt;Gumah, Katherina</td>
<td>11 Tour of Chicago&lt;br&gt;LUYGEN, Zahra&lt;br&gt;MACOG, Fatima&lt;br&gt;Magpulang, Fehlyn</td>
</tr>
<tr>
<td>12 Easter Sunday&lt;br&gt;Attendance Mass @ Newman Catholic Church; Volunteer to help with Easter Egg Hunt</td>
<td>13 University Suite&lt;br&gt;MANAMBUAY, Malla&lt;br&gt;MUPAK, Abdul&lt;br&gt;RANDE, Omar</td>
<td>14 University Suite &amp; Rochelle High School&lt;br&gt;UBALLAS, Darelee&lt;br&gt;VEGA FRIA, Azrie&lt;br&gt;Abdurrahim, Aldrina</td>
<td>15 <strong>Indianapolis</strong>&lt;br&gt;AGUSTIN, Alma&lt;br&gt;EDDAY, Annalie</td>
<td>16 <strong>Indianapolis, Indiana</strong>&lt;br&gt;ABELLAR, Lorevera&lt;br&gt;AMBULONG, Radelyn</td>
<td>17 <strong>Indianapolis, Indiana</strong>&lt;br&gt;ARANAL, Dorena&lt;br&gt;ASALI, Nazhida</td>
<td>18 <strong>Indiana</strong>&lt;br&gt;BASIRA, Helen&lt;br&gt;BARRACA, Melrose</td>
</tr>
<tr>
<td>19 Prepare for Homestay&lt;br&gt;Rehearsal for Philippine Night&lt;br&gt;4:00 pm Host Family Pick Up</td>
<td>20 Divisions&lt;br&gt;BELLO, Myra&lt;br&gt;CAEL, Ariel&lt;br&gt;CORDERO, Erin</td>
<td>21 Divisions&lt;br&gt;De Los Santos, Roher&lt;br&gt;DITTI, Fatimah&lt;br&gt;Gumah, Katherina</td>
<td>22 Divisions&lt;br&gt;LYU GEN, Zahra&lt;br&gt;MACOG, Fatima&lt;br&gt;Magpulang, Fehlyn&lt;br&gt;2:00 – 4:30 Feed My Starving Children&lt;br&gt;(Aurora, IL)</td>
<td>23 <strong>Kishwaukee College</strong>&lt;br&gt;MANAMBUAY, Malla&lt;br&gt;MUPAK, Abdul&lt;br&gt;RANDE, Omar&lt;br&gt;3:00 p.m. Division Le</td>
<td>23 <strong>Division</strong>&lt;br&gt;5:30 pm&lt;br&gt;Philippine Night&lt;br&gt;(Witte Auditorium)</td>
<td>25</td>
</tr>
<tr>
<td>26</td>
<td></td>
<td>27 Divisions&lt;br&gt;Islamic Foundation High School in Villa Park&lt;br&gt;UBALLAS, Darelee&lt;br&gt;VEGA FRIA, Azrie</td>
<td>28 Divisions&lt;br&gt;3:30 – 8:00 pm&lt;br&gt;Oak Crest Retirement Ctr</td>
<td>29 Divisions&lt;br&gt;Abdurrahim, Aldrin&lt;br&gt;AGUSTIN, Alma&lt;br&gt;4:30 – 5:30 pm&lt;br&gt;Graduation Rehearsal (Divisions)</td>
<td>30 Divisions&lt;br&gt;EDDAY, Annalie&lt;br&gt;ABELLAR, Lorevera&lt;br&gt;AMBULONG, Radelyn&lt;br&gt;Volunteer @ Hope Haven&lt;br&gt;4:30 – 6:30 pm</td>
<td>25</td>
</tr>
<tr>
<td><strong>MAY 1 Chicago</strong>&lt;br&gt;ARANAL, Dorena&lt;br&gt;ASALI, Nazhida</td>
<td><strong>MAY 1 Graduation Rehearsal Diversions</strong></td>
<td><strong>MAY 2 Graduation Rehearsal Diversions</strong></td>
<td><strong>MAY 3 Graduation Rehearsal Diversions</strong></td>
<td><strong>MAY 4 Graduation</strong>&lt;br&gt;4:30 pm&lt;br&gt;Graduation (Duke Ellington)</td>
<td>6:30 pm&lt;br&gt;Graduation Reception (Duke Ellington)</td>
<td><strong>MAY 5 Graduation</strong></td>
</tr>
</tbody>
</table>

---

Leaders of the Day: Who’s Got the Power to Review, View, and Preview?

Rey Ty

As part of your leadership training, each participant will be delegated powers and duties which you will perform on a daily basis. They include, among others, the following:

1. Assist in setting up and storing A/V and sound system before and after each day’s session, respectively.
2. Start with a integrated single interfaith invocation, followed by an energizer.
3. REVIEW: Prepare a 3-minute critical reflection of the previous day’s sessions.
   a. Note: Do not read. Share your thoughts from your heart. Do not mention trivial matters such as what time the session started or ended—those pieces of information are available in the program calendar. Be creative, colorful and inspirational: You can use music, original poem, dance, or drawing to supplement your critical essay.
   b. Present a short summary of a world news item. You can read world news online to prepare for your news item.
   c. Satisfaction: To what extent were you satisfied with the previous day’s activities? Explain.
   d. Participatory Evaluation: To what extent did you participate in the previous day’s activities? Explain.
   e. Short summary of the content or substance of the lectures: new knowledge, new skills, and new attitudes you have learned. Use key words only.
   f. Personal Impact: How did the previous day affected you personally?
   g. Social Impact and Applicability of the content of the presentations in your local context: How you can apply what you have learned in your own local context when you go back home.
   h. Empowerment Evaluation: To what extent were you empowered?
      1) Cognitive Empowerment: After gaining new knowledge, do you now feel empowered? Explain.
      2) Psychological Empowerment: After attending the previous day’s sessions, do you now feel empowered? Explain.
      3) Economic Empowerment: Are you able to connect with human resources or gather material resources to implement an action plan (such as conduct a leadership workshop addressing the topic discussed the previous day? Explain.
      4) Political Empowerment: After attending the previous day’s session, are you now able to take decision and do things differently in order to bring about change and just peace?

4. “Job Well Done!” Recognize, thank and congratulate the participant who had been delegated powers and responsibilities for the previous day.

5. VIEW
   a. You will describe the program for the whole day.
   b. Then, adult leaders will introduce the guest speaker and the topic of each session. A short biography of each resource person is in your handbook. A copy of their full-length resumes will be available for your perusal. You can also easily find their professional resumes online.

6. Prepare some energizers, action songs, or other forms of ice breakers. You will present them before each session starts in the morning and in the afternoon as well as after the break during each session, and a last one to end each half day’s activities. Thus, these activities will be Openers, Breakers, and Closers. Thus, you need to have a total of at least six activities a day. If we are on bus trips, you will do your presentation of your critical reflection and energizers on the bus.

7. Announce and remind everyone to engage in 5-minute critical reflection and writing exercise after each session ends (morning, afternoon, and evening as well as during off-campus and out-of-town trips).

8. Take official candid photographs of participants in action, all art work & workshop outputs of the day; take training supplies available, set up, monitor, trouble-shoot, secure equipment, clean up, and pack up. Lock the door during lunch break and end of the day.

9. Submit online your notes as the Official Journal of the Day, including interfaith invocation.

10. Make announcements, including keeping time and reminding those who don’t have all their e-journals & other submissions online.
11. Monitor daily submission of online requirements: journal, pre- and post-test essays, art work, photos, and ACTION PLANS. Announce and give list of delinquents to Kuya Rey Ty.
12. PREVIEW: At the end of the day, announce the following day’s schedule, speakers, topics & place.
13. You will be the mentors of the Leaders of the Day for the following day. Others as may be identified.

**Critical Writing Exercises**

Rey Ty

I. **Participation in Activities**
   A. Engage in Active Listening
   B. Identify problem, focus, themes, objectives
   C. Participate in activities
   D. Take notes
   E. Interact
   F. Resource person as coach, not just a lecturer
   G. Writing is a process, not a product
   H. Remember to have the title, your name, and date on top of the first page of each written work you submit

II. **Functions of Writing**
   A. Conceptual: Remember important concepts
   B. Meta-Cognitive: reflect on your thinking process
   C. Procedural: record how things are done

III. **Bad Writing: Simply Informative**
   A. Chronological writing: “And then, and then, and then…”
   B. Detailed summary: “The author said…, and said…, and said…”
   C. Data Dump writing: “Azeri identified five elements of… Bandura examined twelve factors… Xander analyzed all variables… Zanzibar enumerated six criteria…”

IV. **Good Writing: Critical**
   A. Cognitive Dissonance: reflect on paradox; “Mindanao has abundant natural resources. But why do the minorities have no access to economic wealth?”
   B. Dialogic: explore different points of view regarding a topic
   C. Active Problem Solving: not just talk or theorize, but seek concrete solutions and take small steps to confront challenges and change the situation for the better

V. **Assignments**
   A. Each Participant
      1. Submit your In-Class 5-Minute Writing Exercise AM and PM that you finish after each session, whether on campus or out of town, and other written work, such as reflection on volunteer community work, etc.
      2. Submit to your online folders right after class when on campus
      3. When out of town, submit all piled up assignments before the following day’s session begins
   B. Leaders of the Day
      1. Submit online your integrated interfaith invocation
      2. Submit online your summary of and reflection on previous day’s session
      3. Submit online your Energizer or Ice Breaker: (1) title, (2) objectives and (3) procedures
      4. Submit online lyrics, titles, composers, etc. of the unity or harmony songs you use
      5. AM and PM Preview
         a. Introduce Resource Person and Topic
         b. Announce Break Time and Resumption of Session
         c. 5-Minute Summary and Reflection Paper after the session ends AM & PM
d. One-hour computer lab time after PM class to submit written work online

VI. Traditional But Critical Writing

A. Types
1. Pre-Test, Midterm Reflection, and Final Reflection
2. Daily Reflections and Journal
4. Induction: Thesis-Seeking Essay
5. Debate

B. Tips
1. Provide the following
   a. Identifying Data on top of the first page: Your Name, Your Title, Resource Person, Topic, Date
   b. Themes
   c. Summary
   d. Your Opinions
2. If You Disagree, then offer an alternative view
3. Link discussions to and share your experience
4. Suggest small steps and concrete actions for social change

VII. Creative Writing

A. Slogans
B. Poem
C. Drawing
D. Group Mural
E. Short stories
F. Theatrical skit

VIII. Reflection Paper

A. Identifying Data: Title, Resource Persons
B. Themes
C. Summary
D. Give your Opinions
E. If You Disagree, then offer an alternative view
F. Share your experience

IX. Saving Your Files for Easy Reference

<table>
<thead>
<tr>
<th>Type of Submission</th>
<th>Example (Date refers to the Calendar of Activities, not when you submitted your work)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. Individual Participants</strong></td>
<td></td>
</tr>
<tr>
<td>AM &amp; PM Journal</td>
<td>2008-04-09-AMPM-Ty-Rey</td>
</tr>
<tr>
<td>AM &amp; PM Journal</td>
<td>2008-04-10-AMPM1-Ty-Rey</td>
</tr>
<tr>
<td>AM, PM &amp; Night Journal</td>
<td>2008-04-11-AMPM2Night-Ty-Rey</td>
</tr>
<tr>
<td>Poem</td>
<td>2008-04-11-AMPoem-Ty-Rey</td>
</tr>
<tr>
<td>Poem</td>
<td>2008-04-11-PM-Slogan-Ty-Rey</td>
</tr>
<tr>
<td><strong>II. Leaders of the Day</strong></td>
<td></td>
</tr>
<tr>
<td>Interfaith Invocation</td>
<td>2008-04-11-AM-Invocation</td>
</tr>
<tr>
<td>Summary &amp; Reflection</td>
<td>2008-04-13-AM-Summary-Abubacr-Santos-Xanadu-Yusuf</td>
</tr>
<tr>
<td>Summary &amp; Reflection</td>
<td>2008-04-14-AMPM--Summary-Dalisay-Jerez-Manobo-Said</td>
</tr>
<tr>
<td>Unity Song</td>
<td>2008-04-15-PM-UnitySong-TrueColor-Davide-Gandal-Mehmet-Ogun</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name of Resource Person or Activity</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(One Work Sheet per resource person or activity)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title of the Session</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Your Name</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Date</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>1. <strong>Satisfaction:</strong></th>
<th>Am I satisfied with the session?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>2. <strong>Participation:</strong></th>
<th>To what extent did I actively participate &amp; collaborate in learning?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>3a. <strong>Knowledge:</strong></th>
<th>What new knowledge did I learn?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>b. ** Skills:**</th>
<th>What new skills did I learn?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>c. <strong>Forming, Reforming &amp; Transforming Values:</strong></th>
<th>What new values did I learn? Did I form new values? Did I have to reform my old values? Did I have to transform my values completely?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>4. <strong>Individual Change:</strong></th>
<th>To what extent did I experience personal transformation?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>5. <strong>Social Capital:</strong></th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>a. To what extent was I able to have access to actual or potential human &amp; material <strong>resources &amp; commons</strong> from the program?</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>b. To what extent was I able to be a part of a formal or informal <strong>social group</strong> &amp; develop ties or a social network with others from the program?</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>c. To what extent was I able to build <strong>trust</strong> &amp; shared values with others from the program?</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>d. To what extent was I able to engage in <strong>communication</strong> &amp; information exchange with others from the program?</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>e. To what extent was I able to have <strong>interaction</strong>, mutual help, and connection with other people so that I can tap them in future activities involving collective action?</th>
<th></th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>6. <strong>Social Change:</strong></th>
<th>How will I apply what I have learned back in my community so that I can bring about social transformation?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>7. <strong>Empowerment:</strong></th>
<th>To what extent am I empowered?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>a. <strong>Cognitive Empowerment:</strong></th>
<th>I am now powerful, after gaining new knowledge.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>b. <strong>Psychological Empowerment:</strong></th>
<th>I feel powerful after attending the program.</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>c. <strong>Economic Empowerment:</strong></th>
<th>I am able to gather resources to implement an action plan (such as conduct a leadership workshop addressing the topic we have discussed).</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>d. <strong>Political Empowerment:</strong></th>
<th>I am able to take decision and do things differently in order to bring about change and just peace.</th>
</tr>
</thead>
</table>
### Sample Daily Journal in Chart Format:

**Three Things I Learned Today**

Rey Ty

Date: ______________________

<table>
<thead>
<tr>
<th>SOCIAL DISEQUILIBRIUM</th>
<th>PERSONAL TRANSFORMATION</th>
<th>SOCIAL TRANSFORMATION &amp; NEW SOCIAL DYNAMICS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Knowledge before Attending the Program</strong></td>
<td><strong>New Knowledge I Learned Today at NIU</strong></td>
<td><strong>Apply in My Home Context</strong></td>
</tr>
<tr>
<td>1. I did not know anything about diversity</td>
<td>1. After listening to Phinette Maszka, I have learned about differences in gender, religion, ethnicity, class, and abilities. She told us that we must learn to respect each other and each other’s differences.</td>
<td>1. In my school, I now come to realize that I have classmates who are very different from me because of their cultural, religious, gender, and economic backgrounds. I learn that differences is not a barrier to mutual respect.</td>
</tr>
<tr>
<td>2. I have heard about interfaith dialogue before. But that’s about it: nothing more than that.</td>
<td>2. Although I have heard about interfaith dialogue before, I did not know much about it. Now, after attending the lecture of Dr. Todd Yeary, I learned the elements required for a successful interfaith dialogue.</td>
<td>2. I will share my knowledge about interfaith dialogue with the student organization to which I belong in my community back home so that we can avoid committing mistakes unwittingly.</td>
</tr>
<tr>
<td>3. 33333</td>
<td>3. 33333</td>
<td>3. 33333</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills before Attending the Program</th>
<th><strong>New Skills I Learned Today at NIU</strong></th>
<th><strong>Apply in My Home Context</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I did not know how to deal with people of different ethnicity.</td>
<td>1. After being actively involved in the workshop session of Kuya Rey, I learned how to speak respectfully with people of other ethnicities.</td>
<td>1. I will suggest to my teachers that I will initiate an inter-ethnic workshop in my school. If approved, I will conduct it and share with you my photo documentation of the event and upload them online.</td>
</tr>
<tr>
<td>2. I had no clue as to what is an action plan.</td>
<td>2. After taking part in the workshop of Dr. Wei Zheng, I now know how to prepare an action plan systematically.</td>
<td>3. I will prepare a simple but doable action plan for my family members to work together to improve our relations with people of other ethnic backgrounds in our neighborhood.</td>
</tr>
<tr>
<td>3. 3333</td>
<td>3. 3333</td>
<td>3. 3333</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social Capital Before</th>
<th><strong>Social Capital I Have Accumulated by Attending the NIU Program</strong></th>
<th><strong>Apply in My Home Context</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. At home, we only talked with people whose religion is like ours.</td>
<td>1. At NIU, I have ample opportunities to speak with people who are not only indigenous, Muslims, and Christians, but also native Americans, Hindus, and atheists.</td>
<td>1. When I return home, I will continue my contacts with people of diverse backgrounds whom I have met in the U.S.—both Philippine- and U.S.-based.</td>
</tr>
<tr>
<td>2. xxx</td>
<td>2. xxx</td>
<td>2. xxx</td>
</tr>
<tr>
<td>3. xxx</td>
<td>3. xxx</td>
<td>3. xxx</td>
</tr>
</tbody>
</table>

### Attitudes before Attending the Program

<table>
<thead>
<tr>
<th><strong>New Attitudes I Have Adopted Today at NIU</strong></th>
<th><strong>Apply in My Home Context</strong></th>
</tr>
</thead>
</table>

1. I am a product of my family, community, & school. I came to discriminate against xxx and consider them as yyy.

1. After visiting the DeKalb mosque today, I now have a better appreciation of people of other religions and ethnicity. All the Muslims I met there came from different parts of the world and they were all very nice. I now adopt a non-discriminatory attitude towards zzz because I am deeply touched by what happened in DeKalb when …

1. When I return home, I pledge I will never have prejudices against aaa because I now realize that my bigotry was purely based on stereotypes and do not reflect reality.

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2. 22222</td>
<td>2. 22222</td>
<td>2. 22222</td>
</tr>
<tr>
<td>3. 3333</td>
<td>3. 3333</td>
<td>3. 3333</td>
</tr>
</tbody>
</table>

Please Write Other Comments Inside the Box Below:

---

**Kolb’s Four Learning Styles**

<table>
<thead>
<tr>
<th>Learning Style</th>
<th>Inclinations</th>
<th>Illustrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Converger</td>
<td>Rational &amp; concrete thinking</td>
<td>Develop and defend a perspective</td>
</tr>
<tr>
<td>2. Diverger</td>
<td>Intuitive</td>
<td>Take part in a role play with a specific perspective</td>
</tr>
</tbody>
</table>
| 3. Assimilator | Theory development | -Read, analyze, & explain materials with different perspectives & create an original perspective  
-Engage in a dialogue about a contentious issue |
| 4. Accommodator| To be fully involved in new experiences | -Asking questions, getting answers, giving answers, engage in lively online chat about serious issues of common concern |
### Gagné’s Nine Stages of Effective Learning

<table>
<thead>
<tr>
<th>Event</th>
<th>Objective</th>
<th>Technique</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Get attention</td>
<td>Start the learning process</td>
<td>Energizer or action song</td>
</tr>
<tr>
<td>2. Let the participants know</td>
<td>Set learning expectations</td>
<td>Agenda setting workshops &amp; discussion</td>
</tr>
<tr>
<td>the objectives</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Rouse recollection of prior</td>
<td>Help participants compare new learning with prior learning &amp; to</td>
<td>Interactive daily synthesis (ask questions; discussion)</td>
</tr>
<tr>
<td>learning</td>
<td>link new learning with prior learning in long-term memory</td>
<td></td>
</tr>
<tr>
<td>4. Present the content in an</td>
<td>Interactively share new knowledge</td>
<td>Interactive instructional and learning strategies</td>
</tr>
<tr>
<td>appropriate way</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Supply learning guidance</td>
<td>Assist in transferring new learning into long-term memory</td>
<td>Give examples</td>
</tr>
<tr>
<td>6. Draw out learning performance or practice</td>
<td>Help participants confirm their understanding</td>
<td>Participants practice the new knowledge &amp; skills &amp; apply to their own contexts</td>
</tr>
<tr>
<td>7. Provide feedback</td>
<td>Assist the participants in finding out if they have absorbed new learning</td>
<td>Feedback needs to be immediate and specific from either the facilitator or colleagues</td>
</tr>
<tr>
<td>8. Assess learning performance</td>
<td>Help participants to find out if they have mastered the subject</td>
<td>Critical reflection in the form of daily electronic journals; pre-program, mid-term, and post-program essays</td>
</tr>
<tr>
<td>9. Enhance retention and</td>
<td>Help to make sure that learning is found to be successful</td>
<td>Templates, project plans, implementation of community projects, follow-on meeting, discussion of best practices and lessons learned</td>
</tr>
<tr>
<td>transfer to their context</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Learning Environments**

(Jonassen & Land, 2001)

<table>
<thead>
<tr>
<th>Instructor-Centered Learning Environments</th>
<th>Learner-Centered Learning Environments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transmission, Acquisition</td>
<td>Interpretation, Construction</td>
</tr>
<tr>
<td>Mastery, Performance</td>
<td>Meaning Making</td>
</tr>
<tr>
<td>External Reality</td>
<td>Internal Reality</td>
</tr>
<tr>
<td>Dualism, Absolutism</td>
<td>Cultural Relativism</td>
</tr>
<tr>
<td>Abstract, Symbolic</td>
<td>Contextualize, Authentic Experiential</td>
</tr>
<tr>
<td>Individually Interpreted</td>
<td>Socially Negotiated</td>
</tr>
<tr>
<td>Encoding, Retention, Retrieval</td>
<td>Articulation and Reflection</td>
</tr>
<tr>
<td>Psychology</td>
<td>Anthropology, Sociology, Ethnography</td>
</tr>
<tr>
<td>Well-structure</td>
<td>Ill-structure</td>
</tr>
</tbody>
</table>

**Elements of Successful Learning**

<table>
<thead>
<tr>
<th>1. Content</th>
<th>Authoritative</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Instructional Strategies</td>
<td>Appropriate and best design</td>
</tr>
<tr>
<td>3. Learners</td>
<td>Independent, motivated, and open-minded to learn and use technology</td>
</tr>
<tr>
<td>4. Technology</td>
<td>Reliable</td>
</tr>
<tr>
<td>5. Instructional Professionals</td>
<td>Knowledgeable and skillful facilitators</td>
</tr>
</tbody>
</table>
### Overview of the Learning Experience: Steps, Definition, Tasks, and Outputs

<table>
<thead>
<tr>
<th>Step</th>
<th>Definition</th>
<th>Illustrative Tasks</th>
<th>Concrete Outputs</th>
</tr>
</thead>
</table>
| 1. Analysis of the Context | Clarifying what needs to be learned | -Social Analysis and Situationer  
-Problem Identification  
-Needs assessment  
-Task Analysis | -Learner profile and characteristics  
-Definition of limitations  
-Context, issues, needs statement  
-Instructional and learning content areas |
| 2. Design | Specifying how it is to be learned | -Expectation Check  
-Objective Setting  
-Evaluative Instruments  
-Instructional Plan Identify Resources | -Measurable objectives  
-Instructional strategies  
-Prototype specifications |
| 3. Development of Hardcopy and A/V Materials | Writing and producing the materials | -Work with Curriculum Developers  
-Work with Program Developers  
-Work with Project Managers | -Agenda  
-Customized Training Manual  
-Outlines  
-PowerPoint files  
-Summaries  
-Academic essays  
-Online resources |
| 4. Implementation and Utilization of Learning Activities | Putting the project in the real-world context | -Training  
-Pilot Test  
-Diffusion of innovation (organizational change) | -Comments & feedback  
-Data  
-Degrees of buy-in |
| 5. Evaluation | Determining the adequacy of instruction | -Performance assessment  
-Concrete & abstract (values & attitudes)  
-Data recording  
-Results interpretation  
-Survey  
-Revision | -Online evaluation & survey questionnaire  
-Interpretation  
-Recommendations  
-Project Report  
-Return on Investment  
-Actual Revision  
-Performance Improvement (social change in the actual work or community context) |
### Kirkpatrick’s Four Levels of Evaluation

<table>
<thead>
<tr>
<th>Level</th>
<th>Questions</th>
<th>Place</th>
<th>Manner</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Reaction</td>
<td>Are you satisfied with the venue, learning content, instructional strategies, and room temperature?</td>
<td>Mid-term and final evaluation at the learning site</td>
<td>Online Questionnaire</td>
</tr>
<tr>
<td>2. Learning</td>
<td>Did you learn new knowledge, skills, and values taught to you?</td>
<td>Daily, diagnostic midterm, and final evaluation at the learning site</td>
<td>Critical-reflection essay submitted as online journal</td>
</tr>
<tr>
<td>3. Behavior</td>
<td>Did you, will you, and how would you use what you have learned?</td>
<td>After the program ends, assessment in the social or work context</td>
<td>-Online dialogue after the program ends on what occurred in the work or community context</td>
</tr>
<tr>
<td>4. Results</td>
<td>What impact has your new learning from the training program had on you, your organization, and your community?</td>
<td>Get information about the organizational performance as baseline data; pre-test and post-test</td>
<td>-Online submission of Photo Essay (which is a critical reflection of the implementation of community projects) -After the implementation of a social intervention activity (such as community projects), have a follow-on meeting to find out if the performance (community project implementation) led to social change</td>
</tr>
</tbody>
</table>

### Different Ways of Learning

<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Informal Learning</td>
<td>Learners refer to reading materials or custom-made training manuals on their own at a time convenient to them.</td>
</tr>
<tr>
<td>3. Self-Paced Individualized Instruction</td>
<td>Homework assignments, such as critical reflection in the form of an essay which gives learners to analyze, assess and integrate their new learning</td>
</tr>
<tr>
<td>4. Performance Support</td>
<td>Online resources are available: electronic group; electronic blackboard; book; online chat; video clips</td>
</tr>
<tr>
<td>5. Mentoring</td>
<td>Participants with special needs meet with experts onsite one on one</td>
</tr>
</tbody>
</table>

### Instructional and Learning Strategies

<table>
<thead>
<tr>
<th>Hands-on activity</th>
<th>Lecture</th>
<th>Case studies</th>
<th>Reading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scavenger hunt</td>
<td>Discussion</td>
<td>Group work</td>
<td>Movie or video clips</td>
</tr>
<tr>
<td>Seminar</td>
<td>Music</td>
<td>Email</td>
<td>Online group</td>
</tr>
<tr>
<td>Q &amp; A</td>
<td>Brainstorming</td>
<td>Game</td>
<td>Guided research</td>
</tr>
<tr>
<td>Art</td>
<td>Theater</td>
<td>Action Plan</td>
<td>Critical-reflection journals</td>
</tr>
</tbody>
</table>
### Bloom’s Six Types of Learning

<table>
<thead>
<tr>
<th>Type of Learning</th>
<th>Elements</th>
<th>Illustration</th>
</tr>
</thead>
</table>
| 1. Knowledge     | Recall ideas, facts, methods | - What did you do yesterday?  
- What did you learn yesterday?  
- Identify the 4 elements of the concept of peace. |
| 2. Comprehension | Show understanding by summarizing or explaining the content | Describe the office of the women’s organization in the Kandahar Village. |
| 3. Application   | Use what has been learned in a different context | Having learned about the issues of gender, race, and ethnicity in the U.S. today, how would you characterize these issues in the Mindanao context? |
| 4. Analysis      | Determine the relationships between parts | - How does gender affect social change?  
- What are the causes of conflict in Mindanao? |
| 5. Synthesis     | Create new patterns or structures | - Re-conceptualize the notion of development, adding the elements of gender and critical theory.  
- What are your recommendations for the resolution of the conflict in Mindanao? |
| 6. Evaluation    | Judge the value of the content | Compare and contrast the use of critical theory in Western Europe, the U.S. and non-Western societies. |

### Bloom’s Revised Taxonomy

Source: [http://coe.sdsu.edu/eet/Articles/bloomrev/index.htm](http://coe.sdsu.edu/eet/Articles/bloomrev/index.htm)

**Table 1: Two-Dimensional Cross-Classification of Types of Knowledge by Cognitive Processing Skill**

<table>
<thead>
<tr>
<th>Knowledge Dimension</th>
<th>Cognitive Processes Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Remember</td>
</tr>
<tr>
<td>Factual</td>
<td></td>
</tr>
<tr>
<td>Conceptual</td>
<td></td>
</tr>
<tr>
<td>Procedural</td>
<td></td>
</tr>
<tr>
<td>Meta-cognitive</td>
<td></td>
</tr>
</tbody>
</table>

(Anderson, Krathwohl et al. 2001)
Bloom’s Old & New Taxonomy

The Best Way to Learn

Learning Perspectives and Objectives: Levels, Types and Depth of Learning
Rey Ty

A. Assumptions
   A. Knowledge Retention
   B. Application outside the learning program
   C. Creation and implementation of a project in your own community and context

B. Learning Perspectives
   A. Cognition
      1. Explains causally related mental constructs such as motivations, traits, memories, beliefs, and emotions;
      2. Explains how information is perceived, processed, stored, retrieved, and forgotten
      3. Students learn to solve problems by assigning and mapping them to a schema retrieved from long-term memory
   B. Behavioralism: Tangible reward for learning with praise, stars, etc.
   C. Self-Determination: Criticizes rewards as undermining intrinsic motivation
   D. Social Cognition (Bandura)
      1. Merger of behavioral, cognitive and social factors
      2. Observational learning: change one’s behavior based on observing others’ behavior and its consequences

E. Constructivism
   1. Focus on agency and prior knowledge on the social and cultural determinants of the learning process
   2. Individual constructivism
   3. Social constructivism
      a. Behavior, skills, attitudes, and beliefs are situated and bound to a specific sociocultural setting
      b. Learner is enculturated through social interactions within a community of practice

C. Cognitive Objectives
   A. Types or Knowledge Dimension
      1. Factual Knowledge
      2. Conceptual Knowledge
      3. Procedural Knowledge
      4. Meta-Cognitive Knowledge (knowing about knowing or not knowing). For example:
         a. I don’t remember.
         b. I understand that pretty well.
         c. I can’t solve that problem right now.
         d. I need to have some music on so that I don’t fall asleep.
         e. I can’t remember who you are.
         f. Have we really met before?
   B. Levels of Cognitive Domain, Learning Skills & Intellectual Abilities
      1. Knowledge
         a. “What is…?”
         b. “What is globalization?” “What is peace?” “What is conflict resolution?” “What is youth leadership?”
         c. “Define…”
         d. “What happened on…?”
         e. “Justify the use of …?”
      2. Comprehension
         a. “Compare and contrast…”
         b. “Compare globalization and localization.” “How different is leadership in general from youth leadership in particular?” “Compare and contrast advocacy work and development work.”
c. “Develop a pie chart about the concept…”
d. “Produce a graph showing the concepts…”

3. **Application**
a. “Use theory on … and apply it to the … situation”
b. “How does globalization apply to the Philippines?” “Apply the different theories of youth leadership to the Mindanao situation.”
c. “Develop a pie chart about the current…”
d. “Produce a graph showing the actual demand for and supply of…”
e. “Organize… to show…”
f. “How does the … Policy on… apply to…?”

4. **Analysis**
a. “What are the minimum elements of…?”
b. “What are the indicators of globalization?” “What are the factors involved in youth leadership?”
c. “What are the elements of…?”
d. “Identify and explain the economic structure of…”
e. “What cause…?”
f. “What are the five functions of …?”
g. “Develop a concept map of…”
h. “Produce a flowchart of…”
i. “Classify…”

5. **Synthesis**
a. “Summarize the causes of…”
b. “Explain the impact of globalization on Philippine economy.”
c. “In a few words, explain the effects of…”
d. “How would you put together all the…”
e. “Explain the relationship between…”

6. **Evaluation**
a. “Do you agree with…?”
b. “Do you think globalization has a positive impact on the Philippine economy? Why?” “Do you think Dr. Katnip’s session gives you insights on how to deal with people of other ethnic groups in your school? How?” “Do you think your participation in the youth leadership program at NIU will help your work to improve the peace situation in your community in Mindanao?”
c. “Critique the book…”
d. “Why do you disagree with…?”
e. “In your opinion, why does…?”

7. **Creation**
a. “Make a crossword puzzle using key words related to inter-ethnic dialogue”
b. “Formulate a new peace plan reflecting your values.”
c. “If you were to establish an inter-ethnic organization, how would your strategic plan look like?” “After going through and understanding the workshop on community development, produce an original workshop that specifically caters to and meet the needs of the conflict-ridden village in Barangay Sulaiman.” “If you were the President of the World Bank, what would you propose to promote both economic development and economic equality in the world?”
d. “Develop a project…”
e. “Visualize…”
f. “What do see yourself doing five years from now?”

**C. Depth**
1. Low
2. Intermediate
3. Deep
D. **Learning Pyramid**

1. Traditional Lecture
2. Reading
3. Audio-Visual
4. Demonstration
5. Discussion Group
6. Practice by Doing
7. Teach Others

D. **Psycho-Motor Objectives**

A. Imitation
B. Manipulation
C. Precision
D. Articulation
E. Naturalization

E. **Affective Objectives**

A. Receive
B. Respond
C. Value
D. Organize
E. Internalize

Reference:

<table>
<thead>
<tr>
<th>Knowledge Formation</th>
<th>Source: <a href="http://pages.cpsc.ucalgary.ca/~gaines/reports/KM/OKA/F3.png">http://pages.cpsc.ucalgary.ca/~gaines/reports/KM/OKA/F3.png</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tacit knowledge</td>
<td>Explicit knowledge</td>
</tr>
<tr>
<td>Socialization</td>
<td>Externalization</td>
</tr>
<tr>
<td>Explicit knowledge</td>
<td>Internalization</td>
</tr>
<tr>
<td>Combination</td>
<td></td>
</tr>
</tbody>
</table>

Source: [http://www.hcklab.org/research/knowledgemanagement/tacit-explicit-knowledge.htm](http://www.hcklab.org/research/knowledgemanagement/tacit-explicit-knowledge.htm)
William Perry’s Scheme of Intellectual and Ethical Development
http://www.cse.buffalo.edu/~rapaport/perry.positions.html

I. Dualism
A. Premises
1. All knowledge is known. There are right and wrong answers fixed once and for all.
2. Students rely on external authorities for the correct answers.
B. Basic Dualism
1. All problems can be solved
2. Only teachers and authorities know the answers.
3. Students need to learn the correct solutions.
C. Full Dualism
1. Experts (in the same fields, literature and philosophy) disagree
2. Experts (in the same fields, sciences and mathematics) agree
3. There are correct solutions
4. Learners need to learn the correct solutions.

II. Multiplicity (Subjective Knowledge): Think for Yourself
A. Premises
1. There are conflicting answers.
2. We do not rely on an external authority.
3. We rely on our inner voice.
B. Early Multiplicity: Most knowledge is known. There are right and wrong ways to find answers.
   1. There are two types of problems
      a. Problems whose solutions we know.
      b. Problems whose solutions we do not know yet.
   2. Learners need to learn how to learn and to find out what are the right solutions.
C. Late Multiplicity: Most knowledge is not known. Students learn to think for themselves.
   1. Most problems are not fundamental. Thus, we all have the right to our own opinion.
   2. Some problems cannot be solved. So, you can choose your own solution.
   3. “Give the teachers what they want,” even if I disagree with what I wrote.

III. Relativism
A. Premise
   1. All knowledge is contextual within which there are right and wrong answers.
   2. Students must study different contexts and listen to different perspectives.
B. Contextual Relativism
   1. Knowledge is discipline based and therefore different techniques are used for different disciplines.
   2. Knowledge is based on history, society, culture, perceptions, personal opinion, and other factors.
C. Pre-Commitment
   1. Students understand the need to make choices.
   2. Students understand the need to be committed to a solution.

IV. Commitment
A. Commitment: Students make a commitment.
B. Challenges to Commitment
   1. Students experience the impact of commitment.
   2. Students explore issues of responsibility.
C. Post-Commitment: Students realize commitment is a continuing process.

Reference:

Learning Circle: Asking Questions to Review New Knowledge Gained

Rey Ty

**Objective:** To review critically what you have learned from the training program.

**Procedures:** Write down legibly one question on each sheet of paper. Raise only the most important questions or points that you think you must remember or apply when you go home. Do not formulate questions that require extensive memorization. Please write at least one question each for each category. You will have a total of at least six questions. Please fold each sheet of paper separately. The Leaders of the Day will collect your questions. All questions will be put in a “learning bowl” from which questions will be raised in succession.

**Bloom’s Taxonomy: Six Levels of Learning**

<table>
<thead>
<tr>
<th>I. Knowledge: (Lowest Level)</th>
<th>II. Comprehension:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remembering previously learned material, such as concepts, definitions, principles, &amp; recalling information</td>
<td>Understanding the Meaning of remembered material, demonstrated by explaining in one’s own words or citing examples, translating, interpreting, and extrapolating</td>
</tr>
<tr>
<td><strong>Remember:</strong></td>
<td><strong>Understand:</strong></td>
</tr>
<tr>
<td>What new knowledge did you receive?</td>
<td>How do you respond to the new knowledge?</td>
</tr>
<tr>
<td>Factual, Conceptual, Procedural, &amp; Meta-Cognitive Knowledge</td>
<td></td>
</tr>
<tr>
<td>1. Describe, Identify, Name, True or False</td>
<td>1. State, Match, In Your Own Words…</td>
</tr>
<tr>
<td>2. Define, State, Label, Recite</td>
<td>2. Summarize, Illustrate, Paraphrase</td>
</tr>
<tr>
<td>3. Enumerate, List</td>
<td>3. Outline, Express, Restate</td>
</tr>
<tr>
<td></td>
<td>4. Demonstrate</td>
</tr>
<tr>
<td></td>
<td>5. Explain, Interpret</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>III. Application:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selecting and using known information to solve a problem, to answer a question, or to perform another task. The information may be rules, principles, formulas, theories, concepts, or procedures</td>
</tr>
<tr>
<td><strong>Apply:</strong></td>
</tr>
<tr>
<td>If you value some new knowledge, how would you use it in your own context?</td>
</tr>
<tr>
<td>1. Classify, Apply, Change, Employ, Use</td>
</tr>
<tr>
<td>2. Prove, Justify, Manipulate, Solve</td>
</tr>
<tr>
<td>3. Illustrate, Show</td>
</tr>
<tr>
<td>4. Comment, Modify</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IV. Analysis:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breaking down a piece into its parts and explaining the relationship between the parts</td>
</tr>
<tr>
<td><strong>Analyze:</strong></td>
</tr>
<tr>
<td>How do you organize the new idea into different parts?</td>
</tr>
<tr>
<td>1. Analyze, Examine, What are the elements of…</td>
</tr>
<tr>
<td>2. Compare and contrast, Differentiate, Chart, Categorize</td>
</tr>
<tr>
<td>3. Argue, Discuss, Subdivide, Break down, Diagram</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>V. Synthesis:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Producing something original after having broken the material down into its components</td>
</tr>
<tr>
<td><strong>Create:</strong></td>
</tr>
<tr>
<td>How do you show that you have internalized the new knowledge?</td>
</tr>
<tr>
<td>1. Synthesize, Design, Formulate, Invent, Device, Create, Formulate, Perform a Skit…</td>
</tr>
<tr>
<td>2. Develop, Construct, Produce, Predict, Compose</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>VI. Evaluation: (Highest Level)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Using a set of criteria to arrive at a reasoned judgment</td>
</tr>
<tr>
<td><strong>Evaluate:</strong></td>
</tr>
<tr>
<td>Why do you accept the new knowledge?</td>
</tr>
<tr>
<td>1. Review, Assess, Weigh, Recommend</td>
</tr>
<tr>
<td>2. Evaluate, Respond, Appraise, Critique, Judge</td>
</tr>
</tbody>
</table>
## CHAPTER 3: MINDANAO SITUATION

*The Mindanao Conflict & the Quest for Justice, Identity and Peace*

Susan Russell

### PYLP Year 6, 2009

- The Mindanao Conflict & the Quest for Justice, Identity and Peace
- By
- Sue Russell, Anthropology, NIU

### The Demographic Shift in Mindanao

- In 1900, Moros were only 4% of the total Philippine archipelago population, but controlled over 30% of the land area of what is the Philippines today; 13 ethnolinguistic groups
- In 2006, Moros compose 16-18% of Mindanao’s population and only 5 provinces and one city
- Indigenous ethnic groups (Lumads) also have reduced territory and no political power; many ethnolinguistic groups

### Autonomous Region of Muslim Mindanao

![Map of Autonomous Region of Muslim Mindanao](image)

### The Effects of War

- ARMM has the highest poverty incidence in the Philippines (73.9% poor, compared to 40% for the country average)
- Sulu’s poverty incident is 92%
- More than 120,000 people have died since 1970, over 50,000 wounded, millions displaced
- Massive firearms and weapons proliferation
- Lawlessness, a culture of violence, poor schools

### Effects of War, continued

- UNDP human development report in 2005 ranked 4 of the 5 ARMM provinces as comparable to that of the world’s poorest countries located in Africa
- 47% of Filipinos (Pulse Asia survey) “think Muslims are terrorists or extremists” (2005)
- U.S. State Department Country Report on Human Rights documents discrimination and marginalization against Muslims in housing and employment

### Economic Costs of War

- 2002, Paul Dominguez indicated that the WB calculated the economic cost alone, not including the social costs, of a never-ending conflict with periodic flare-ups in Mindanao would be at least 2 billion U.S. dollars over the next ten years
- The 2000 “all-out-war” by President Estrada against the MILF cost a billion pesos more than what the government spends on building schools nationwide
Stability of the MILF

- Concerns earlier on about MILF collaborations with Jemaah Islamiya by hosting or shielding training camps
- Concerns about MILF factions linking with Abu Sayyaf
- Concerns that renegade factions (4-8) within the organization might rebel even after a peace agreement is reached

MILF responses

- Acknowledges some “black sheep” in the family, but argues that the bulk of their army follows the leadership decisions
- Argues that these ‘intelligence reports’ are being manipulated by the Armed Forces of the Philippines
- Argues that many of the skirmishes are a result of political or land disputes involving their members, or a result of clan conflicts
<table>
<thead>
<tr>
<th>Clan conflicts</th>
<th>The Asia Foundation/US AID study</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Causes of clan conflicts</td>
<td>• Recorded 671 clan conflicts in 9 provinces</td>
</tr>
<tr>
<td>• These feuds escalate from individuals to kin to non-kin allies through retaliation</td>
<td>• Highest number (164) in Lanao del Norte, followed by Sulu (145)</td>
</tr>
<tr>
<td>• Many conflicts last a lifetime or continue from one generation to another</td>
<td>• Many began early in 1900s, but 45% began since 2001</td>
</tr>
<tr>
<td>• Triggered by maratabat, or ‘extreme sensitivity’ to violations of pride</td>
<td>• Of 671 cases, 389 are on-going</td>
</tr>
<tr>
<td></td>
<td>• Estimated casualties are 3,895 deaths, 3,637 wounded, 2,143 transfers, only 59 imprisoned</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Clan conflict study concludes:</th>
<th>Relationship between MNLF and MILF in future</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Main causes:</td>
<td>• Two separate separatist movements with different leadership and ethnic core followings</td>
</tr>
<tr>
<td>- Land conflicts (234 cases)</td>
<td>• Sometimes seem to want to ‘go it alone’, e.g., the ARMM issue, and other times project a unified Bangsamoro and Islamic perspective on peace and development</td>
</tr>
<tr>
<td>- Political rivalry, esp. elections (136 cases)</td>
<td>• United in their fervor for self-rule and governance, as well as a fair restitution of historical grievances, especially the Bangsamoro homeland</td>
</tr>
<tr>
<td>- Gender-related offenses (73 cases)</td>
<td></td>
</tr>
<tr>
<td>- Violation of pride or dignity (64 cases)</td>
<td></td>
</tr>
<tr>
<td>Solutions:</td>
<td></td>
</tr>
<tr>
<td>Need for education to change values</td>
<td></td>
</tr>
<tr>
<td>Need more effective ways to resolve land disputes</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Relationship MNLF/MILF con’t</th>
<th>Ancestral Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Both groups wish to represent the Bangsamoro at the Organization of Islamic Conference, as does the GRP wish to be represented</td>
<td>• MILF wants to include 1,000 communities with predominantly Muslim population outside present-day ARMM in a new Bangsamoro homeland</td>
</tr>
<tr>
<td>• Unclear how MILF/MNLF will interact together as their views differ in some important respects</td>
<td>• GRP only so far will agree to 600, and insists on following a perceived constitutional requirement that a plebiscite of residents must first be held</td>
</tr>
<tr>
<td>• Proposal for an MILF/MNLF Commission on Self-Determination to work with GRP and to review existing ARMM and suggest changes</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Governance and the Bangsamoro Juridical Entity</th>
<th>Bangsamoro Juridical Entity con’t</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Implies shared governance with GRP</td>
<td>• MILF wants to reverse current situation where they depend on the GRP financially</td>
</tr>
<tr>
<td>• Options include:</td>
<td>• Instead, MILF wants to keep 60-70% of all revenues and give GRP 30-40% as a share</td>
</tr>
<tr>
<td>– Federated system</td>
<td>• Some MILF want a transitional period of 5-10 years before holding a referendum on political issues and solutions to prepare the Moros for serious voting and discussion and for governance</td>
</tr>
<tr>
<td>– Special protectorate status like Puerto Rico</td>
<td></td>
</tr>
<tr>
<td>– MILF wants nothing to do with ARMM, which was a peace dividend achieved in peace settlement with MNLF and which has been around 10 years or so</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Bangsamoro Juridical Entity, con’t</th>
<th>Perceived Weaknesses of ARMM</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Some MILF want independence to be an option in a referendum after the transitional period – probably not acceptable to GRP</td>
<td>• Creation of ARMM was a political gesture by the GRP to create a resemblance to the Sultanate system but still anchored on Philippine constitution and sovereignty</td>
</tr>
<tr>
<td>• The Bangsamoro Juridical Entity will be a democracy but with a progressive view of the role of Islam (not a Middle East version)</td>
<td>• Much money lost through corruption and inefficiency over the years, mostly due to poor leadership</td>
</tr>
<tr>
<td></td>
<td>• Two-tiered governance structure that puts Governor of ARMM in conflict with Governors of provinces</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Weaknesses of ARMM</th>
<th>Weaknesses of ARMM con’t</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Many aspects of ARMM governance are fully controlled by GRP – including:</td>
<td>• Many MILF feel that ARMM should have been anchored more strongly on the ideology of Islam, rather than separation of church and state</td>
</tr>
<tr>
<td>– Yearly budget allocation</td>
<td>• Many MNLF and non-MNLF Muslims agree with most of the MILF criticisms, but wonder if it can be fixed</td>
</tr>
<tr>
<td>– Finance and taxation</td>
<td>• Creation of Bangsamoro Development Agency to deal with aid and development: currently focused on capacity-building and training personnel</td>
</tr>
<tr>
<td>– National security</td>
<td></td>
</tr>
<tr>
<td>– Foreign affairs</td>
<td></td>
</tr>
<tr>
<td>– Exploration and exploitation of natural resources within the ARMM</td>
<td></td>
</tr>
<tr>
<td>MILF Views of Obstacles to Peace Negotiations</td>
<td>MILF Views of Obstacles, con’t</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| • Agree talks with GRP involve mutual respect, but:  
  – Frustration over slow pace of talks  
  – Talks are only exploratory, as formal peace talks ended by AFP storming of Bullock complex in Maguindanao in 2003  
  – Frustration over the botched signing of the MOA on ancestral domain in 2008 and the SC decision that it is unconstitutional. | • MILF view the AFP and some people in national leadership as biggest obstacles to peace process  
  • MILF has denounced terrorism and is cooperating with AFP  
  • MILF believe President Arroyo needs more time to advocate for peace in Mindanao with reluctant national elites  
  • “Criminal elements” are also viewed as an obstacle  
  • Some scholars point out that Lumads are not involved in the peace talks but will be subject to it. |

<table>
<thead>
<tr>
<th>Future of MILF combatants</th>
<th>The Memorandum of Agreement—Not So Fast!</th>
</tr>
</thead>
</table>
| • Unlike agreement with MNLF, MILF do not want to be integrated into AFP  
  • MILF want their members to form regional security and police forces (15,000)  
  • Idea that MILF will disarm is not on the current agenda, but will be last item to be discussed; But it is on the Govt. agenda now. (Opposing views about this issue). | • The MOA on Ancestral Domain was to be signed on August 5, 2008 between MILF and GRP in Malaysia  
  • Was to clear the way for discussions of a final peace agreement  
  • A temporary restraining order was filed in the SC by some Mindanao politicians who argued they had not been consulted and it was unconstitutional  
  • SC eventually declared the MOA as unconstitutional. |

<table>
<thead>
<tr>
<th>Results of the Failed MOA</th>
<th>What was in the MOA?</th>
</tr>
</thead>
</table>
| • Attacks by renegade MILF commanders in N. Cotabato and Lanao del Norte villages  
  • 250,000-500,000 civilians displaced by renewed combat  
  • Malaysia-led ceasefire monitoring mission pulls out of Mindanao  
  • GRP offers a new set of conditions for renewing peace talks with MILF | • Recognized right of all Moros and Ips in Mindanao to be recognized as Bangsamoro  
  • Recognized their customary lands as their ancestral domain & homeland  
  • Recognized that they had a right to self-governance based on their original sultanates and political systems & territory  
  • Recognized Bangsamoro as a First Nation |
<table>
<thead>
<tr>
<th>The MOA, con’t.</th>
<th>MOA, con’t</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Recognized that the Bangsamoro Juridical Entity has a core area of the ARMM &amp; other municipalities of Lanao del Norte that voted for inclusion in 2001 plebiscite</td>
<td>• Recognized right of Bangsamoro to protect &amp; develop their natural resources, singly or in joint projects with the GRP</td>
</tr>
<tr>
<td>• Authorized GRP to do a new plebiscite in a number of additional areas</td>
<td>• Recognized wealth-sharing &amp; revenue sharing between BJE and GRP</td>
</tr>
<tr>
<td>• Recognized expanded rights to oversee &amp; police marine resources 15 kms from coastline of BJE</td>
<td>• Recognized right of BJE to enter into international trade agreements &amp; ASEAN meetings</td>
</tr>
<tr>
<td></td>
<td>• Recognized a 75-25% split of royalties, taxes, charges between BJE and GRP</td>
</tr>
<tr>
<td></td>
<td>• Recognized an ‘associative’ political relationship with GRP</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The Next Roadmap to Peace</th>
<th>Roadmap to Peace, con’t.</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Peace talks are currently at a standstill</td>
<td>• Four Questions: 1. What is your vision of peace? 2. What are your recommendations on the peace talks? 3. What can you recommend on the broader peace process? 4. What can you personally contribute—or sacrifice—for peace in Mindanao?</td>
</tr>
<tr>
<td>• Bishops-Ulama Council will conduct community consultations &amp; dialogues with reps. from the Lumad groups in April/May 2009</td>
<td>• Questions will be translated into local languages as well as Arabic; confidentiality assured; 8 regional groupings in the 'Konsult Mindanao!'</td>
</tr>
<tr>
<td>• Youth groups (Muslim, Christian, IP), IDPs, farmers, fishers, women, urban poor, academe, businesspeople will all be included in the focus group discussions</td>
<td>• 6,000 people will be involved; a primer is being prepared to educate people on the issues</td>
</tr>
<tr>
<td>• Consultations also will be held in Cebu &amp; Manila</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Roadmap to Peace, con’t</th>
<th>Last Thought!</th>
</tr>
</thead>
<tbody>
<tr>
<td>• A website &amp; a book with the results of ‘Konsult Mindanao’ will be ready by December 2009</td>
<td>• You are all a part of the solution to bringing a more peaceful, tolerant, socially just, and compassionate future to Mindanao.</td>
</tr>
<tr>
<td>• Supported by The Asia Foundation and AusAID</td>
<td></td>
</tr>
<tr>
<td>• New peace talks may be done through the framework of disarmament, demobilization and reintegration</td>
<td></td>
</tr>
<tr>
<td>• This is a new historical effort to ensure a lasting, durable peace in Mindanao</td>
<td></td>
</tr>
</tbody>
</table>
Sample Review Questions regarding the Mindanao Conflict
Rey Ty

I. Knowledge
A. Identify and describe the indigenous peoples of Mindanao.
B. Define transformational leadership.

II. Comprehend
A. Enumerate the major indigenous peoples’ groups in Mindanao.
B. Outline the Bangsa Moro people’s struggle.
C. Summarize the peace efforts between the government and the MNLF.
D. Demonstrate the role the Council of Elders play in conflict resolution.
E. Explain the efforts of the National Council of Churches of the Philippines towards conflict resolution.
F. In your own words, explain the steps the Roman Catholic Church has undertaken in the peace negotiations between the government and the Communist Party of the Philippines.

III. Application
A. Classify the different types of conflict resolution models.
B. Prove that the coalition model is far more effective than the minimalist model of conflict resolution.
C. Illustrate how the social transformation model can work in your community.
D. Comment the usefulness of the negotiation approach to conflict resolution.

IV. Analysis
A. Analyze the United Nations approach to peace.
B. Compare and contrast the reactive and pro-active approaches to conflict resolution.
C. Explain the pros and cons of the charismatic leadership model. What is your verdict? Why?

V. Synthesis
A. In one word, tell us what is the most important lesson you learned from the NIU program.
B. Summarize the main points of Galtung regarding violence.
C. Develop your plan to create conditions conducive to peace in your neighborhood. Discuss.

VI. Evaluation
A. Review the contributions and challenges of Gandhi’s non-violence model.
B. Respond to the claims of political conservatives that peace is just impossible, as human nature is naturally evil.
C. Assess the gains and setbacks of the peace movement in the Philippines.
D. Critique the direction of the peace talks between the government and the different rebel groups.
### Mindanao Situation: A Reality Check through Conflict Mapping
Rey Ty

<table>
<thead>
<tr>
<th>PROBLEMS IN THE DIFFERENT REALMS</th>
<th>ROOT CAUSES Why did it happen?</th>
<th>WHO ARE INVOLVED IN THE CONFLICT?</th>
<th>POSSIBLE SOLUTIONS How can we solve it?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Political</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cultural</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inter-Personal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Others (please identify)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Dealing with the Problem: A Critical Reflection Workshop

Critical Reflection
1. What is the “problem”?
2. What are the causes of the problem?
3. What are the effects of the problem?
4. What are solutions to the problem?
   ✓ In answering the questions, please make a simple artwork & use few key words only.

Reflection Workshop
1. Form into 5 Groups: different gender, religion...
2. Brainstorm on & list down your answers. Then, dig deep & organize them in causal order, such as in an outline, radial illustration, tree, etc. Be creative. Use few key words only. Post on the wall.
3. Give a title & write your names.
4. Take a good-quality photo of & submit your workshop output online.
5. Plan A: Plenary presentation. Plan B: If we run out of time left, no reporting out (for some groups). The next day’s Leaders of the Day will summarize all the findings. Go around & view the “Gallery.”

The Problem
Roots of the Problem

<table>
<thead>
<tr>
<th>What is the Problem?</th>
<th>Causes</th>
<th>Effects</th>
<th>Solutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Economic</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Political</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Cultural</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Social</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Others</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Title
Causes of the Problem
Your Names
I. Main Causes
   A. Main Cause A
      1. Sub-Cause 1
      2. Sub-Cause 2
   B. Main Cause B
II. Effects
   A. Effect 1
   B. Effect 2

Title
Root
Causes

Title
Positive Effects
Negative Effects

Title
Political Situation
Economic Situation
Cultural Situation
Social Situation

Dealing with the Problem:
A Critical Reflection Workshop

© 2009 Rey Ty
Art Therapy and Poster Making: Societal Problems in Mindanao
Rey Ty

Session Objective: At the end of the day, the participants will be able to:
1. make a simple poster
2. critically think about, identify, and write down in the poster three major societal problems affecting people in Mindanao, regardless of their difference in ethnicity, age, sex, religion, and others
3. express their feelings through simple art work
4. share it with others so that they can empathize with each community’s problems and experiences

Materials:
Regular sized 8” x 11” bond paper, felt pens, crayons, pastel, and other art supplies

Procedure:
1. In the plenary session, the participants will be told to think of three major social, economic, political, and cultural problems that affect people in Mindanao taken as a whole, regardless of their ethnicity, sex, religion, or other characteristics. Tell the participants that if their community does not have any problems, they can think about problems in Mindanao as a whole or problems in certain communities in particular. For example, these problems could include issues related to land reform, poverty, unemployment, inter-ethnic discrimination and armed conflict.
2. The facilitator can decide on how the posters will be made. For example, it could be an individual project. It could also be a group project. Groups can be organized based on participants’ geographic origin in order to highlight regional particularities; after group presentations, the plenum can work together to compare and contrast problems across different regions. However, groups can also be organized randomly with participants from all the different regions so that members can identify similarities and differences in their discussions. Artistic individuals must be allowed to bloom and highlight their talents in poster making.
3. Distribute one sheet of 8” x 11” sheets of white paper. Have the participants sit comfortably anywhere as they wish. Make sure the art materials are readily available and within their reach.
4. Rules in poster making: keep it simple and use few images and if necessary, few large words.
5. Assure the participants that they do not have to be great artists for this exercise and that the purpose is for them to put into an art form their knowledge and feelings about societal problems in Mindanao. Stick drawings are fine.
6. Tell the participants to put their names and dates on the lower right bottom part of their drawings.
7. After everyone has finished, gather everyone into the plenary session again. Ask for volunteers to come up, show their drawings, and share their experiences. It is not necessary that everyone comes up.
8. The facilitator then sums up some of the key themes that have come up.
9. Inform the participants that their illustrations will be kept on file and perhaps used for dissemination and educational purposes at a future date. Keep the drawings in a folder neatly as they can be used for framing and exhibition. They will be scanned, compiled into an electronic book (e-book), and uploaded to an online web-based group so that participants can download and print the e-book as a tool for disseminating information about peace.
Session Objective: At the end of the day, the participants will be able to:
1. make a simple poster
2. critically think about, identify, and write down in the poster three major solutions to the three major societal problems affecting people in Mindanao, regardless of their difference in ethnicity, age, sex, religion, and others
3. express their feelings through simple art work
4. share it with others so that they can empathize with each community’s problems and experiences

Materials: 
Regular sized 8” x 11” bond paper, felt pens, crayons, pastel, and other art supplies

Procedure:
5. In the plenary session, the participants will be told to think of three major solutions to three major social, economic, political, and cultural problems they have identified earlier that affect people in Mindanao taken as a whole, regardless of their ethnicity, sex, religion, or other characteristics. For example, solutions can be land reform, people-centered industrialization, and just settlement of the armed conflict.
6. The facilitator can decide on how the posters will be made. For example, it could be an individual project. It could also be a group project. Groups can be organized based on participants’ geographic origin in order to highlight regional particularities; after group presentations, the plenum can work together to compare and contrast problems across different regions. However, groups can also be organized randomly with participants from all the different regions so that members can identify similarities and differences in their discussions. Artistic individuals must be allowed to bloom and highlight their talents in poster making.
7. Distribute one sheet of 8” x 11” sheets of white paper. Have the participants sit comfortably anywhere as they wish. Make sure the art materials are readily available and within their reach.
8. Rules in poster making: keep it simple and use few images and if necessary, few large words.
9. Assure the participants that they do not have to be great artists for this exercise and that the purpose is for them to put into an art form their knowledge and feelings about societal problems in Mindanao. Stick drawings are fine.
10. Tell the participants to put their names and dates on the lower right bottom part of their drawings.
11. After everyone has finished, gather everyone into the plenary session again. Ask for volunteers to come up, show their drawings, and share their experiences. It is not necessary that everyone comes up.
12. The facilitator then sums up some of the key themes that have come up.
13. Inform the participants that their illustrations will be kept on file and perhaps used for dissemination and educational purposes at a future date. Keep the drawings in a folder neatly as they can be used for framing and exhibition. They will be scanned, compiled into an electronic book (e-book), and uploaded to an online web-based group so that participants can download and print the e-book as a tool for disseminating information about peace.
Critical Incident Stress Debriefing (CISD):
Dealing with Post-Traumatic Stress Disorder (PTSD)
Rey Ty

Session Objectives:
1. To identify traumatic stress one experienced based on discrimination of any kind
2. To share with others how you reacted to the stressful situation at that given moment
3. To share with others how right now you cope with and manage that stressful experience in the past so that you can help others

Resources:
1. Soft Background music
2. paper
3. marker pens

Procedure:
1. Play soft background music to provide a relaxing ambiance
2. Form groups of about five persons, ensuring distribution across age, gender, religions, and geographic origins
3. consensually select a moderator, secretary/scribe, and rapporteur
   a. the moderator will chair the meeting and make sure everyone has equal time in speaking up
   b. the secretary or scribe collects and takes down notes and will submit the summary online within the day.
   c. the rapporteur will present the group report
4. Ask the following questions and go around everyone
   a. Have you experienced discrimination before because of your sex, gender, religion, beliefs, income, or other social status? Or did you have a shocking experience that you will never forget (such as death in the family or witnessing the armed combat between rebel forces and government troops)?
   b. How did you react at that given moment? What did you do, think, feel, and say?
   c. How do you cope now with that experience?
   d. Explain in detail but write down only the key words on a sheet of paper.
   e. Optionally, you can do a multimedia creative presentation (song, dance, drawing, theater, etc.).
5. Go back to the plenary session.
6. Ask for groups to volunteer to present their findings.
7. The overall facilitator summarizes everything in a few words and leave with a positive thought about what can be done, coping, and the healing process.
CHAPTER 4: LEADERSHIP

Youth Leadership
Mokaram Rauf, MYLS Coordinator
Gerald Hankerson, CAIR-Chicago Outreach Coordinator

Lecture Outline

MYLS Introduction:
- What is MYLS?
- Discuss mission and vision
- Why MYLS?
- What is American-Muslim identity?
- The role of service and leadership in empowering a positive image
- MYLS projects and plan
- Looking ahead: the future of MYLS

Defining Identity:
- Cultural influence
- The role of religion
- Dealing with adversity
- Civic engagement

Service/Activism:
- Role in society
- Impact on maturation and development
- Source of motivation and drive

Youth Leadership:
- What does it mean?
- Why is it important?
- What steps need to be taken?
- Values of leadership

Application:
- Implementing what we learn
- From the ideal to the practical
- Takeaway message

Presentation itinerary:
9:00am ➔ MYLS Introduction
9:20am ➔ Identity/Culture Exercise
9:35am ➔ Discuss exercise, present Defining Identity and Service/Activism
10:05am ➔ Discussion and presentation on Leadership
10:30am ➔ Leadership Activity
10:50am ➔ Group Discussion/Reflection
11:15am ➔ Application and wrap up
Name of Public Speaker: ____________________________________________

<table>
<thead>
<tr>
<th>Standard Measures</th>
<th>Scores</th>
<th>Exceeds Expectation (2 Points)</th>
<th>Meets Expectation (1 Point)</th>
<th>Below Expectation (0 Point)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>I. Content (Paper Outline or Scaffolding)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title on the First Slide</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name on the First Slide</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attention Grabbing Device</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Topic sentence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Linkage to overall goals or objectives: youth leadership</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Linkage to overall goals or objectives: interfaith dialogue</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Linkage to overall goals or objectives: conflict resolution</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introduction (define project management &amp; state purpose of paper)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clear Main Themes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Body: Clear &amp; Logically Connected Evidence</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Analysis (anticipated areas of concern about the project)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discussion (what strategies, techniques, processes all team members should use)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Keep It Simple &amp; Straight to the Point</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Key words in bullet points only; not long sentences</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriate use of time</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conclusion (what should happen, overall--goals)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recommendation to Team (what your team, specifically, should do to be successful)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well Organized</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>II. Appearance &amp; Cues</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eye Contact with the audience</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Voice Volume</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Body Language</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintain Audience Interest</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No unnecessary words, such as “ah, hmm, that’s it, stuff like that…”</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>“X” Factor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>III. SMART</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specific?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Measurable?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attainable?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Realistic?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Timely?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No duplication of existing program/s in Mindanao?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>IV. Scores</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Return this sheet to Kuya Rey when you submit your revised draft. Thank you.

Presentation Skills
Chris Birks

Presentation skills
Show of hands, who's nervous about public speaking

Public speaking pointers:
1. Be prepared and to the point
2. Have an effective delivery

Don't just read a speech.
Deliver it!!

Preparation the presentation
1. Intro
2. Body
3. Conclusion

The Introduction
1. Get attention and interest
2. Reveal the topic
3. Establish credibility
4. Preview the body of the presentation

Tip: In a 10 minute presentation, this should take 2-3 minutes.

The Body
This is the bulk of what you are talking about.
It's the most important part

Organize the body around main points

Example:
"Today I'm here to talk about the Philippine Youth Leadership program. First I'll talk about the activities, then I'll speak about the participants, and I'll conclude by discussing what we learned."

Main points: 1. Activities 2. Participants 3. What was learned

Two popular ways of structuring main points in the body:
1. Chronological
The main points follow a time pattern.

Example: My trip to Haiti
1. Preparing for the journey
2. Arriving in Haiti
3. Exploring Haiti
4. Leaving to come home

2. Topical
The main points are divided in a logical and consistent way.

Example: Different baseball teams
1. Chicago Cubs
2. Detroit Tigers
3. Los Angeles Dodgers

The Conclusion

1. Signal the end
2. Reinforce the central idea
3. Finish with a good ending

Tip: In a 10 minute presentation, this should take 1-2 minutes.

Pointers

1. Rehearse your presentation 2-3 times and time it.
   Never just wing it or try to public speak without rehearsing

2. Don't try to cover everything you know, only the stuff you find interesting.
   "Sorry about the length of my speech, I didn't have time to make it shorter."

Intro:
1. After 20 years, I decided to leave the army.
2. I needed a change.

Transition: I knew I wanted to be a teacher

Body:
1. Life as a journalist
   1. What I did
   2. Why I decided to leave
2. Life as a teacher
   1. First time teaching
   2. Future plans

Signal: In conclusion, I'm happy to be a teacher

Conclusion:
1. Restate two reasons - main points
2. Teaching story

Simple outline for speech:

Introduction (transition)
Main Point 1 (transition)
Main Point 2 (transition)
Main Point 3 (signal)
Conclusion

Let's build a speech

Topic (2 choices):
1. A meaningful event in your life.
2. An important world event and how it shaped you

Basic speech structure:
Introduction (transition)
Main Point 1 (transition)
Main Point 2 (transition)
Main Point 3 (signal)
Conclusion

Let's take some time to write a speech outline

(Show last slide)
Extemporaneous Speech

A carefully prepared and rehearsed speech that is presented from a brief set of notes.
The speech is presented in a lively way; not rigid.

Visual aids (like this PowerPoint presentation) help a lot.
Showing photos and/or ideas also effective.
Always
- Have a backup plan in case visuals don’t work.

Pointers
1. Think of yourself as a teacher when presenting.
   Self-confidence is number one way to improve your public speaking.
   ———
2. Keep your speech short and to the point.
   Be mindful of rambling on.

Tips for good delivery
1. Use eye contact.
2. Use gestures that you are comfortable with.
3. Remember it’s a speech, not a "chat." Err on the side of formality.
4. Talk from speaking outline, don’t read word-for-word.
5. The biggest helper — rehearse your presentation.

Conclusion
1. Deliver your speech, don’t read it.
2. Organize the presentation with an introduction, body (with main points) and conclusion.
3. Rehearse speech before presenting.

Workshop
1. Rehearsal time
   Find somewhere to rehearse speech — 10 minutes

2. Speech delivery
   Break into 5 groups (2 people in each group) and deliver your speech.

---

Transforming Communities through Youth Leadership Purpose & Activities
Facilitated by
Dr. Laurel Jeris
Associate Professor
Adult and Higher Education
April 22, 2009
9:00 – noon

Session Purpose:
This session is designed to help you accomplish the four objectives listed below:
1. Reflect on your inner strengths as a youth leader in your community
2. Understand your many sources of power and influence
3. Anticipate the types of support you will need back home to realize your action plan
4. Brainstorm ways of developing those supportive relationships in ways that support participatory community development.

Activities:
After a brief introduction, we will watch some video commentary from women engaged in community development in Sri Lanka. You will be asked to take notes on particular aspects of the DVD presentation. We will discuss your observations in the large group setting.

Using a list of characteristics of effective community leaders that has been developed and refined by numerous grassroots leaders in several different countries, we will work in small groups to critique these lists and adapt them to your specific contexts and age group.

We will also explore the differences between top-down and participatory community development, and using the projects that you have in mind to begin when you return to your home communities, we will brainstorm ways to build in participatory methods.

First individually, then in small groups, you will analyze the data that we have generated during the three activities described above (which will help you accomplish objectives # 1 & 2), and develop a short presentation for the large group addressing objectives # 3 & 4 listed above.
Transforming Communities through Youth Leadership
Laurel Jeris

Transforming Communities Through Youth Leadership

PLYP
April 22, 2009
Dr. Laurel Jeris

Your Leadership Attributes and Skills

- What were some of the selection criteria used to screen applicants for PYLP?
- How would you describe your leadership style?

Characteristics of Effective Youth Leaders

- In small groups, share your thoughts on characteristics of other youth leaders you have known. Make two lists—one that contains their most effective characteristics and one that contains their least effective characteristics.
- Post your 2 lists

Some Theoretical Concepts on Leadership

- Laissez-faire
- Transactional
- Transformational

Participatory Methods of Community Development

- What comes to mind when you think about an “expert”? What do you expect of an expert?
- What comes to mind when you think about someone who has certain areas of expertise? Is there a difference in your two descriptions?

Participatory Methods of Community Development cont.

- Generally, with any change of almost any type, you are likely to encounter resistance. What are some of the reasons for resistance?
- What are some of the most effective ways you have experienced in dealing with resistance? How about least effective?
Here are the “steps” of developing an ideal participatory community project:
- Community members identify a problem
- Facilitators work to get a consensus about the problem, its origins, and key factors that contribute to the problem
- A small group of community members agree to develop some potential solutions and present their ideas back to the community
- Facilitators and small group members get feedback on their ideas
- “Low hanging fruit” are identified
- Experiments are planned – and actors identified to carry them out

Actions are taken
- Community members evaluate results
- New plans are developed based on those results
- At what points are you most likely to encounter resistance?
- What does it mean to be truly participatory? How might age/status issues affect your projects?
Leadership

I. Leadership
   A. Traits versus Process Leadership
   B. Assigned versus Emergent Leadership
   C. Leadership and Power
   D. Leadership and Management

II. Traits Approach
   A. Intelligence
   B. Self-Confidence
   C. Determination
   D. Integrity
   E. Sociability

III. Style Approach

IV. Situational Approach

V. Contingency Theory

VI. Path-Goal Theory: Leader Behavior
   A. Directive Leadership
   B. Supportive Leadership
   C. Participative Leadership
   D. Achievement-Oriented Leadership

VII. Leader-Member Exchange Theory

VIII. Transformational Leadership

IX. Team Leadership

X. Psychodynamic Approach
   A. Motivation or Individualism
   B. Dependence and Independence
   C. Repression and the Shadow Self
   D. Relational Analysis

XI. Women and Leadership

XII. Leadership Ethics
   A. Respect Others
   B. Serve Others
   C. Just
   D. Honest
   E. Build Community
CHAPTER 5: INTER-ETHNIC, INTERFAITH, INTRA-FAITH, & INTERGENERATIONAL DIALOGUE

Islam Fact Sheet for Beginners
Compiled by Talia Yousuf

- Islam’s followers are called Muslims
- Islam is 1428 years old
- Islam comes from the root word ‘Salaam’ which means peace and is also part of the universal greeting used by all Muslims.
- Islam is not just a religion but is a system of living, and includes intricate detail but all aspects of life.
- Muslims believe in one and only one God. Muslims name for God is ‘Allah’.
- Prophet Muhammad was chosen by ‘Allah’ to deliver his message of peace, namely Islam. Just as Prophet Jesus was chosen to receive the revelation of the Bible
- The revelation sent to Prophet Muhammad is called ‘Quran’. The holy book of Muslims.
- Prophet Mohammad is believed by the Muslims to be the very last prophet of God to mankind, and is considered the culmination of all the prophets and messengers that came before him.
- The Legal sources representing Islam are the Quran and the ‘Hadith’. The Quran has the exact words of God and the ‘Hadith’, is the report of the sayings, deeds and approvals of the prophet Muhammad.
- Beliefs as the foundation of Islam:
  - Allah, as the one and true God.
  - Belief in all Prophets and Messengers.
  - Guidance from Allah- Quran.
  - The Angels.
  - Belief in the Day of Judgment.
  - Belief in life after death
  - Destiny and Decree.
- Five acts of worship, which has two aspects, love and obedience. Also widely known as the five pillars of Islam.
  - ‘Shahadah’- Witnessing, which is the pledge one takes and it translates to ‘there is no deity but Allah and Muhammad (pbuh) is his messenger.
  - ‘Salah’- Prescribed prayers. Prayers are said five times a day and follow the rhythm of the day. During prayers a person addresses Allah directly.
  - ‘Zakah’- Wealth Tax. Which is basically all individuals capable of sparing 2.5% of their wealth must spend in Allah’s cause in helping others in need or investing in something that will help bringing about good, for the poor and the needy.
  - ‘Sawm’ - Fasting during the month of Ramadan, this is the ninth month in the Islamic lunar calendar. During this month, Muslims are required to abstain from eating drinking fluids, smoking (basically can’t take anything external in). All individuals need to implement the moral code very strictly (no lying, backbiting etc.)
  - ‘Haj’-Pilgrimage. Mandatory to all those who are financially able and have no debt to their name.
- Muslims are strictly prohibited from eating pork and drinking alcohol
What Beliefs Do Jews Share?
Presented by Dr. Avi Bass

Most Jews share certain beliefs. Among these are
* the unity of God,
* God’s concern for humanity
* the partnership of God and humanity
* the concern that one person should show for another
* the belief in a world to come or in the Messiah or in the Messianic Age
* the covenant, an agreement between God and the people of Israel expressed through God’s laws for the proper use of the universe.

Jews who participate in religious observances also share
* Jewish life-cycle practices
* Jewish holy days and the Jewish calendar
* the observance of Jewish ethical practices and practices of holiness
* practices of Jewish prayer and study.

Finally, those who in any way identify themselves as Jews, share the long chain of tradition that is the history of the Jewish people.

ONE GOD
The story of Abraham as told in the Bible still teaches the most central of all Jewish beliefs—there is one God who rules over all.

GOD’S CONCERN FOR HUMANITY
Through the leadership of Moses, the Children of Israel believed that God was interested not only in worship and sacrifice, but also in how people treated one another. This has been termed ethical monotheism.

A PARTNERSHIP BETWEEN GOD AND HUMANITY
The Jewish religion teaches that God cares for the world, renewing it daily, and expects human beings to care for it as if it were their own garden. The Jewish religion teaches that God has given laws instructing individuals to behave fairly with one another. Moreover, the Jewish belief in the One God implies that all human beings are created equal; every person is a son or daughter of the One God, created in God’s image; and each human being is precious and unique.

THE CONCERN OF ONE PERSON FOR ANOTHER
The sage Hillel said, “Do not unto others that which is hateful unto you.” Hillel’s statement [in the negative] is the Jewish Golden Rule. The prophet Micah phrased it:

It has been told you, O man, what is good,
And what the Lord requires of you:
Only to do justly, and to love mercy, and to walk humbly with your God.
I Am
Rey Ty

Objectives: To be mindful of your own culture and to share your culture with others

Procedure:
1. After you finish your poem, give an original title.
2. Each verse begins with “I am.”
3. You finish each verse by giving vivid & striking details of what you reminisce most about your heritage, culture, religion, ethnicity, gender and other traits unique to you.
4. There are four stanzas, each of which is a group of verses, focusing on different themes. You can have as many verses per stanza as you wish.
5. The first stanza mentions the physical places from your early years; the second stanza, food eaten by your family; the third stanza, people who shaped your personality & character; and lastly, family sayings.
6. Avoid using “too” specific references, such as pork, beef, and the like, as they conjure different perceptions (sometimes negative) for different cultures & religions.
7. Find a partner. Share your poems. Time permitting, some volunteers will share their poems during the plenary session.

Old Chinatown, New Chinatown
I am cobblestone roads full of jeepneys & horse-drawn carriages with oil lamps.
I am European priests, standard curriculum in the morning, & Chinese curriculum in the afternoon.
I am Binondo Church, Crusaders, St. Jude, Xavier, Greenhills, Banawe, Paris, Strasbourg, France, Berkeley, California, Harvard.
I am weekends full of unexpected Chinese & Filipino guests and extended family members with lots of food my mom lovingly prepare.
I am incense, Confucian altar, candles & kowtow.
I am typhoon, playing in the rain.
I am ylang-ylang, champaca, dama de noche, rosal, & gatherings for viewing midnight succulent blossoms.

Fern Salad & Century Eggs
I am dumplings, dimsum, moon cake, Chinese New Year’s rice cake, jasmine tea, & bitter ceremonial tea.
I am kilaw, guinataan, paksiw, sinigang, lapu-lapu, and milkfish.
I am guava, mango, aratilis, atis, jackfruit, mangosteen, persimmon, star apple, & señorita bananas.
I am sago, gulaman, fried bananas, kakanin, sapin-sapin, biko, mais con hielo, puto, suman, biko, maja blanca, kuchinta, kalamay, tamales, palitaw, puto bumbong, espasol, & ensaymada.

Great Old Books, Great New Books
I am a Chinese jeweler who left Fuzhou on a boat with gold bars wrapped around my waistline.
I am a Waray daughter of landlords who consolidated & distributed lands to my brothers and sisters.
I am an Austrian Jesuit priest who said that we live in a world where the rich gets richer and the poor stays affixed in poverty.
I am an Ancient Greek, a Chinese philosopher, German dialecticians, French existentialists, a Russian leader, Andres Bonifacio, Edward Said, and Frantz Fanon.
I am peace, social justice, and human rights.

Be Kind, Do Good
I am “treat everyone humanely and justly.”
I am “eat up every grain of rice on your plate, as the farmers worked on the land under the intense heat of the sun for four months to make sure the stalks grow tall and healthy.”
I am “be kind to everyone.”
I am “your life is more important than any material possession.”
I am “share with others.”
I am compassion, justice, humanity, equality, love, respect & forgiveness.
I am good health, happiness, and peace.
Interaction with Peers: Getting to Know You
Rey Ty

Session Objective: At the end of the activity, the participants will be able to know something about their working partners.

Procedure: Work with your partner or group. Make sure you have different ethno-linguistic & other cultural characteristics. If you do not feel safe to answer any question/s, you can choose not to answer them. Use separate sheets, if necessary.

Name
What does your name mean? _____________________________________________________________
Nickname, if any _____________________________________________________________
How did you get your nickname? _____________________________________________________________
Emails _____________________________________________________________
Chat accounts _____________________________________________________________
Hobbies _____________________________________________________________
Likes _____________________________________________________________
Dislikes _____________________________________________________________
Skills _____________________________________________________________

What is your cultural background?
Share with me some thing/s about your culture _____________________________________________________________
Is there anything in your culture that can/will have a shock effect on me?
If so, what is it? _____________________________________________________________
Success means _____________________________________________________________
Say something about your mom _____________________________________________________________
Say something about your dad _____________________________________________________________
Say something about your school _____________________________________________________________
Say something about your brother/s sister/s _____________________________________________________________
Favorite Type/s of Music _____________________________________________________________
Favorite Music Groups _____________________________________________________________

Is there an important event that happened in your life that you can never forget?
What are the advantages of your being a (sex) __________________, (ethnicity) ____________________, (religion) ______________? Details _____________________________________________________________

Have you ever experienced discrimination because you are (sex) ____________________, (ethnicity) ____________________, (religion) ______________? Details _____________________________________________________________

If so, what was it? _____________________________________________________________
What do you want to be when you “grow up”? _____________________________________________________________
Why? _____________________________________________________________
What do you want to do when you “grow up”? _____________________________________________________________
Why? _____________________________________________________________
What do you want to have when you “grow up”? _____________________________________________________________
Why? _____________________________________________________________

What other things about yourself do you want to tell me?

Despite our differences, let’s review what we have in common… List them down on a separate sheet.

Other matters discussed: _____________________________________________________________
Below are Discussion Questions for all the students to respond to in a small group. You can answer in any order. Please use another sheet of paper to jot down your answers.

Note: This is a “Safe Zone,” if you don’t feel comfortable discussing any issue, skip it.

<table>
<thead>
<tr>
<th>Factors</th>
<th>Questions</th>
<th>Answers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self</td>
<td>What is your name? What does it mean? How old are you? How do you usually celebrate your birthday?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>If possible, could you give me your email address now, please?</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>How old are you? What do people of your age in your country typically do in a day? How do you treat children? Elderly? Let’s “compare notes.” Do people your age work for an income in your country? If so, like what? If not, why not?</td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td>What is a typical family of your country like? What is your family like?</td>
<td></td>
</tr>
<tr>
<td>Religion</td>
<td>What is the dominant religion in your country? What is your religion? What holidays do you celebrate? How do you celebrate them? How are the relationships among people of different religions?</td>
<td></td>
</tr>
<tr>
<td>Gender &amp; Orientation</td>
<td>What are the roles of most of the women and men like in your country? How are gender relations? How are gays &amp; lesbians viewed &amp; treated in your country? In your community?</td>
<td></td>
</tr>
<tr>
<td>Ethnicity</td>
<td>What is the dominant ethnic group in your country? Say something about your ethnic heritage. What are ethnic (or race) relations like in your country?</td>
<td></td>
</tr>
<tr>
<td>Identity</td>
<td>What 3 words would you use to describe your country or culture? Why did you choose them?</td>
<td></td>
</tr>
<tr>
<td>Language</td>
<td>What language is spoken where you live? How many languages do you speak? What are they?</td>
<td></td>
</tr>
<tr>
<td>School</td>
<td>What is the educational system like? At what age do you go to what level of education?</td>
<td></td>
</tr>
<tr>
<td>Fun</td>
<td>What are your talents &amp; skills? What do you do for fun? What are your hobbies? What’s your favorite type of music? Band? Group? Songs? What are your favorite sports &amp; games? Who are your favorite authors? What are the titles of your favorite books? Why?</td>
<td></td>
</tr>
<tr>
<td>Food</td>
<td>What are the basic or staple foods in your country? What do you eat for breakfast, lunch, snack, and dinner? What are your favorite foods? What are the “must-eat” foods from your heritage or country? Among the dishes in your heritage that you like, which are “yucky” for people from other cultures that they must avoid—why?</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>What kind of technological devices do you like to use or use regularly?</td>
<td></td>
</tr>
<tr>
<td>Visitor</td>
<td>What are your stereotypes of my country? I will respond to your stereotypes. If a visitor came to your country, what would you want them to understand about it or show them? Why? What would you find embarrassing for them to know about your culture?</td>
<td></td>
</tr>
<tr>
<td>Economy</td>
<td>How is the economic situation in your country as a whole? In your community?</td>
<td></td>
</tr>
<tr>
<td>Class</td>
<td>What percentages of the people are rich? Middle class? Poor? How are the living conditions of the poor people in the villages and in the cities? What about poor children?</td>
<td></td>
</tr>
<tr>
<td>Politics</td>
<td>How is politics like in your country? In simple words, what is the political situation like in your country today? (Names and details are not important.) What is your view? What are your suggestions to improve the situation?</td>
<td></td>
</tr>
<tr>
<td>Values</td>
<td>What is your motto in life? What do you value most in your life? Why? Love means… Success means… Happiness means… Peace means… If you could invite 3 famous people to dinner (dead or alive), who will they be? Why?</td>
<td></td>
</tr>
<tr>
<td>Issues</td>
<td>Name three major problems in your country—they can be economic, social, political, or cultural. What injustices exist in your country? Explain.</td>
<td></td>
</tr>
<tr>
<td>Future</td>
<td>How do you see yourself in five years’ time? What is your career choice? Why do you want to do that?</td>
<td></td>
</tr>
</tbody>
</table>
**Session Objective:** At the end of the session, the participants will be able to learn about effective inter-generational communication.

**Resources:**
- Activity sheet.

**Procedure:**
1. Work in pairs if there are enough students of different backgrounds. If not, work in a group of about 5.
2. Go over the questions below and reflect on your answers.
3. Let one person speak up at a time.
4. Make sure everyone has a chance to speak up.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Bearing in mind the differences in gender, race, ethnicity, religion, and social class, identify five topics which you find most difficult to talk about with someone who is either younger or older than you are: someone who is from a different generation.</td>
</tr>
<tr>
<td>2.</td>
<td>Think of one concrete situation when you had a difficult conversation with someone who is one generation younger or older than you are. Share with others your experience.</td>
</tr>
<tr>
<td>3.</td>
<td>What was so difficult about talking about the issue? In short, what was the problem in communication all about?</td>
</tr>
<tr>
<td>4.</td>
<td>Could the listener/s please share some good ideas on how to effectively communicate with someone from another generation?</td>
</tr>
<tr>
<td>5.</td>
<td>Continue this dialogue until all participants have a chance to share their frustrations as well as bright ideas.</td>
</tr>
</tbody>
</table>
Intra-Faith & Intra-Group Dialogue
Rey Ty

Workshop
1. All indigenous persons (regardless of religion): form one group
2. People of all ethnicities who have converted to Islam: form one group
3. People of all ethnicities who have converted to Christianity: form one group

Questions
• Discuss & use flipcharts, please.
• 1. What are core values common to all members of the subgroup?
• 2. What is unique in each person’s ethnicity and religious practices?
• 3. What are stark differences in the values & practices of members of the subgroup? Gender, religious practices, etc.

Group Drawing
• Illustrate your vision of a community where you celebrate both differences and similarities among people of different religions, ethnicities, values & practices

Critical Reflection
1. What did you learn from this exercise?
2. What stereotypes about your own subgroup are wrong?
3. What stereotypes about the other subgroups are wrong?
**Intergenerational Communication**
Betty H. La France

**PHILIPPINE YOUTH LEADERSHIP PROGRAM 2009**

---

**Intergenerational Communication**

- Identifying intergenerational communication
- Norms for intergenerational relationships
- Themes in successful relationships
- Expressing yourself
- Relational goals

- Communicate!

(Reiter & Hasek, 1999; McHale & Smith, 1997)

---

**Building Intergenerational Relationships**

- Good things
- Challenges
- Attitudes
- Expectations

---

**NORMS FOR INTERGENERATIONAL RELATIONSHIPS**

- Language
  - Magaling
  - Po and Opo
  - Kuya, Aling, Mang, Manong, Diko, Ditse, Inglong, Lolo, Lola
  - Mano
- Accommodation
- Influence

---

**Identifying Intergenerational Communication**

- Closeness
- Trust
- Inclusion
- Affection
- Similarity

---

**Themes in Successful Relationships**

---

EXPRESSING YOURSELF

- Self-disclosure
- Assertiveness
- Nonverbal communication

RELATIONAL GOALS

- Moral standards
- Face
- Feel good
- Recognition
- Influence

REFERENCES

### Let's Write a Poem, a Cheer, or a Slogan Together!

Rey Ty

<table>
<thead>
<tr>
<th>Your Name in Print</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td></td>
</tr>
</tbody>
</table>

### Your Name in Print

<table>
<thead>
<tr>
<th>P</th>
<th>E</th>
<th>A</th>
<th>C</th>
<th>E</th>
</tr>
</thead>
</table>

Session Objective: At the end of the session, the participants will realize that despite their differences, they share some common experiences.

Resources: Big space for moving around, preferably outdoors

Procedure:
5. The facilitator will identify and tell everyone where the green line is located. The green line could either be imaginary or actually marked with something green, such as green electrical tape or green chalk.
6. One set of participants (hosts) will stand at least 10 feet away from the left side of the green line.
7. Another set of participants (guests) will stand at least 10 feet away from the right side of the green line.
8. There are no right or wrong answers. Your answers depend on your self-image and perception.
9. If you do NOT feel safe or comfortable at any one cue, do not move at that given cue.
10. *Note: the positive/negative components change, depending on religion, culture, society…
11. Tell them that they will move to the green line, if the statement refers to them.
12. Note that each identity or action has a different meeting in different historical or social context. For instance, middle-class and rich families in the Philippines send their children to school either in their own car or school bus.
13. Start the workshop, by going through the list:

<table>
<thead>
<tr>
<th>Move to the Green Line If You…</th>
<th>Are/Have…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take the bus to go to school</td>
<td></td>
</tr>
<tr>
<td>Have been humiliated</td>
<td></td>
</tr>
<tr>
<td>Have humiliated somebody</td>
<td></td>
</tr>
<tr>
<td>Have shouted at somebody</td>
<td></td>
</tr>
<tr>
<td>Have been shouted at</td>
<td></td>
</tr>
<tr>
<td>Work</td>
<td></td>
</tr>
<tr>
<td>Cook your own meal at home</td>
<td></td>
</tr>
<tr>
<td>Skip at least one meal a day</td>
<td></td>
</tr>
<tr>
<td>Been in crossfire</td>
<td></td>
</tr>
<tr>
<td>Don’t own a car</td>
<td></td>
</tr>
<tr>
<td>Don’t have a summer vacation</td>
<td></td>
</tr>
<tr>
<td>Drive your own car</td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td></td>
</tr>
<tr>
<td>Fair/light skin</td>
<td></td>
</tr>
<tr>
<td>You grew up with your biological parents</td>
<td></td>
</tr>
<tr>
<td>Parents are married</td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
</tr>
<tr>
<td>Homosexual/gay/lesbian/bisexual</td>
<td></td>
</tr>
<tr>
<td>Dark skin</td>
<td></td>
</tr>
<tr>
<td>You did not grow up with your biological parents</td>
<td></td>
</tr>
<tr>
<td>Parents are not married</td>
<td></td>
</tr>
</tbody>
</table>
Session Objective: At the end of the session, the participants will be able to learn about effective communication with both open-minded and closed-minded people.

Resources:
- Activity sheet.

Procedure:
1. Work in pairs if there are enough students of different backgrounds. If not, work in a group of about 5.
2. Go over the questions below and reflect on your answers.
3. Let one person speak up at a time.
4. Make sure everyone has a chance to speak up.

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Bearing in mind the differences in gender, race, ethnicity, religion, and social class, identify five topics which you find most difficult to talk about with someone who is closed-minded.</td>
<td></td>
</tr>
<tr>
<td>2. Think of one concrete situation when you had a difficult conversation with someone who is closed-minded. Share your experience.</td>
<td></td>
</tr>
<tr>
<td>3. Why was it so difficult to talk with someone who is closed-minded?</td>
<td></td>
</tr>
<tr>
<td>4. Could the listener/s please share some good ideas on how to effectively communicate with someone who is closed-minded?</td>
<td></td>
</tr>
<tr>
<td>5. Continue this dialogue until all participants have a chance to share their frustrations as well as bright ideas.</td>
<td></td>
</tr>
</tbody>
</table>
**My Points of Departure**  
Rey Ty

**Session Objective:** At the end of the session, the participants will be able to realize that each one has his/her own share of privileges and deprivations.

**Resources:**  
Big space for moving around, preferably outdoors (participants will potentially move about 30 steps backwards and forward)

**Procedure:**

5. The facilitator asks all the participants to form one straight line, metaphorically the starting line of their life.
6. Now, everyone, “right face!” Face the facilitator/instructor.
7. There are no right or wrong answers. Your answers depend on your self-image and perception.
8. If you do NOT feel safe or comfortable at any one cue, do not move at that given cue.
9. *Note: the positive/negative components change, depending on religion, culture, society…*
10. Tell them that they will move one step forward (+) or backward (-), as directed, if the statement the facilitator makes depicts their situation.
11. Start the workshop, by going through the list:

<table>
<thead>
<tr>
<th>Move One Step Forward (+) If You Are/Have…</th>
<th>Move One Step Backward (-) If Are/Have…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Heterosexual/straight</td>
<td>Homosexual/gay/lesbian/bisexual</td>
</tr>
<tr>
<td>Fair/light skin</td>
<td>Dark skin</td>
</tr>
<tr>
<td>You grew up with your biological parents</td>
<td>You did not grow up with your biological parents</td>
</tr>
<tr>
<td>Parents are married</td>
<td>Parents are not married</td>
</tr>
<tr>
<td>Parents are living together</td>
<td>Parents are divorced/separated</td>
</tr>
<tr>
<td>Both parents are living with you</td>
<td>At least 1 parent is working abroad</td>
</tr>
<tr>
<td>Both parents are alive</td>
<td>At least 1 parent is dead</td>
</tr>
<tr>
<td>At least 1 parent has college degree</td>
<td>No parent has a college degree</td>
</tr>
<tr>
<td>All brothers/sisters are in school</td>
<td>At least 1 brother/sister stopped schooling due to financial problem</td>
</tr>
<tr>
<td>Your family earns enough income so that you do not get any support from the government</td>
<td>Your family does not earn enough income so that you have to get government support</td>
</tr>
<tr>
<td>Your family owns your own home</td>
<td>Your family does not own a home</td>
</tr>
<tr>
<td>Your family has at least one vehicle</td>
<td>Your family does not have a vehicle</td>
</tr>
<tr>
<td>You are the only child</td>
<td>You have at least 1 brother or sister</td>
</tr>
<tr>
<td>You have only 1 or 2 brothers/sisters</td>
<td>You have 4 or more brothers/sisters</td>
</tr>
<tr>
<td>You are Christian</td>
<td>You are not Christian</td>
</tr>
<tr>
<td>You are a Roman Catholic</td>
<td>You are a Protestant</td>
</tr>
<tr>
<td>Your family pays for your schooling with no problem</td>
<td>Your family has to look for money with difficulty to let you go to school</td>
</tr>
<tr>
<td>Have no dependents/children</td>
<td>Have dependents/children</td>
</tr>
<tr>
<td>You attended a private elementary school</td>
<td>You went to a public elementary school</td>
</tr>
<tr>
<td>You attended a private high school</td>
<td>You went to a public high school</td>
</tr>
<tr>
<td>Your family goes to see the doctor and dentist regularly, every time you need to</td>
<td>You do not always go to see the doctor and dentist regularly, even if you have to, because of financial problems</td>
</tr>
<tr>
<td>Tagalog is your first language &amp; English is your second language</td>
<td>Tagalog is your second language, and English is your third language</td>
</tr>
<tr>
<td>You always have enough food to eat.</td>
<td>You have gone hungry some time in your life</td>
</tr>
<tr>
<td></td>
<td>You have felt discriminated against because you are a woman or gay/lesbian/bisexual</td>
</tr>
</tbody>
</table>
You have felt discriminated against because you are not Roman Catholic
You have to work when it’s vacation time
You have to work even when school session is on
You have a physical disability
Your family does not own a computer
You are the first person in your family to go to college
You have to support financially other members of your family when you finish college
You have no physical disability
Your family owns at least 1 computer
At least another person in your family went to college
Single
Have no problem going to the doctor or dentist as soon as you need medical or dental attention
Have problem… due to lack of funds
Have a TV
Have cable TV
Have a DVD player
Have brand-name sports shoes (Adidas, Nike, Puma, Reebok…)
No brand-name sports shoes
Eat at least 3 meals a day
Eat less than 3 meals a day
Buy clothes more than once a year
Buy clothes once a year
Live in and own a single detached home
Rent the place where you live
Own at least one car
Do not own a car
Went to private school
Went to public school
Both of your parents live together
Your parents are separated or divorced
Somebody cooks for you
You cook your own (and other’s) meals
Someone does your laundry
You do your own (and/or family’s) laundry

After going through this list, ask participants to look around, noting where they ended up and where others ended up.

Form a big circle for debriefing. Participants will inevitably ask questions, so be prepared to explain. Among the expected questions are the following:

Why do Muslims have to step backward? Explain that in the Philippines, which is a predominantly Christian country, Muslims are a minority. Explain that in a predominantly Muslim country, such as Pakistan or Saudi Arabia, the situation will be reverse.

Other similar questions will be raised about other minorities, such as Protestant Christians (as opposed to Roman Catholic Christians), women, etc. Explain that minorities in general are at a disadvantage and that society as a whole has to work towards social equality of everyone.

Ask the following questions:

How did you feel about yourself, after the exercise?
What impressions did you have of others, after all the questions were asked?
How did you feel when you stepped forward and backward?
When were the times when you felt unsure whether to take a step?
Were there moments when you were happy or sad to see others doing the same or opposite steps that you took? Why?

Debriefing: talk about stereotypes in society.
Question: How can we break stereotypes?
A Bag of Tricks: Dialogue and Community-Building Activities
Rey Ty

2. Interactive Strategies
   a. Bingo
   b. Blindfold; Trust & Drop
   c. Concentric Circles
   d. Dacum Process
   e. Fashion Show; Demo & Use: How Do You Wear a Malong? What are the Uses of the Tubao?
   f. Buzz Words
   g. Community Singing
   h. Forming a Circles & Eliminating Based on…
   i. Massage, Meditation, Breathing, Tai Qi, Exercise
   j. Say “Hi! My Name is…” and Pass the Ball; Call the Next Speaker: Toss a Ball, Call a Name
   k. Introduce Yourself and Make an Original Noise
   l. Matching Name Badges
   m. Groups by: Age, Alphabet, Birthday, Gender, Combination
   n. Groups: Peers, Partners (Share Pair), Subgroups
   o. Group-to-Group Exchange
   p. Stand Up If You Are…; Take One Step to the Left/Right If You…
   q. Participants’ Case Studies, Skit, Storytelling
   r. Stars and Dots
   s. Make a slogan, write a poem, or compose a song/cheer/team theme, create a logo
   t. String Ceremony
   u. Use One Word to Describe…
   v. Fishbowl Discussion
   w. Poster Making: Creating a Diverse (such as Inter-Ethnic or Interfaith Community)
   x. Critique What You See or Hear in the Mass Media and Advertising
   y. Make a TV Commercial
   z. Snap Polls
   aa. True or False; Agree, Disagree, Not Sure; Questions, Role Reversal Questions, Exchanging Viewpoint
   bb. Scavenger Hunt
   cc. Role Play, Reverse Role Play
   dd. Shout Out!; Active Observation & Feedback
   ee. Greeting Cards

3. Dialogue
   a. Group résumé
   b. Five Years from Now
   c. Find out as many features, experiences, or things you have in common with your dialogue partners
   d. Learning Something Positive from the Other Culture/s; Positive Role Model from the Other Community/ies
   e. If You Were a Non-Human Animal
   f. Diversity: What is Unique in Your Own Culture/Community?
   g. Unity in Diversity: What are Common to Both/All Communities?
   h. Open Letter, Letter to the Editor, Letter to the President
   i. Qualifications for a Job Posting for the Position of the President
   j. 5 People & Things You Like & Admire from a Different Community; Famous People You Will Invite for Dinner
   k. Creative Problem Solving: Critique an idea that does not make sense to you; argue with a person who suggests an idea with which you disagree; complain about the practicality of an idea: “we’ve tried that before”
      1) Declaration Making
      2) Pledge of Commitment
      3) Town Meeting
   l. Panel Discussion, Point-Counterpoint Debates
4. Other Activities
   a. Learning Circle
   b. Fish Bowl
   c. Team Quiz
   d. Review Scrabble
   e. Jeopardy Review
   f. Participant Recap
   g. Crossword Puzzle
   h. One Thing I Am Taking Away from This Program is ____________________________
Stand Up If…
Rey Ty

Stand up if…

1. You are
   a. A student
   b. An adult
   c. Not religious
   d. An indigenous person
   e. Muslim
   f. Christian
   g. Left handed

2. You
   a. Work
   b. Have attended a peace-related workshop or program before
   c. Have organized or helped organized a peace-related program before
   d. Write poems

3. You
   a. Can cook
   b. Like to have soup for lunch or dinner
   c. Can play the piano
   d. Can play the guitar
   e. Can sing
   f. Can perform traditional dance
   g. Like dancing and going to dance parties

4. You
   a. Prefer talking with your friends face to face than emails
   b. Prefer emails to telephone
   c. Prefer telephone to emails
**Participatory Learning about Unity in Diversity**  
Rey Ty

**Session Objective:** At the end of the activity, the participants will be able to play a game, meet as many diverse people as possible with whom you hitherto have not interacted, and have fun at the same time.

**Resources:** Pens, Activity Sheet

**Procedure:**
1. Distribute this Activity Sheet to everyone. Make sure they have a pen.
2. Ask them to go around and ask people to put their initials on the appropriate boxes. For instance, Rey Ty’s initials are “RT.”
3. Each person can only fill out one box. Please feel safe, no one will force you in your answers.
4. When done, each individual shouts “Gotcha!,” “Eureka!,” “Yahoo!,” “I’m cool!”…
5. Spend some time to share your feelings after going through this game.

<table>
<thead>
<tr>
<th>I speak 2 languages fluently</th>
<th>I am an indigenous person</th>
<th>I am Muslim</th>
<th>I am Christian</th>
<th>Someone told me we cannot prove God’s existence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Say something about Africa</td>
<td>Say something about Latin America</td>
<td>Say something about Europe</td>
<td>Say something about the Middle East</td>
<td>Say something about Asia</td>
</tr>
<tr>
<td>I want to have fun</td>
<td>I want to be happy</td>
<td>I seek wisdom</td>
<td>I want to be powerful</td>
<td>I want to be rich</td>
</tr>
<tr>
<td>I live in the south</td>
<td>I live in the north</td>
<td>I am not European</td>
<td>I am not American</td>
<td>I have never been to the U.S. before</td>
</tr>
<tr>
<td>I am a member of an organization</td>
<td>I like poetry</td>
<td>I enjoy reading novels</td>
<td>I like to try new things</td>
<td>I am open-minded</td>
</tr>
<tr>
<td>I enjoy meeting new friends</td>
<td>I am kinda shy</td>
<td>I sing well</td>
<td>I like to dance</td>
<td>I am not religious</td>
</tr>
<tr>
<td>I am very religious</td>
<td>I support the poor people’s struggle for economic rights</td>
<td>I am straight &amp; I respect gays &amp; lesbians</td>
<td>I enjoy being with my family &amp; clan members</td>
<td>I enjoy my independence</td>
</tr>
<tr>
<td>I am not Christian and I am not Muslim</td>
<td>I am of mixed heritage</td>
<td>I am a man but I support women’s rights</td>
<td>I support labor and peasants’ rights</td>
<td>I respect everyone, regardless of their ethnicity</td>
</tr>
</tbody>
</table>
**Writing Bio-Poems**


Line 1: First name _____________________________________________________________

Line 2: Four traits that describe character _______________________________________

Line 3: Relative of (brother of, sister of, and so on) ________________________________

Line 4: Lover of ________________________________________________________________ (list three things or people)

Line 5: Who feels _______________________________________________________________(three items)

Line 6: Who needs _______________________________________________________________(three items)

Line 7: Who fears _______________________________________________________________(three items)

Line 8: Who gives _______________________________________________________________(three items)

Line 9: Who would like to ________________________________________________________(three items)

Line 10: Resident of _________________________________________________________________________

Line 11: Last name

---

**Personality Types and Communications**

**Extraversion Items**
- I am the life of the party.
- I don't mind being the center of attention.
- I feel comfortable around people.
- I start conversations.
- I talk to a lot of different people at parties.
- I am quiet around strangers. (reversed)
- I don't like to draw attention to myself. (reversed)
- I don't talk a lot. (reversed)
- I have little to say. (reversed)
- I keep in the background. (reversed)

**Agreeableness Items**
- I am interested in people.
- I feel others’ emotions.
- I have a soft heart.
- I make people feel at ease.
- I sympathize with others’ feelings.
- I take time out for others.
- I am not interested in other people’s problems. (reversed)
- I am not really interested in others. (reversed)
- I feel little concern for others. (reversed)
- I insult people. (reversed)

**Conscientiousness Items**
- I am always prepared.
- I am exacting in my work.
- I follow a schedule.
- I get chores done right away.
- I like order.
- I pay attention to details.
- I leave my belongings around. (reversed)
- I make a mess of things. (reversed)
- I often forget to put things back in their proper place. (reversed)
- I shirk my duties. (reversed)

**Neuroticism Items**
- I am easily disturbed.
- I change my mood a lot.
- I get irritated easily.
- I get stressed out easily.
- I get upset easily.
- I have frequent mood swings.
- I often feel blue.
- I worry about things.
- I am relaxed most of the time. (reversed)
- I seldom feel blue. (reversed)

**Openness Items**
- I am full of ideas.
- I am quick to understand things.
- I have a rich vocabulary.
- I have a vivid imagination.
• I have excellent ideas.
• I spend time reflecting on things.
• I use difficult words.
• I am not interested in abstract ideas. (reversed)
• I do not have a good imagination. (reversed)
• I have difficulty understanding abstract ideas. (reversed)

References
Shadow of Hate: U.S. and Philippines Compared & Contrasted
Rey Ty

Objectives:
1. To reflect on the problems in the U.S.
2. To reflect on the problems in the Philippines
3. To compare and contrast the situation in the U.S. and in the Philippines

Resources: “Shadow of Hate” video, activity sheet, marker pens

Procedure:
1. Watch a documentary film.
2. Reflect.
3. Form into groups and brainstorm to arrive at your answers.
   a. What are the main issues discussed in the film?
   b. If you were to make a film about the Philippines, what issues would you include?
4. Write key words only. Feel free to draw on separate sheets of paper.
5. Post your answers on the wall.
6. Go back to the plenum to present.
7. Debrief.

<table>
<thead>
<tr>
<th>Analogy between the U.S. and the Philippines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issues in the U.S.</td>
</tr>
<tr>
<td>---------------------</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

My Place at the Table

My Name is

What I Bring to the Table are the following:

---

**Concentric Circles**  
Rey Ty

**Session Objective:** At the end of the session, the participants will be able to talk and be acquainted with practically everyone who are members of their subgroup

**Resources:**  
Name tags, enough chairs for everyone

**Procedure:**
1. Organize chairs in two concentric circles, facing each other
2. Request participants to sit down in either the inner or outer circles, facing one another
3. The facilitator then gives a series of simple questions that guide partners facing each other in their conversations, such as hobby, favorite food, favorite drink, favorite book, favorite author, favorite color, preferred weather, favorite place, present interest/s, dream/ambition, yourself in 5 years/10 years, etc. Each pair will have a dialogue on only one issue.
4. Tell the participants to make sure they introduce themselves and note the names of their constantly moving partners.
5. People sitting in the outer circle move clockwise on cue from the facilitator.
6. After that, move the chairs to form two separate circles. This second part of the exercise ensures that everyone has a chance to talk with everyone else.
7. People in the outer circle form a circle. People in the inner circle form another group. Make sure you introduce yourselves. Talk as a group about a couple of the topics above.
8. End the session by forming one big group in a circle and thank everyone for taking part in this activity.


Sensitivity to Diversity: Empathizing with the Others

Rey Ty

Session Objective:

1. To try to understand how it is like to be “the others” through role-playing
2. To be aware that prejudices and discrimination exist
3. To learn about the privileges and benefits that “the others” have
4. To comprehend the problems and challenges that “the others” have
5. To discover the similarities and differences between “us” and “the others”
6. To realize that there are potential misunderstanding or misconceptions between “us” and “the others”

Procedure:

1. Have the following statement written on the board: “Imagine what would your life be like if you had a different status. Visualize that you (are/have)…”
2. Divide the participants into share-pairs
3. Either assign the following status or let the participants choose a status that they do NOT have, make sure you have a fair amount of diversity of statuses:
   a. Ignore everyone completely. Think of a valid reason why you ignore others, but do not tell them why. You will have to explain why you ignored others (other than that being the instruction).
   b. Black, Brown, White, native American
   c. Very dark skinned, very fair skinned
   d. Indigenous person, urbanite/city dweller, rural/village folk
   e. Male, female
   f. Lack one arm, lack one leg, lack one finger, lack one ear, have 6 fingers per hand
   g. Speak with a very strong accent, speak English badly
   h. Christian, Muslim, Jew, Buddhist, Hindu, Parsi, atheist, agnostic, follow an indigenous religion
   i. You never go to the mosque/temple/church/synagogue, you always go to your place of worship regularly
   j. Straight, gay, lesbian, bisexual
   k. Very fat, very thin
   l. Single, old but a never married male, old but a never married female, divorced, widow/widower
   m. A ten-year old child, old, very old
   n. Blind, mute, deaf, cannot see at all without eyeglasses
   o. You stutter when you speak, you speak too fast, you speak too slowly
   p. You move very, very slowly because you have a minor paralysis in some parts of your body, you have to be in a wheelchair always
   q. Have a permanent big scar on your face, big mole on your face
   r. Have very thick lips
   s. Have flat nose, have sharp nose, have crooked nose
   t. Your family is very rich, extremely poor
   u. Very tall, very short
   v. Have skin disease, no skin pigmentation, cancer
   w. Homeless
   x. Do not have to work to go to school, you are a working student and have to work in order to have money to go to school
   y. Your family owns a big house, lives in a squatter area/in the inner city, only has a rusty tin roof with holes on your head, live with your aunt/uncle’s family, live in a small makeshift house with 20 members of your immediate and extended family
   z. Always hungry (no money to buy food), waste food (can afford to buy any food you want, get big portions, do not eat everything you get, and regularly throw away food)
   aa. Orphan, without a dad, without a mom, never met your dad/mom
   bb. Divorced parents, live with your step mom, live with your step dad
cc. Your mother was married/separated/divorced twice, your father was married/separated/divorced twice/thrice

dd. You never eat out, always eat out

e. Have thick and kinky hair, have very thin and straight hair, bald, balding, partially bald (male or female)

ff. You do not eat meat, you only eat meat

gg. Have never traveled 1 mile out of your hometown

hh. A Catholic priest with a wife and children but constantly asks the Pope for dispensation

ii. Only buy clothes/shoes with famous brand names, refuse to buy clothes/shoes with famous brand names

jj. Only buy locally made goods/food, only buy imported goods/food

kk. Buy brand-name products (detergent, shampoo, pop soda…), buy generic products only and refuse to buy brand-name products

ll. You always bring your own lunch, you always eat out for lunch

mm. From Alabama, Texas, Manila, New York, Hong Kong, Spain, Mexico, Canada, Cebu, Paris, California; Australia, China, Cuba, Japan, Switzerland

nn. A single mom

oo. A man with very long hair, a woman with very short hair

pp. Once married but now a religious (imam, pastor, priest, rabbi)

qq. You always talk, you almost never volunteer to talk and only answer briefly when someone asks you a question

rr. Only drink bottled water and never from the tap, only drink tap water and never bottled water

ss. Participants can think of, suggest, and assume other possible statuses not identified here

4. Visualize yourself as having the status assigned to you in order to feel and act the role assigned to you. What do people assume because of your status? Which assumptions are right and which are wrong? What are the prejudices and discrimination that “the others” have against you? What do you normally do? How do you normally think and feel based on your status? What are the possible misunderstandings and wrong impressions that “the others” have about you? What are your privileges and benefits in your status? What are the problems and challenges that you have? What are similarities and differences between you and “the others”?

5. Their answers must be contextualized in the community or society where they live.

6. Go back to the plenary session and ask volunteers to share their answers, feelings, and thoughts.

7. The facilitator ends by summarizing key points as well as calling everyone to understand and respect differences and diversity amidst our common humanity and empathize with “the others.”
If You Were a Non-Human Animal, What Would You Be?
Rey Ty

Session Objective: At the end of the day, the participants will be able to:
1. realize that there are different kinds of leadership styles and qualities
2. identify their own strengths and weaknesses as leaders

Materials: Large sheets of newsprint paper, felt pens

Procedure:
1. In the plenary session, ask participants to read and think about the following question: “If you were a non-human animal, what would you be?” Tell the participants that they can only choose from among the following answers: rabbit, eagle, lion, and turtle.
2. Assure the participants that there is no right or wrong answer.
3. After they had enough time to think, ask those who think they would rather be rabbits to raise their hands. Tell them to stay in one corner of the room. Repeat the process.
4. Discuss the positive and negative qualities of the animal of their choice.
5. Write the type of animal and the qualities on a large sheet of newsprint paper. For example:

<table>
<thead>
<tr>
<th>Non-Human Animal:</th>
<th>Group Members:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>POSITIVE QUALITIES</td>
</tr>
<tr>
<td>1.</td>
<td>1.</td>
</tr>
<tr>
<td>2.</td>
<td>2.</td>
</tr>
<tr>
<td>3.</td>
<td>3.</td>
</tr>
<tr>
<td>4.</td>
<td>4.</td>
</tr>
<tr>
<td>5.</td>
<td>5.</td>
</tr>
</tbody>
</table>

6. When everyone is done, ask all groups to go back and form the plenary group again.
7. Ask a group to volunteer to present their findings.
8. The group posts its output on the wall for everyone to see.
9. Give other groups a chance to ask questions.
10. Repeat the process.
11. To close the session, the facilitator explains that each animal represents us. Each is different, but all animals have something to offer. Each has a role to play. We should learn to work with others, accepting their strengths, and recognizing their weaknesses.
Identity Politics: Power, Privileges, Marginalization, and Transformation
Rey Ty

Session Objectives: A leader must learn
1. To realize that each person has a combination of different identities that affects their standing in society
2. To realize that each society in different historic period has a preference for different identities
3. To treat each person with utmost dignity and respect, regardless of their status

Procedure:
1. Organize yourselves into manageable groups, answer the questions, and share the reasons for which you answered the way you do. If you feel uncomfortable discussing any issue, you are not obliged to discuss those issues. You have a few minutes to discuss.

<table>
<thead>
<tr>
<th>Social Group</th>
<th>Your Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
</tr>
<tr>
<td>Ethnicity, Heritage</td>
<td></td>
</tr>
<tr>
<td>Class</td>
<td></td>
</tr>
<tr>
<td>Dis/Ability Status</td>
<td></td>
</tr>
<tr>
<td>Religion</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td></td>
</tr>
</tbody>
</table>

2. Answer the following guide questions.
   a. The membership/s, which you think of the most often.
   b. The membership/s you think of the least.
   c. The membership that gives you the most benefits/privileges
   d. The membership that hurt your options, access, and/or rewards the most
   e. The membership that you know least about BUT want to know more
   f. The membership that makes you feel most at ease
   g. The membership that have the strongest effect on your self-image
   h. The membership that have the greatest effect, positively, on how others see you
   i. The membership that have the greatest effect, negatively, on how others see you
   j. Plenary Session
Misunderstanding and Hurting
Rey Ty

Session Objective: At the end of the session, the participants will be able to understand how people of other ethnicities and religions feel.

Materials:
Flipchart, marker pens

Procedure:
1. Form into groups of 5. Make sure you have people of different ethnicities (e.g. Maranao, Ilocano, Subanon, Fujianese, Tausug, Cebuano) and religions (e.g. Sunni Islam, Roman Catholic Christianity, Buddhism, Protestant Christianity).
2. Decide on who will speak first. Actively listen to the person who speaks.
3. Answer the following questions:
   a. What do you hear other people say about people of your ethnicity or religion that clearly is wrong, which reflects a misunderstanding? Explain your side. What do you suggest people should do to correct the misunderstanding?
   b. What hurt you the most when you hear people say things about people of your ethnicity and religion? Explain your side. What do you suggest people should do to stop hurting people of your ethnicity and religion?
4. Others may ask questions for clarification.
5. Take turns. Let another person speak up.
6. Debrief.
Colored Stars
Rey Ty

Session Objective: At the end of the session, the participants will be able to learn a lesson on “unity in diversity”

Materials:
Enough supply of self-adhesive stars in different colors

Procedure:
1. Participants form a circle.
2. The facilitator requests all participants to shut their eyes for a while.
3. The facilitator puts a colored star of different colors on the forehead of each participant.
4. When done, the facilitator asks the participants to open their eyes.
5. After that, the participants are asked to form their own group/s, as they see it fit. This will take a few minutes, depending on the dynamics of the group.
6. The facilitator asks the participants why they formed the groups the way they did. Participants of each group (if there is more than one group) explain.
7. At the end of the discussion, the facilitator explains that we are all human beings, belonging to the one and only human race, but with different colors. We all belong to one big group called humanity, an all-inclusive group with people of all ethnicities, colors, religions, and gender.
Playing Philosophers and Exchanging Virtues
Rey Ty

Session Objective: At the end of each day, the participants will be able to understand the values of different virtues.

Resources: Different Virtues written in 8” x 11” sheets of paper

Procedure:
1. Form into groups of five.
2. Depending on how many groups there are, the facilitator hands out randomly as few or as many 8” x 11” sheets of paper with the following words, written in English and Chinese, Arabic, Turkish, Greek or in your local languages, if any: happiness, beauty, youth, success, wealth, tranquility, smile, long life, enjoyment, fame, etc.
3. Each group will show everyone what “virtue” they have.
4. Each group will then discuss the merits and demerits of having their “virtue.”
   a. Why as a group they want to keep their virtue or exchange their virtue with another one.
   b. If they decide to exchange, the group members now ask the other group which has the virtue of their choice to exchange virtues with them.
   c. The first group has to explain their choice.
5. The facilitator will ask one group to speak up first. Then, the process continues with this second group now taking the lead whether to keep or trade virtues.
   a. The exercise can go on and on, depending on the time constraint. But as a minimum, make sure each group has a chance to keep or exchange virtues at least once.
   b. The facilitator ends by explaining that all virtues are important. However, sometimes we cannot “win” them all and have to make choices as to which virtues are more important for us than others. Philosophers from the ancient times to the present have been debating as to what is or are the best virtue/s.
**Trading Human Rights**  
Rey Ty

**Session Objectives:** At the end of the session, the participants will be able to

1. learn on your own about the different types of human rights 
2. understand the importance of different rights

**Resources:** Different Rights written in 8” x 11” sheets of paper

**Procedure:**

1. Form into groups of five.

3. Depending on how many groups there are, the facilitator hands out randomly as few or as many 8” x 11” sheets of paper with the following words in front: economic rights (Articles 23-24), social rights (Art. 25), cultural rights, civil rights (Arts. 4-20), and political rights (Art. 21).

4. On another sheet of paper, the participants will enumerate all the specific rights related to these more general rights, citing such sources as the Universal Declaration of Human Rights. Write down key words only, such as “no slavery,” “no torture,” and “employment.” The facilitator will guide the groups on this.

5. Each group will show everyone what “rights” they have.

6. Each group will then discuss the merits and demerits of having their “rights.”

7. The facilitator will ask one group to speak up first.
   
   c. First, they share with everyone what are the specific rights embodied in the “right” they possess. They teach each other about rights, while playing a game.
   
   d. Why as a group they want to keep their “right” or exchange their “right” with another one. If they decide to exchange, the group members now ask the other group which has the “right” of their choice to exchange “rights” with them.
   
   e. The first group has to explain their choice.

8. Then, the process continues with this second group now taking the lead whether to keep or trade “rights.”

9. The exercise can go on and on, depending on the time constraint. But as a minimum, make sure each group has a chance to keep or exchange virtues at least once.

10. The facilitator ends by explaining that all rights are important. However, sometimes we cannot have them all and we need to make choices as to which rights are more important for us than others. That is when problems arise. Governments in the different parts of the world are debating as to what is or are the most important right/s.
Stereotypes: The Past
Rey Ty

Session Objective: At the end of the session, the participants will be able to:
realize the impact of stereotypes on both the one who is labeled and one who labels

Resources:
Chairs formed in a circle

Procedure:
1. The facilitator informs the participants that they will be engaged in role playing. Each participant will
   be given a label. These labels include: arrogant, artistic, atheist, athletic, banker, billionaire, bright,
   center-of-attraction, cheap, childish, classy, clean, creative, cute, dirty, dishonest, elegant, emotional,
   executive, exotic, expensive clothes, forgetful, gay/lesbian, good-for-nothing, gossipy, helpless, hon-est,
   ignored, insecure, jealous, lazy, liar, loud, materialistic, millionaire, modest, muscular, musical,
   noisy, optimistic, overweight, paralyzed left leg, pessimistic, poor, popular, precious, quiet, rich, Ro-
   man Catholic, self-righteous, showy, shy, soft-spoken, special, strong, Sunni Muslim, talented, thin,
   tired, tropical, ugly, valedictorian, violent, weak, and factory worker.
2. Once everyone is given a label, placed where the recipient cannot see it.
3. Each participant will now stand up and move around the room as though in a social gathering where
   they are expected to engage in small talk with each and everyone.
4. Each participant will treat the others based on their labels.
5. After exhausting the opportunity to chitchat with one another in the allotted time, participants go back
   in the plenum, sitting in the formation of the big circle, for debriefing.
6. The facilitator tells the participants in the plenary session that the role play is over and ask the follow-
   ing questions:
   a. Was the label given you a good description of who you are?
   b. How did you feel being treated the way you were treated?
   c. Was it easy to treat others based on the labels they carry?
   d. Was the stereotype on others’ labels confirmed?
   e. Did you start to act the way you were labeled?
   f. Did participants with related labels cluster together?
**Session Objective:** At the end of the session, the participants will be able to identify both the positive and negative stereotypes each religious group has of the other groups.

**Resources:**
- paper and different colored pens

**Procedure:**
1. Ask participants from the same religious groups to form a group. For instance, Muslims form one group. Roman Catholics form one group. Indigenous persons with an indigenous faith system form one group. If, for instance, there is only one indigenous person, make sure that at least one youth leader joins that person to form a group.

2. Each group picks (1) a facilitator, who makes sure that everyone has an equal chance of sharing their ideas, (2) a scribe, who takes down notes and makes sure that the notes reflects the sentiment of the whole group, and (3) a rapporteur, who will present the group report to the plenum.

3. Brainstorm and write down on a sheet of paper both the positive and negative stereotypes on two separate columns that other religious groups have about your group. For instance, the Roman Catholic group will jot down all the stereotypes that Muslims, Buddhists, and Jews have about them.

4. Put a check mark in one color on the stereotypes which are correct.

5. Put an “x” mark in another color on the stereotypes which are wrong.

6. Brainstorm on the ways by which these wrong stereotypes can be corrected.

7. Post the Graffiti on the Wall all around the session hall.
Session Objective: At the end of the session, the participants will be able to:

1. Pinpoint the correct generalizable images of one’s group
2. Correct the wrong images that the other groups have of one’s group

Resources:
If sitting on the floor, please make sure it is clean. Otherwise, clean it and put a mat.

Procedure:
1. Ask all participants to form a big circle and sit on the floor or chair.
2. Ask one religious group to volunteer to go inside the circle. They are the fish in the bowl. Attention is directed towards them.
3. The first group will share their feelings about the stereotypes others have of people in their religion. Members take turns in sharing their positive and negative experiences and suggest ways to break negative stereotypes.
4. Participants in the big circle ask the “fish” questions as well as answer questions raised by the “fish.”
5. The facilitator thanks the first group of “fish.”
6. The facilitator asks for another group to volunteer to be the “fish” for the second round, third round… Repeat the process.
7. Finally, all participants go back to form one big circle.
8. The facilitator asks participants to summarize the activities as a whole.

Diversity and Essential Values of One’s Faith

Session Objective: At the end of the session, the participants will be able to identify the basic values in your religions (Islam, indigenous religions, Christianity, etc.)

Resources:
Paper and different colored pens

Procedure:
1. Ask participants from the same religious groups to form a group. For instance, Muslims form one group.
2. List down the key values in your faith system. Use key words only. Present your work creatively and colorfully.
Unity of Religions and Interfaith Core Values
Rey Ty

Session Objective: At the end of the session, the participants will be able to identify the basic values common to all religions (Islam, indigenous religions, Christianity, etc.)

Resources:
Paper and different colored pens

Procedure:
1. Ask participants from different religious groups to form a group. For instance, Muslims, indigenous believers, and Christians form one group. Repeat and form different groups.
2. List down the fundamental values common to all religions. Use key words only.
3. Present your work creatively and colorfully to the plenary group.
4. The facilitator closes the session by telling participants that they have realized that despite their differences, they have found a lot of common grounds among them. The facilitator tells the participants to appreciate unity in diversity.

Unity Wall: The Future
Rey Ty

Session Objective: At the end of the session, the participants will be able to come up with a common agenda for peace that binds everyone together.

Materials:
Large sheets of newsprint, felt pens

Procedure:
1. On a large sheet of newsprint, write the words “Unity Wall” on the top center area
2. Request participants to express their ideas on how to bring about peace. Discuss to reach consensus. Resolve any differences.
3. Ask participants to come up front to write down key words and/or make simple illustrations. Optionally, they can also do creative presentations.
Session Objective: At the end of the session, the participants will be able to:

1. showcase one’s own culture to other participants
2. learn something about other cultures
3. appreciate each other’s cultures

Materials:
Cassette, CD, or MP3 player, etc.

Procedure:
1. Form a circle, sitting on the floor could be a good idea. Weather permitting, this activity could be done outdoors. Alternatively, this fun activity can be organized as an informal “cultural night” or “jam session”.

2. The facilitator asks volunteers to present their cultural presentations, which can be in any form, such as song, poetry, dance, theater, drawing, ritual, sharing of food, and others.

3. One participant comes to the center of the circle and does a presentation. Then, other participants follow, one after the other.

4. The facilitator asks the participants what they have learned from this activity, getting as many responses as possible. The facilitator concludes the session by summarizing what have been presented and thank all volunteer performers.

5. Alternatively, this fun activity can be organized as an informal “cultural night” or “jam session”. If you choose to do so, then reserve an auditorium. Ask for volunteers to do the lights, sounds, taking digital photos, taking digital video clips, and other audio-visual needs.
Circles of My Multicultural Self: Examining Stereotypes


This activity requires 20-30 minutes.

Session Objective: This activity engages participants in a process of identifying what they consider to be the most important dimensions of their own identity. Stereotypes are examined as participants share stories about when they were proud to be part of a particular group and when it was especially hurtful to be associated with a particular group.

Resources: Make copies of circle handout and distribute to each participant.

Procedures: Ask participants to pair up with somebody they do not know very well. Invite them to introduce each other, then follow these steps:

1. Ask participants to write their names in the center circle. They should then fill in each satellite circle with a dimension of their identity they consider to be among the most important in defining themselves. Give them several examples of dimensions that might fit into the satellite circles: female, athlete, Jewish, brother, educator, Asian American, middle class, etc.

2. In their pairs, have participants share two stories with each other. First, they should share stories about when they felt especially proud to be associated with one of the identifiers they selected. Next, they should share a story about a time it was particularly painful to be associated with one of the identity dimensions they chose.

3. The third step will be for participants to share a stereotype they have heard about one dimension of their identity that fails to describe them accurately. Ask them to complete the sentence at the bottom of the handout by filling in the blanks: "I am (a/an) ____________ but I am NOT (a/an) _____________." Provide your own example, such as "I am a Christian, but I am NOT a radical right Republican." Instructions for steps 1, 2, and 3 should be given at once. Allow 8-10 minutes for participants to complete all three steps, but remind them with 2 minutes remaining that they must fill in the stereotype sentence.

4. Probe the group for reactions to each other's stories. Ask whether anyone heard a story she or he would like to share with the group. (Make sure the person who originally told the story has granted permission to share it with the entire group.)

5. Advise participants that the next step will involve individuals standing up and reading their stereotype statement. You can either simply go around the room in some order or have people randomly stand up and read their statements. Make sure that participants are respectful and listening actively for this step, as individuals are making themselves vulnerable by participating. Start by reading your own statement. This part of the activity can be extremely powerful if you introduce it energetically. It may take a few moments to start the flow of sharing; so allow for silent moments.

6. Several questions can be used to process this activity:
   1. How do the dimensions of your identity that you chose as important differ from the dimensions other people use to make judgments about you?
   2. Did anybody hear somebody challenge a stereotype that you once bought into? If so, what?
   3. How did it feel to be able to stand up and challenge your stereotype?
   4. Where do stereotypes come from?
   5. How can we eliminate them?

Facilitator Notes:
The key to this activity is the process of examining one's own identity and the stereotypes associated with that identity, then having one's own stereotypes challenged through others' stories and stereotype challenges. Encourage participants to think about the stereotypes they apply to people and to make a conscious effort to think more deeply about them, eventually eliminating them.
Circles of My Multicultural Self

This activity highlights the multiple dimensions of our identities. It addresses the importance of individuals self-defining their identities and challenging stereotypes.

Place your name in the center circle of the structure below. Write an important aspect of your identity in each of the satellite circles -- an identifier or descriptor that you feel is important in defining you. This can include anything: female, mother, athlete, educator, scientist, or any descriptor with which you identify.

1. Share a story about a time you were proud to identify yourself with one of the descriptors you used above.
2. Share a story about a time it was especially painful to be identified with one of your identifiers or descriptors.
3. Name a stereotype associated with one of the groups with which you identify that is not consistent with who you are. Fill in the following sentence:
   I am (a/an) __________________ but I am NOT (a/an) __________________.
**Theater Production**

Rey Ty

**Objectives:** To integrate transformative learning about breaking stereotypes and engaging in inter-ethnic dialogue in a creative format for public viewing

**Materials:** Use *appropriate* technology, where available, such as: PowerPoint slides to set the mood by showing the title, main themes, digital images to get a feel of the surroundings, lyric sheets for music, MP3 files, and credits

**Procedure:**

1. Brainstorm on the concept of your theater production which must have at least three acts to show changes from one stage to another. Give a title to your theatrical performance. Keep your concept simple, for instance, your three or four acts can consist of the following:
   a. Act I: Harmonious Relationship among Indigenous Peoples, Muslims and Traders in the 1500s (perform a combined mini-version of Singkil, La Jota, Tinikling, etc. to show inter-ethnic unity)
   b. Act II: Arrival of Spanish Conquistadores (for example, also perform a group singing of “Pag-Ibig sa Tinubuang Lupa” as a united Filipino stand to end Spanish colonialism)
   c. Act III: Present-Day Conflicts (group singing of “Tatsulok” with MTV projected on the screen)
   d. Act IV: Your Aspirations and Efforts toward Social Transformation for a Just and Peaceful Future (If possible, encourage audience participation at the end, for instance, sing Linkin Park’s “What I’ve Done” with MTV or lyrics or both projected on the screen).

2. Identify, tap, maximize, and integrate the use of existing talents among your group members (singing, dancing, theater, computer skills, poetry, etc.)

3. Volunteer to take responsibilities:
   a. Directing
   b. Narrator? Digitally Pre-Taped Narration?
   c. Lights
   d. Choreography
   e. preparing PowerPoint slides in one integrated file
   f. obtaining music files
   g. Acoustics or Sounds
   h. Minimalist Props
   i. Disk Jockey (DJ)
   j. Photography
   k. Videotaping
   l. etc.

4. Use a combination of different cultural forms, such as: Acting (volume, eye contact, enunciation, exaggerated movements), Background music, Playing musical instruments live (jaw’s harp, kulintang, piano, guitar, etc.), Live singing, Poems, Narrator-storyteller, Choreographed movements, Diverse traditional dances, Contemporary dance

5. Rehearse, critique among yourselves, & make changes

6. Rehearse, critique by program staff & resource persons & make changes

7. Rehearse, critique by outsiders & make changes

8. Publicity
   a. Prepare your own ¼-sheet flyers to invite new U.S.-based acquaintances to attend your actual theater performance
   b. Distribute your flyers and invite your new U.S.-based acquaintances to attend your performance
   c. Get firm commitment from your new U.S.-based acquaintances to attend your performance

9. Dress rehearsal

10. Actual Showing of Your Theater Production

11. Photo and Video Documentation

12. You have made it—congratulations!
Because people are different
There will be conflict
Conflict can escalate to war
Or be resolved by love
Art is an expression of the inner core,
It is beauty,
It is love

Let the beauty inside you emanate, radiate, get bigger than life!

Touch HEARTS through ARTS!

Why Art?
- Touches left and right brain hemispheres- logic and emotion
- Soft sell approach- audience is not guarded
- Less resistance- impacts values and attitudes
- High acceptance- learning is more likely to be applied to life
- Fun © medium for learning
- Basic to human nature:
  Primitive Man: praying for grain to grow though dance
  Children: Role-play

Art Forms: Visual, Literary, Music, Dance & Drama

Drama:
- Allows you to create high impact teaching and learning experiences
- Medium for bringing forth paradigm shifts, thus change from small to large scale
- Potent tool for social awareness, social change and PEACE

   Elements of Theater

Premise: Get BIGGER than life!
   → Lugaw vs. Arroz Caldo

Elements of Theater:
- Voice Projection: Breathe & Speak
- Articulation:
  - Open mouth wide
  - Anything in motion attracts attention
  - Allow the vowel and consonant sounds to be clear
- Facial Expression: Show the message in your face
- Vocal Expression: Show the message in your voice

   Types of Vocal Quality

Orotund: Large, full movements of the speech mechanism
Aspirate: Whisper, vocal cords do not vibrate
Pectoral: Deep, hollow tone, voice thrown back
Nasal: Whiny breath, voice thrown towards the nose
Guttural: Throaty, doglike
Oral: Thin, feeble, high pitched
Falsetto: High pitched, piercing, shrill, voice thrown to the head
Normal: Muscular activity centered in chest and abdomen, relaxed

Enhancing Vocal Variety:

**Volume:** loud, soft  
**Rate:** slow, fast  
**Pitch:** High and Low  
**Inflection:** Upward, Downward  
**Enunciation**

Theater Jargon
- **Stage Right:** Right side of the stage from the director’s point of view (actor’s left)  
- **Stage Left:** Left side of the stage from the director’s point of view (actor’s right)  
- **Wings/Travelers:** The sides of the stage by the curtains  
- **Blocking:** Positioning of the actors on stage
  - Up stage  
  - Center stage  
  - Down stage  
  - Off stage  
  - Profile  
  - Three-fourths (3/4)  
  - Full front

I Want to Live  
Words & Music by John Denver

<table>
<thead>
<tr>
<th>There are children raised in sorrow</th>
<th>I want to share what I can give</th>
</tr>
</thead>
<tbody>
<tr>
<td>On a scorched and barren plain</td>
<td>I want to be I want to live</td>
</tr>
<tr>
<td>There are children raised beneath a golden sun</td>
<td>For the worker and the warrior</td>
</tr>
<tr>
<td>There are children of the water</td>
<td>The lover and the liar</td>
</tr>
<tr>
<td>Children of the sand</td>
<td>For the native and the wanderer in kind</td>
</tr>
<tr>
<td>And they cry out through the universe</td>
<td>For the maker and the user</td>
</tr>
<tr>
<td>Their voices raised as one</td>
<td>And the mother and her son</td>
</tr>
<tr>
<td>I want to live I want to grow</td>
<td>I am looking for my family</td>
</tr>
<tr>
<td>I want to see I want to know</td>
<td>And all of you are mine</td>
</tr>
<tr>
<td>I want to share what I can give</td>
<td></td>
</tr>
<tr>
<td>I want to be I want to live</td>
<td>We are standing all together</td>
</tr>
<tr>
<td></td>
<td>Face to face and arm in arm</td>
</tr>
<tr>
<td>Have you gazed out on the ocean</td>
<td>We are standing on the threshold of a dream</td>
</tr>
<tr>
<td>Seen the breaching of a whale?</td>
<td>No more hunger no more killing</td>
</tr>
<tr>
<td>Have you watched the dolphins frolic in the foam?</td>
<td>No more wasting life away</td>
</tr>
<tr>
<td>Have you heard the song the humpback hears</td>
<td>It is simply an idea And I know its time has come</td>
</tr>
<tr>
<td>Five hundred miles away</td>
<td>I want to live I want to grow</td>
</tr>
<tr>
<td>Telling tales of ancient history of passages and home?</td>
<td>I want to see I want to know</td>
</tr>
<tr>
<td>I want to live I want to grow</td>
<td>I want to share What I can give</td>
</tr>
<tr>
<td>I want to see I want to know</td>
<td>I want to be I want to live.....I want to live</td>
</tr>
</tbody>
</table>
Commitment to Peace and Planning for the Future:

Loving-Kindness Meditation for Forgiveness and Peace
Rey Ty

Session Objective:
1. To learn one form of meditation
2. To meditate for forgiveness, universal love and peace for all beings

Resources:
1. Meditative music CD or MP3
2. CD or MP3 players
3. trance-like visualization on an Audio Player projected onto the screen

Procedure:
1. ask everyone to sit on the floor in a lotus position and form a big circle
2. ask everyone to hold the hands of the persons sitting on their left and on their right, their cultures permitting; or, pair up with somebody of another ethnic community
3. ask everyone to close their eyes
4. ask everyone to repeat after you, when you recite each short segment of the Meditation for Peace
5. This form of meditation can be done walking (walking meditation), sitting (sitting meditation), standing (standing meditation), lying down (lying down meditation), etc.
6. When done, ask the participants to open their eyes and give each other a sign of peace (of your choice)
7. Ask participants to share their feelings, after this meditation.

May all beings capable of pain be free from danger.
May all beings capable of pain be safe.
May all beings capable of pain be protected.
May all beings capable of pain be free from mental suffering.
May all beings capable of pain be happy.
May all beings capable of pain be free from physical suffering.
May all beings capable of pain be healthy.
May all beings capable of pain be able to live in this world happily.
May all beings capable of pain be peaceful.

May all non-human animals be free from danger.
May all non-human animals be safe.
May all non-human animals be protected.
May all non-human animals be free from mental suffering.
May all non-human animals be happy.
May all non-human animals be free from physical suffering.
May all non-human animals be healthy.
May all non-human animals be able to live in this world happily.
May all non-human animals be peaceful.

May all human animals be free from danger.
May all human animals be safe.
May all human animals be protected.
May all human animals be free from mental suffering.
May all human animals be happy.
May all human animals be free from physical suffering.
May all human animals be healthy.
May all human animals be able to live in this world happily.
May all human animals be peaceful.

May all plants be free from danger.
May all plants be safe.
May all plants be protected.
May all plants be free from mental suffering.
May all plants be happy.
May all plants be free from physical suffering.
May all plants be healthy.
May all plants be able to live in this world happily.
May all plants be peaceful.

May all women, men, young, old, straight, and gay be free from danger.
May all women, men, young, old, straight, and gay be safe.
May all women, men, young, old, straight, and gay be protected.
May all women, men, young, old, straight, and gay be free from mental suffering.
May all women, men, young, old, straight, and gay be happy.
May all women, men, young, old, straight, and gay be free from physical suffering.
May all women, men, young, old, straight, and gay be healthy.
May all women, men, young, old, straight, and gay be able to live in this world happily.
May all women, men, young, old, straight, and gay be peaceful.

May all my enemies be free from danger.
May all my enemies be safe.
May all my enemies be protected.
May all my enemies be free from mental suffering.
May all my enemies be happy.
May all my enemies be free from physical suffering.
May all my enemies be healthy.
May all my enemies be able to live in this world happily.
May all my enemies be peaceful.

May all my friends be free from danger.
May all my friends be safe.
May all my friends be protected.
May all my friends be free from mental suffering.
May all my friends be happy.
May all my friends be free from physical suffering.
May all my friends be healthy.
May all my friends be able to live in this world happily.
May all my friends be peaceful.

May you be free from danger.
May you be safe.
May you be protected.
May you be free from mental suffering.
May you be happy.
May you be free from physical suffering.
May you be healthy.
May you be able to live in this world happily.
May you be peaceful.
If I have offended you knowingly or unknowingly, please forgive me.

May I be free from danger.
May I be safe.
May I be protected.
May I be free from mental suffering.
May I be happy.
May I be free from physical suffering.
May I be healthy.
May I be able to live in this world happily.
May I be peaceful.
If you have offended me knowingly or unknowingly, I forgive you.

May we all be happy.
May we all be healthy.
May we all be peaceful.
May we all be safe.
May we all be free from suffering.
String Ceremony
Rey Ty

Session Objective: To introduce participants to the Theravada Buddhist practice of the Bai Sii Ceremony, normally performed by a Thai village Brahmin priest. Note that the practice was adapted from Hinduism. Other Theravada Buddhists in both mainland Southeast Asia (e.g., Laos) and South Asia (Sri Lanka), for instance, also wear these strings.

Materials:
1. enough pre-cut plain white strings long enough to wrap around the wrist for all participants
2. Thai or other Theravada Buddhist music
3. CD or MP3 player

Procedure:
1. Play softly the Theravada Buddhist music in the background
2. Explain in the simplest possible terms Thai Theravada Buddhism and the Bai Sii ceremony
3. Give everyone a string
4. Ask each person to pair up with another person
5. One person will tie the string on the wrist of another person, reciting the Meditation Chant, wishing everyone good and avoiding evil
6. Repeat the process with the other partner
Shared Values Education Module on Hospitality
Education and Training Program of the Interfaith Youth Core

Today we’re going to share our faith with our Hands, Hearts, Heads, and Hurrays! by focusing on the value of Hospitality and what it means in relation to our own faith and the faith of others.

So purpose of this module is to discuss how different faith communities view and practice hospitality. Hospitality is an important value that all faith traditions share. Our hope is that you develop a deeper understanding for how your own religion views and practices hospitality, and learn about how hospitality is viewed and practiced in other religions. Moreover, we hope that this workshop inspires you to apply the value of hospitality through service and social action projects, within your faith community, and hand-in-hand with people from other communities who share this same value.

Sharing Faith with Our Hands

*What does the word hospitality mean to you?* What ideas, images and experiences come to mind when you hear the word hospitality? What are some examples of hospitality from your own faith community or neighborhood or family? Discuss this with a partner for a few minutes. Your facilitator will then ask everyone to share with the rest of the group what they came up with.

We are going to share our ideas with our hands! Your facilitator is going to divide the group into small teams that are going to create “human sculptures” that illustrate hospitality. As a team, you should create a sculpture using your bodies and expressions to express the idea of hospitality. Once you have figured out your sculpture, see if you can create another that expresses the opposite of hospitality. How would you perform a transition from your inhospitable sculpture to the hospitable one?

Now, share your team’s sculpture with the rest of the teams. Once everyone has had a chance, your facilitator is going to ask the following questions:
1. Describe what you were trying to express through your hospitality sculpture. How did this sculpture feel to you?
2. Describe what you were trying to express through your inhospitable sculpture? How did this sculpture feel to you?
3. How did it feel to transition from the inhospitable sculpture to the hospitable one?

Sharing Faith with Our Hearts

Share a story from your heart with your partner. It should communicate about how your faith community or family provides hospitality during religious Holy days. Here are some questions to help you with your story:
- What are some important Holy days from your religion that emphasize hospitality?
- Is there a particular tradition or sacred writing that conveys hospitality?
- Is there a particular family member, community leader, or faith hero who is an example of hospitality?

Your facilitator is going to ask the group to share their stories.

Sharing Faith with Our Heads

Every faith community has its own Tradition of Hospitality. You can learn about some of these traditions by reading the texts below. Your facilitator will call on volunteers to read each one aloud. After the reading is finished, please discuss these with a partner by taking a few minutes to answer the questions below.

*Is there anything we don’t understand?*
*Are there any differences between our own tradition and the others?*
*Are there any similarities between our own tradition and the others?*

Afterwards, your facilitator will ask the group:

- Would you say that these scriptures are more similar or different? Why?
- What do the similarities and differences mean to you?
- What other ideas, stories, scriptures are in your tradition about hospitality?

**Jewish Tradition of Hospitality**

Deut 10: 17 For the LORD your G-d is G-d supreme and Lord supreme, the great, the mighty, and the awesome G-d, who shows no favor and takes no bribe, 18 but upholds the cause of the fatherless and the widow, and befriends the stranger, providing him with food and clothing. - 19 You too must befriend the stranger, for you were strangers in the land of Egypt.

**Buddhist Tradition of Hospitality**

Sutra of Forty-Two Sections 10. The Buddha said, "When you see someone practicing the Way of giving, aid him joyously, and you will obtain vast and great blessings." A shramana asked: "Is there an end to those blessings?" The Buddha said, "Consider the flame of a single lamp. Though a hundred thousand people come and light their own lamps from it so that they can cook their food and ward off the darkness, the first lamp remains the same as before. Blessings are like this, too."

**Christian Tradition of Hospitality**

Matthew 5: 43. "You have heard that it was said, 'You shall love your neighbor and hate your enemy.' 44 But I say to you, Love your enemies and pray for those who persecute you, 45 so that you may be children of your Father in heaven; for he makes his sun rise on the evil and on the good, and sends rain on the righteous and on the unrighteous. 46 For if you love those who love you, what reward do you have? Do not even the tax collectors do the same? 47 And if you greet only your brothers and sisters, what more are you doing than others? Do not even the Gentiles do the same? 48 Be perfect, therefore, as your heavenly Father is perfect.

**Muslim Tradition of Hospitality**

Surah 93:1-11. I call to witness the early hours of morning, and the night when dark and still, Your Lord has neither left you, nor despires you. What is to come is better for you than what has gone before; for your Lord will certainly give you, and you will be content. Did He not find you an orphan and take care of you? Did He not find you perplexed, and show you the way? Did He not find you poor and enrich you? So do not oppress the orphan, and do not drive the beggar away, and keep recounting the favors of your Lord.

**Hindu Tradition of Hospitality**

Bhagavad Gita 3.10-26. At the beginning, mankind and the obligation of selfless service were created together. "Through selfless service, you will always be fruitful and find the fulfillment of your desires": this is the promise of the Creator.

**Sharing Faith with Our Hoorays!**

Today, we have all learned a lot about Hospitality. We have strengthened our respective faith commitments we have shared those commitments with one another. But sharing is also about showing hospitality to those outside our own communities. And it’s a great way to celebrate – Hurray! – what we all have learned today!

There are many families who have come to America as refugees fleeing war or poverty. Often they have nothing more than what they can carry in a small suitcase. You can help one of these families today by making a fleece blanket. The directions are on the next page. Your facilitator will help if you have any questions.

**Fleece Blanket Directions**

Each blanket takes 2 pieces of fleece (1 yard each for a total of 2 yards per blanket).

and one solid color looks best.

Place the pieces back to back.

Each person is going to cut thin (¼ – ½ inch); 2 inch long pieces around the entire edge of both pieces of fleece (Read all directions before starting!!!!!!!).

The corner pieces are different. Cut off a two square inch piece of the corner. You will tie one sides strip with the other side strip – tie tops with bottoms. Only do this with the first strip on either side of the corner you cut off. They should cross over (Ask Facilitator if you are confused).

Tie the rest of the strips together in a tight knot.

The scissors will not cut through both pieces so the fleece will have to be cut once on the top, and then do the exact same thing (same line) underneath.

**Before you go!**

Your facilitator will pass around some colored note-cards. Please take a few minutes to write an answer to one of the following questions AND thank you so much for sharing with your *Hands, Hearts, Heads, and Hurrays!* today.

- Did you hear a new interpretation, idea, or opinion that changed your understanding of helping others?
- Do you have any ideas of how you can continue to work together with people of different faiths in helping others?
- How would you approach Hospitality in the future?
- Would you like the opportunity to work on Hospitality with other young people of different faiths?
The Good Neighbors in Service Curriculum
Education and Training Program of the Interfaith Youth Core

Our curriculum for high school students and youth groups introduces young people of diverse faiths to the interfaith youth movement. It prepares them, as the next generation of faith leaders, to build The Beloved Community, an interfaith community of all faith communities envisioned by The Rev. Dr. Martin Luther King, Jr.

Our innovative curriculum provides young people of diverse faiths with opportunities for active, reflective, and collaborative interfaith learning. They gather together to celebrate their respective faiths and respect those of different faiths through service-learning, story-telling, and speaking a public language of faith to share those values common to all communities of faiths. This encourages them to

- strengthen their faith identities.
- share the values they have in common with young people of different faiths.
- serve together in promoting the common good throughout the wider community.

Our dynamic curriculum creates a safe, respectful, and collaborative environment for young people of diverse faiths to develop the values, practices, and relationships necessary for creating and sustaining an interfaith youth movement.

Our comprehensive curriculum consists of four consecutive workshops, 1½ to 2 hours in length, for up to 30 participants. Each examines one of the four shared values necessary for creating and sustaining an interfaith youth movement.

- Hospitality
- Friendship (in Diversity)
- Service
- Leadership (in The Beloved Community)

Each workshop features four learning elements which together encourage young people to actively engage their own faith as well as the diverse faiths of others by using their…

- Hands, to act on faith through mini-service projects or by planning and implementing larger service projects,
- Heart, to share faith through story-telling that highlights how sacred texts, rituals, and faith heroes inspire them,
- Head, to speak of faith through a public language that expresses the sacred uniqueness of their own faith values while embracing the diversity of other faith communities,
- and Hooray! to celebrate all faiths by becoming the next generation of leaders of The Beloved Community.
Each workshop provides young people of diverse faiths with activities which develop five integrated skills sets.

<table>
<thead>
<tr>
<th>Element</th>
<th>Hands</th>
<th>Heart</th>
<th>Head</th>
<th>Hooray!</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective</td>
<td>Act on Faith</td>
<td>Share Faith</td>
<td>Speak of Faith</td>
<td>Celebrate Faith</td>
</tr>
<tr>
<td>Skills Set</td>
<td>Service-Learning</td>
<td>Story-Telling</td>
<td>The Public Language of Faith</td>
<td>Interfaith Community Organizing</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Leadership Development</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Module</th>
<th>Activities</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospitality</td>
<td>Mini-Service Project Making Fleece Blankets</td>
<td>Stories on Perfect Strangers</td>
<td>Sacred Texts on Hospitality</td>
<td>Being Hospitable</td>
</tr>
<tr>
<td>Friendship (in Diversity)</td>
<td>Larger Service Project Planning</td>
<td>Stories on Good Neighbors</td>
<td>Sacred Texts on Friendship &amp; Diversity</td>
<td>Being Good Neighbors</td>
</tr>
<tr>
<td>Service</td>
<td>Larger Service Project Implementation</td>
<td>Stories on Serving Others</td>
<td>Sacred Texts on Service</td>
<td>Building the Beloved Community</td>
</tr>
<tr>
<td>Leadership (in The Beloved Community)</td>
<td>Service Project Making Lanterns</td>
<td>Stories on Interfaith Heroes</td>
<td>Sacred Texts on Community Leadership</td>
<td>Leading the Beloved Community</td>
</tr>
<tr>
<td>Duration</td>
<td>20 to 60 Minutes</td>
<td>20 to 30 Minutes</td>
<td>30-45 Minutes</td>
<td>20 to 30 Minutes</td>
</tr>
</tbody>
</table>
Shared Values Education Module on Service

Education and Training Program of the Interfaith Youth Core

Today we’re going to share our faith with our Hands, Hearts, Heads, and Hurrays! by focusing value of Service and what it means in relation to our own faith and the faith of others.

The purpose of this module is to help you deep your own religious identity by exploring the ways that your faith calls you to service. It will also help you discover what you have in common with other young people of different faiths through an exploration of the ways these faiths teach and live out service. The service project you just completed is then a means by which you collectively live out these commonalities, grounded in your own faith tradition, by pursuing a better world.

Sharing Faith with Our Hands

Today, we came together from different faith communities to serve the wider community together. Each of these faith communities here today is unique in how they call upon their members to serve others. Below are examples of how those faith communities not represented here today call on their members to serve.

- Almsgiving is one of the five pillars (central tenets) of Islam.
- The Catechism of the Catholic Church calls charity the greatest social commandment.
- For Sikhs, a fundamental part of the langar (community meal) is inviting everyone to join in the food and celebration.
- Members of the Church of Jesus Christ of Latter-day Saints fast on the first Sunday of each month and donate the cost of the missed meals to those in need.
- Jewish law mandates that 10% of a person’s income be given to tzedakah (aid to the less fortunate).
- Compassion and the practice of charitable assistance are important in the eightfold path toward enlightenment in Buddhism.

Sharing Faith with Our Hearts

Choose a partner to share a story from your heart. It should be about how your faith community or family serves others. Some questions to help you with your story are below:

- Is there a particular tradition or sacred writing about religious service?
- Is there a particular family member or community leader who is a good example of someone who serves others?
- Do you have a faith hero who is a good example of someone who serves others?

Your facilitator is going to ask the group to share their stories.

Sharing Faith with Our Heads

Every faith community has its own Tradition of Service. You can learn about some of these traditions by reading the texts below. Your facilitator will call on volunteers to read each one aloud. After the reading is finished, please discuss these with a partner by taking a few minutes to answer the questions below.

- Is there anything we don’t understand?
- Are there any difference between our own traditions and the others?
- Are there any similarities between our own traditions and the others?

Afterwards, your facilitator will ask the group:

Would you say that these scriptures are more similar or different? Why?
- What do the similarities and differences mean to you?
- What other ideas, stories, scriptures are in your traditions about hospitality?

**Jewish Tradition of Service (translated from Etz Hayim; Jewish Publication Society; New York, 1999)**

Deut 10: 17 For the LORD your G-d is G-d supreme and Lord supreme, the great, the mighty, and the awesome G-d, who shows no favor and takes no bribe, 18 but upholds the cause of the fatherless and the widow, and befriends the stranger, providing him with food and clothing. -19 You too must befriend the stranger, for you were strangers in the land of Egypt.

**Christian Tradition of Service (The New Revised Standard Version; Thomas Nelson Publishers; Nashville, 1989)**

Matthew 25:35 “for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, 36 I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.’ 37 Then the righteous will answer him, ‘Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? 38 And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? 39 And when was it that we saw you sick or in prison and visited you?’ 40 And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.’


Surah 93:1-11 I call to witness the early hours of morning, And the night when dark and still, Your Lord has neither left you, nor despises you. What is to come is better for you than what has gone before; For your Lord will certainly give you, and you will be content. Did He not find you an orphan and take care of you? Did He not find you perplexed, and show you the way? Did He not find you poor and enrich you? So do not oppress the orphan, and do not drive the beggar away, And keep recounting the favors of your Lord.

**Baha’i Tradition of Service (from Abdu’l-Baha, Selections from the Writings of Abdu'l-Baha, p. 84)**

One amongst His Teachings is this, that love and good faith must so dominate the human heart that men will regard the stranger as a familiar friend, the malefactor as one of their own, the alien even as a loved one, the enemy as a companion dear and close.

**Buddhist Tradition of Service (from Itivuttaka 18)**

If beings knew, as I know, the fruit of sharing gifts, they would not enjoy their use without sharing them, nor would the taint of stinginess obsess the heart and stay there. Even if it were their last bit, their last morsel of food, they would not enjoy its use without sharing it, if there were anyone to receive it.

**Hindu Tradition of Service (from Bhagavad Gita 3.10)**

At the beginning, mankind and the obligation of selfless service were created together. "Through selfless service, you will always be fruitful and find the fulfillment of your desires": this is the promise of the Creator....

**Jain Tradition of Service (from Tattvarthasutra 5.21)**

Rendering help to another is the function of all human beings.

**Sikh Tradition of Service (from Guru Granth Sahib, page 286)**

“The individual who performs selfless service without thought of reward shall attain God’s salvation.”

---

**Sharing Faith with Our Hoorays!**

Today, we have all learned a lot about service. We have strengthened our respective faith commitments, we have shared those commitments with one another, and we have served the community together. A great way to celebrate – Hurray! – all that we have done today is to think back over the service project and our discussion afterwards.
Choose a partner and discuss one of the following questions for a few minutes. Your facilitator will ask volunteers to share their answers afterwards:

- What were the highlights of this service experience for you?
- How did you interact with youth of other faiths? Did you learn anything interesting or surprising about another faith? What kinds of conversations did you have?
- How was the experience of serving with youth of other faiths?
- Is interfaith service something you would like to do more of in the future? Why?

Before you go, your facilitator will pass around some colored note-cards. Please take a few minutes to write an answer to one of the following questions AND thank you so much for sharing with your Hands, Hearts, Heads, and Hurrays today.

- Did you hear a new interpretation, idea, or opinion that changed your understanding of helping others?
- Do you have any ideas of how you can continue to work together with others of different faiths in helping others?
- How would you approach service in the future?
- Would you like the opportunity to work on more service projects with other young people of different faiths?
Fun Activities
Interfaith Youth Core (Chicago)

No matter what age group you’re working with, a focus on fun and active learning is generally appreciated. Here we offer several examples of activities that you could use in your events.

Finding Common Ground – A flexible activity that can be tailored to meet most objectives. Have participants divide themselves up into groups based on superficial characteristics (e.g. oldest/youngest/middle/only children, glasses/no glasses/contacts/not wearing lenses, but should be). Once participants are in their groups, have them come up with three things they have in common. You can be creative in modifying this basic framework and make it more or less related to faith or social action to fit your goals. To go for a deeper common ground, you might ask them to find three values they have in common or three ideas about what social action is or how it should be done. If you’re working with a theme, you might ask for three ways that they have all applied the concept (e.g. compassion) in their lives. An explicitly interfaith bent could be to have them come up with one or more teachings/values that their faith traditions have in common and share stories attached to those teachings.

Marshmallow and Spaghetti Towers – Fun team-building and communication activity. You’ll need bags of marshmallows and spaghetti noodles for this. Divide participants into small teams (3-5 works best). Distribute marshmallows and spaghetti noodles evenly among the teams. The teams’ task is to use their spaghetti and marshmallows to build the tallest possible structure. Add a debrief discussion or sharing to get to a deeper level of impact: Have them discuss what they learned through the activity, what worked well and what didn’t in how they worked together. For an interfaith angle, ask how the fact that they are people of different faiths made it easier or more challenging to work together. The expected and target response on this is blank looks. Get them to talk about why their religious differences weren’t a factor and what this could mean for how we can bring people of different faiths together. If their differences were a factor, discuss how they felt about these differences impacting their ability to work together.

Human Sculptures – Fun team-building and idea illustration activity. Decide on a concept or value that is central to the event that you are doing. Have participants divide into small teams and come up with three “human sculptures” that illustrate the following: the presence of your chosen concept, the absence of it, and then a transition from absence to presence. For example, given the theme of compassion, a team might come up with the following sculptures: presence = one person drying the tears of another, absence = one person beating another and transition = the person beating the other morphs into the pose of drying the other’s tears.

“What are you doing?!” – Expressive action, usually very humorous. Gather in a circle and choose someone to start. The person starting silently comes up with an idea for a ridiculous-looking action, but she doesn’t actually act it out. The person next to her (in whatever direction you choose) asks, “What are you doing?” in an incredulous voice. The starter replies by saying the action and the asker must then perform the action. Continue around the circle until everyone has had a chance to act out and think up a ridiculous action. For example, Susie Starter comes up with an action, Niesha the Next asks, “Susie, what are you doing?!” Susie Starter replies, “I’m landing a helicopter with my toes!” Niesha the Next pretends to land a helicopter with her toes. Theo the Third asks, “Niesha, what are you doing?! and Niesha replies, “I’m swing-dancing with my cat.” Theo the Third pretends to swing-dance with his cat. And so on around the circle.

Did you notice?- Icebreaker that sets a mood for deeper communication. Ask everyone to partner with someone they don’t know and have a short, get-to-know-you conversation. After about 3 minutes, have the partners turn and stand back to back (not touching). While their backs are to one another, ask questions about their partner’s appearance (e.g. What color are your partner’s eyes? Is your partner wearing a chain or necklace? Describe your partner’s shoes.). The participants should answer these questions loudly enough that their partner can hear the answer and tell them if they are correct. Generally, people are not very good at answering these questions, but the activity works even if they are. Your debrief can touch on these two topics (among others that you may think of): the importance of paying attention to one another and how we often catch ourselves not paying attention; the relative importance of noticing these superficial characteristics versus deeper characteristics of the person.

participants design notebooks that they will use to journal on the theme of gratitude: things for which they are grateful; ways that they would like to show gratitude; prayers, poems or songs of gratitude; or just general thoughts on gratitude. Give them time to decorate notebooks in a way that reflects the theme of gratitude in their lives and to write a first journal entry. For more artistically skilled or motivated youth, offer additional art supplies.

If I could meet with a famous religious leader, it would be… - Can be used as an introduction or a deeper discussion starter. Have participants complete this sentence and give their rationale. This can be done in partners or in a large group setting. Add follow-up questions for a more prolonged discussion. Other activities, including “Finding Common Ground”, “Human Sculptures” and the “Gratitude Journals” described here can be modified based on this theme. For example, you could have the small groups in “Human Sculptures” come up with sculptures that depict some aspect of the life of a key religious leader. For “Finding Common Ground”, you could have groups find three religious leaders whom they all respect and for “Gratitude Journals” you could have participants include sections of religious leaders for whom they are grateful.
CHAPTER 6: PEACE AND CONFLICT RESOLUTION

Rey Ty

Critical education and training for social transformation are neither acontextual nor ahistorical. Rather, they must respond to actual social needs. For real changes at the grassroots level to occur, the learning experience must be participatory. Therefore, workshop activities are great tools by which to provide critical, reflective, and creative thinking that advance both individual and societal transformation as well as emancipation. This chapter is a “tool kit for barefoot facilitators” for conducting training that encourages inter-ethnic dialogue and promotes conflict resolution. Barefoot facilitators are educators and trainers who, depending on the historico-social contexts, use whatever resources and methodologies are available, from chalk talk to high-tech gadgets, and engage in open dialogic exchanges that help individuals and groups raise their consciousness and build structures from below that respond to the problems and needs of the poor, oppressed, deprived and exploited in civil society.” Workshop activities provided here have self-explanatory titles, objectives of each session, a list of resources needed and procedures. Trainers who will use these workshop activities must understand the context within which they conduct their training and modify these activities to suit their specific needs. This chapter identifies and acknowledges the institutions and resource persons who are the source of the workshops. Below is a chart that shows the contending approaches to peace education.

**Multiple Approaches to Peace Education**
Rey Ty

<table>
<thead>
<tr>
<th>MODEL A</th>
<th>MODEL B</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Assume Harmony</td>
<td>1. Assume Conflict</td>
</tr>
<tr>
<td>2. Individual</td>
<td>2. Community</td>
</tr>
<tr>
<td>2. Psychological</td>
<td>2. Social</td>
</tr>
<tr>
<td>4. Classroom Learning or Workshops Only</td>
<td>4. Practical Field Work</td>
</tr>
<tr>
<td>a. Short-term exposure</td>
<td>b. Medium-term immersion</td>
</tr>
<tr>
<td>5. Expert Oriented</td>
<td>5. Community Oriented</td>
</tr>
<tr>
<td>7. Individual Empowerment</td>
<td>7. Community Empowerment</td>
</tr>
<tr>
<td>8. Peer Mediation Only</td>
<td>8. Social Transformation</td>
</tr>
<tr>
<td>10. Only “echo” or repeat all the team-building activities, energizers, ice breakers, action songs, and lecture sessions when you go home</td>
<td>10. Hands-on continuing inter-ethnic or inter-communal coalition work promoting social justice that advances the interests of the needsy, deprived, poor and oppressed</td>
</tr>
<tr>
<td>11. Others</td>
<td>11. Others</td>
</tr>
</tbody>
</table>

******************MODEL C—Eclectic Approach******************
Six Dimensions of Peace
University for Peace, United Nations, Costa Rica

Six Dimensions of peace: militarization, structural violence, human rights, inter-cultural solidarity, environmental care, personal peace

(i) Educating for dismantling a culture of “war” (micro/macro levels), which includes problems and issues of direct violence and strategies of active non-violent resolution of such conflicts;
(ii) Educating for living with justice and compassion, which focuses on the realities of structural violence, especially in relation to paradigms of development and globalization, and alternative relationships and structures for local and global justice;
(iii) Educating for human rights and responsibilities, which seeks to deepen the knowledge and skills of promoting human rights;
(iv) Educating for inter-cultural solidarity whereby cultural diversity is respected while the values and principles of a common humanity are fostered;
(v) Educating for environmental care, which recognizes the inter-connectedness of all beings and planet earth, and suggests alternatives to build sustainable futures;
(vi) Educating for personal peace, which highlights the urgent need for nurturing values, principles, and practice of inner/personal growth to complement the tasks of building outer or social peace.

<table>
<thead>
<tr>
<th>Dimensions</th>
<th>Mindanao Situation (Key Words Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Revolutionary violence &amp; armed conflict situation</td>
<td></td>
</tr>
<tr>
<td>2. Criminal violence</td>
<td></td>
</tr>
<tr>
<td>3. Structural violence &amp; economic situation</td>
<td></td>
</tr>
<tr>
<td>4. Repression, state violence and human rights situation</td>
<td></td>
</tr>
<tr>
<td>5. Equality, discrimination, &amp; inter-cultural situation</td>
<td></td>
</tr>
<tr>
<td>6. Environmental situation</td>
<td></td>
</tr>
<tr>
<td>7. Individual peace</td>
<td></td>
</tr>
</tbody>
</table>
Universal Declaration of Human Rights
Adopted and proclaimed by General Assembly resolution 217 A (III) of 10 December 1948

Preamble
Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human
family is the foundation of freedom, justice and peace in the world,
Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the
conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief
and freedom from fear and want has been proclaimed as the highest aspiration of the common people,
Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny
and oppression, that human rights should be protected by the rule of law,
Whereas it is essential to promote the development of friendly relations between nations,
Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in
the dignity and worth of the human person and in the equal rights of men and women and have determined to
promote social progress and better standards of life in larger freedom,
Whereas Member States have pledged themselves to achieve, in cooperation with the United Nations, the promotion
of universal respect for and observance of human rights and fundamental freedoms,
Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization
of this pledge,
Now, therefore,
The General Assembly,
Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all
nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind,
shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures,
national and international, to secure their universal and effective recognition and observance, both among the
peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1
All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and
should act towards one another in a spirit of brotherhood.

Article 2
Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such
as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other
status.
Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the
country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any
other limitation of sovereignty.

Article 3
Everyone has the right to life, liberty and security of person.

Article 4
No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5
No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6
Everyone has the right to recognition everywhere as a person before the law.

Article 7
All are equal before the law and are entitled without any discrimination to equal protection of the law. All are
entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to
such discrimination.

Article 8
Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental
rights granted him by the constitution or by law.

Article 9
No one shall be subjected to arbitrary arrest, detention or exile.
Article 10
Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the
determination of his rights and obligations and of any criminal charge against him.

Article 11
1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according
to law in a public trial at which he has had all the guarantees necessary for his defence.
2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute
a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier
penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12
No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks
upon his honour and reputation. Everyone has the right to the protection of the law against such interference or
attacks.

Article 13
1. Everyone has the right to freedom of movement and residence within the borders of each State.
2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14
1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.
2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or
from acts contrary to the purposes and principles of the United Nations.

Article 15
1. Everyone has the right to own property alone as well as in association with others.
2. No one shall be arbitrarily deprived of his property.

Article 16
1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to
marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its
dissolution.
2. Marriage shall be entered into only with the free and full consent of the intending spouses.
3. The family is the natural and fundamental group unit of society and is entitled to protection by society and
the State.

Article 17
1. Everyone has the right to own property alone as well as in association with others.
2. No one shall be arbitrarily deprived of his property.

Article 18
Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his
religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his
religion or belief in teaching, practice, worship and observance.

Article 19
Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without
interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20
1. Everyone has the right to freedom of peaceful assembly and association.
2. No one may be compelled to belong to an association.

Article 21
1. Everyone has the right to take part in the government of his country, directly or through freely chosen
representatives.
2. Everyone has the right to equal access to public service in his country.
3. The will of the people shall be the basis of the authority of government; this will shall be expressed in
periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret
vote or by equivalent free voting procedures.

Article 22
Everyone, as a member of society, has the right to social security and is entitled to realization, through national
effort and international co-operation and in accordance with the organization and resources of each State, of the
economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23
1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work

Philippine Youth Leadership Program: Engaging a New Generation in the Southern Philippines in Inter-Ethnic
Dialogue and Conflict Resolution: Training Manual on Youth Leadership Transformation & Civic Engagement:
and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

**Article 24**
Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

**Article 25**
1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

**Article 26**
1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents have a prior right to choose the kind of education that shall be given to their children.

**Article 27**
1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

**Article 28**
Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

**Article 29**
1. Everyone has duties to the community in which alone the free and full development of his personality is possible.
2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

**Article 30**
Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

---

Making, Keeping, & Building Peace

I. Peace
II. NGOs
III. NGOs & Conflict
IV. NGOs & Peace Building
V. Fake NGOs

Interventions to end hostilities & bring about an agreement using diplomatic, political & military means, as necessary.

Peace

Making, Keeping & Building

1 Making
2 Keeping
3 Building

“an operation involving military personnel, but without enforcement powers, undertaken by the UN to help maintain or restore international peace & security in areas of conflict” (1950s to 1990s definition)

1 Peace Making
2 Peace Keeping
3 Peace Building

Undertaking programs designed to address the causes of conflict & the grievances of the past & to promote long-term stability & justice

Peace Building activities by humanitarian agencies include non-violent processes (such as advocacy interventions, development programmes & peace projects) which attempt to prevent, mitigate & transform violent conflict, & contribute to building societies in which people have fair access to resources, which are based on social justice, & which respect fundamental human rights recognised under international law.

Peace Building -rebuilding of benign functional relationships is a vital part of this activity. Such processes should be rooted within the communities affected by the conflict & be sustainable locally.

-usually requires a long-term commitment from local people & outside helpers, & can involve both cross-cutting (integrated into development & relief programmes) & stand alone approaches, & work at community or national levels, or both.

-‘Negative’ & ‘positive’ peace Peacebuilding operations must take into consideration the history and culture of the target country and its people.

Peace Building Peace-builders need to assess more thoroughly the impact of their efforts. Better analysis needs to be done by external actors before embarking on a peacebuilding mission.

Peace Building The importance of distinguishing among those peacebuilding activities that are short term, those are medium term & long term & recognizing that such tasks will fall into the last category.

Peace Building Building peace takes the international community into new areas: into violating the sovereignty of other nation, ignoring territorial integrity.

Theories of the Causes of Conflicts
Rey Ty

Community Relations Theory
- Assumes that conflict is caused by ongoing polarization, mistrust and hostility between different groups within a community.
- The goals of work based on community relations theory:
  1. To improve communication and understanding between conflicting groups
  2. To promote greater tolerance and acceptance of diversity in the community

Human Needs Theory
- Assumes that deep rooted conflict is caused by unmet or frustrated basic human needs – physical, psychological and social. Security, identity, recognition, participation and autonomy are often cited.
- The goals of work based on human needs theory:
  1. To assist conflicting parties to identify and share their unmet needs, and generate options for meeting those needs
  2. For the parties to reach agreements that meet the basic human needs of all the sides

Principled Negotiation Theory
- Assumes that conflict is caused by incompatible positions and a zero-sum view of conflict being adopted by the conflicting parties.
- The goals of work based on principled negotiation theory:
  1. To assist conflicting parties to separate personalities from problems and issues, and to be able to negotiate on the basis of their interests rather than fixed position
  2. To facilitate agreements that offer mutual gain for both or all parties

Identity Theory
- Assumes that conflict is caused by feeling of threatened identity, of rooted in unresolved past loss and suffering.
- The goals of work based on identity theory:
  1. Through facilitated workshops and dialogue, for conflicting parties to identify threats and fears they each feel and to build empathy and reconciliation between themselves.
  2. To reach agreements jointly that recognize the core identity needs of all parties.

Intercultural Miscommunication Theory

- Assumes that conflict is caused by incompatibilities between different cultural communication styles.
- The goals of work based on intercultural miscommunication theory are:
  1. To increase the conflicting parties’ knowledge of each other’s culture
  2. To weaken negative stereotypes they have each other
  3. Ultimately, to enhance effective intercultural communication

Critical Reflection

1. Organize an inclusive group of 4 diverse persons.
2. Think of a concrete economic, political, or cultural conflict.
3. Use all the theories to explain the conflict.
4. Make a simple drawing & use few key words only.
5. Post your drawing.
6. Plenary presentation or gallery visit.

Summary

1. Community Relations Theory
2. Principled Negotiation Theory
3. Human Needs Theory
4. Identity Theory
5. Intercultural Miscommunication Theory

Theories of the Causes of Conflicts
Conflict & Violence

I. Definition
II. Causes
III. Goals & Behavior
IV. Increasing Violence
V. Response to Conflict
VI. Stages of Conflict

Conflict

a relationship between 2 or more parties (individuals or groups) who have, or think they have, incompatible goals

Violence

actions, words, attitudes, structures or systems that cause physical, psychological, social or environmental damage &/or prevent people from reaching their full human potential. (Fisher et. al. 2005)

Cycle of Violence

Violent Episode

Tension Building

Calm Period

Cycle of Violence

Phase 1: Tension building

Anger, blaming, & arguing occur

Phase 2: Active battering

Batterer makes contact with victim again

Phase 3: honeymoon stage

Conflict incident occurs

Phase 4: Return to status quo
Spiral of Violence

- Tension-Building
- Violence
- Honeymoon

Escalation of Violence

As the violence increases...the Value of life decreases

1. people pursue goals which clash
   - Disagreements & conflict are often resolved w/o engaging in violence, & often improved the situation for most or all of those involved.

2. arise from imbalances in these relations – i.e. unequal social status, unequal wealth and access to resource, & unequal distribution of power leading to problems such as discrimination, unemployment, poverty, oppression, crime.

Causes of Conflict

Goals & Behavior

BEHAVIOR

COMPATIBLE GOALS

No Conflict

Latent Conflict

INCOMPATIBLE GOALS

Surface Conflict

Open Conflict

Response to Conflict

<table>
<thead>
<tr>
<th>INCREASING VIOLENCE</th>
<th>LATENT CONFLICT</th>
<th>SURFACE CONFLICT</th>
<th>OPEN CONFLICT</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONFLICT PREVENTION</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONFLICT SETTLEMENT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONFLICT MANAGEMENT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONFLICT RESOLUTION</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CONFLICT TRANSFORMATION</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Responses to Conflict

1. Conflict Prevention
   prevent the outbreak of violent conflict

2. Conflict Settlement
   end violent behavior by arriving at a peace agreement

3. Conflict Management
   limit & avoid future violence by promoting positive behavior changes in the parties involved

4. Conflict Resolution
   address the cause of conflict & seeks to build new & lasting relationships between hostile groups

---

5 Conflict Transformation

address the wider social & political sources of a conflict & seeks to transform the negative energy of war into positive social & political change

© 2009 Rey Ty

Critical Reflection

1. Organize a group composed of 4 persons.
2. Identify a social, economic, or political conflict situation in a community.
3. Use the concepts to discuss the conflict.
4. Make a simple drawing & use few key words only.
5. Post your workshop output.
6. Plenary sharing or gallery walk.

Stages of Conflict

- Crisis
- Confrontation
- Outcome
- Pre-Conflict
- Post-Conflict

Summary

I. Definition
II. Causes
III. Goals & Behavior
IV. Increasing Violence
V. Response to Conflict
VI. Stages of Conflict

© 2009 Rey Ty

Conflict Management Strategies
Rey Ty

Outline
I. Activity
II. Discussion
III. Lecturette
IV. Q & A
V. Synthesis

Activity

1. I Avoid Dealing with my Enemy.

Go to Placard 1, If You
1. Avoid dealing with your problem head on
2. Prefer to withdraw
3. Don’t care about the other person

Are you a lion, turtle, zebra, chameleon or dolphin? We will find out!
2. **I have to win always.**

Go to Placard 2, If You
1. Are competitive
2. Are a fighter
3. Want to win always
4. Want the others to lose always

3. **I’m fine winning sometimes & also losing sometimes.**

Go to Placard 3, If You
1. Prefer to compromise
2. Want to negotiate
3. Say it’s ok to win or lose sometimes
4. Say it’s ok for the others to win lose some other times

4. **It’s really ok for me to lose.**

Go to Placard 4, If You
1. Prefer to accommodate the others
2. Self-sacrifice
3. Say it’s ok for the others to win
4. Say it’s ok for you to lose
5. I prefer that we both win.

Go to Placard 5, If You
1. Prefer to collaborate
2. Like mutual problem solving
3. Win & the others win too

Discussion
Explain your preferences

Lecturette

Critical Reflection
1. To what extent can conflict be resolved by:
   a. Avoidance?
   b. Competition?
   c. Compromise?
   d. Accommodation?
   e. Collaboration?
3. Which strategies are worst in resolving conflicts? Explain.
4. Which strategies are most realistic?
5. Explain: “Negotiation is death by dialogue.”
6. What about justice?

Know Yourself
1. Be aware of your strengths & limitations in conflict resolution.
2. Open your mind: Be willing to learn & change.

Conflict Management Strategies
1. Avoidance    Lose-Lose
2. Competition  Win-Lose
3. Compromise   Win/Lose-Win/Lose
4. Accommodation Lose-Win
5. Collaboration Win-Win
Conflict Resolution Methods
Rey Ty

Which One Works Best When?:

Conflict Resolution Methods

Outline
I. Activity
II. Discussion
III. Critical Reflection
IV. Q & A
V. Deepening
VI. Synthesis

Activity
You can move around & go to your final position later.

Go to Placard 1, If You Prefer to talk with the other party directly to work things out

1. I prefer to negotiate directly with my enemy.

2. I prefer to have a third party who will check the facts first.

Go to Placard 2, If You Prefer to conduct impartial fact finding or investigation first

Go to Placard 3, If You Prefer to seek a neutral third party who helps out

Go to Placard 4, If You Prefer to go a 3rd party who will give a report which recommends action

3 I prefer to have a third person who will mediate.

4 I prefer to have a third party who will conciliate.

5 I prefer to have a third person who will arbitrate.
Go to Placard 5, If You
1. Prefer to go to an outside person who solves the problem
2. an ad-hoc arbitration tribunal whose rules, composition & jurisdiction must be accepted

Go to Placard 6, If You
6
I prefer to have a third person who will give a **judicial decision**.

Go to Placard 6, If You
7
I prefer to have a regional organization that will give an opinion or decision.

Go to Placard 7, If You
8
I prefer to have a third party (organization) which will act as **good offices**.
Go to Placard 7, If You Prefer to go to a prestigious person of high public position

Go to Placard 8, If You Prefer to have a panel composed of prominent members of society to face the adversaries

Go to Placard 9, If You Prefer to have only the leader of a group who will talk with the other party

Discussion Explain your preferences

8 I prefer to have a negotiating panel

9 I prefer the International Committee of the Red Cross Model
<table>
<thead>
<tr>
<th><strong>Q&amp;A</strong></th>
<th><strong>Critical Reflection</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Which methods are worst in resolving conflicts? Explain.</td>
<td></td>
</tr>
<tr>
<td>3. Which methods are most realistic? Explain.</td>
<td></td>
</tr>
<tr>
<td>4. Explain: “Negotiation is death by dialogue.”</td>
<td></td>
</tr>
<tr>
<td>5. What about justice?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Deepening</strong></th>
<th><strong>Conflict Don’ts</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Avoid the conflict, hoping it will disappear.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Mediation Don’ts</strong></th>
<th><strong>Mediation Do’s</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Avoid the conflict, hoping it will disappear.</td>
<td></td>
</tr>
<tr>
<td>2. Meet separately with the people in conflict.</td>
<td></td>
</tr>
<tr>
<td>3. Believe that the only people affected by the conflict are the participants</td>
<td></td>
</tr>
<tr>
<td>1. Meet with the antagonists together.</td>
<td></td>
</tr>
<tr>
<td>2. Ask each side what they want specific actions the other side should take.</td>
<td></td>
</tr>
<tr>
<td>3. Have both sides make a commitment.</td>
<td></td>
</tr>
<tr>
<td>4. Set a time to review progress.</td>
<td></td>
</tr>
</tbody>
</table>
Third Party Do’s
1. Be willing to intervene appropriately.
2. Be respectful, understanding & commit to action.
3. You must own some of the responsibility.

Know Yourself
1. Be aware of your strengths & limitations in conflict resolution.
2. Open your mind: Be willing to learn & change.

Synthesis

Conflict Management Strategies
1. Negotiation
2. Enquiry
3. Conciliation
4. Arbitration
5. Judicial decision
6. Regional organization
7. Good offices

Key Points

| 1. Communicate | Talk! |
| 2. Negotiation | Both sides work things out themselves |
| 3. Mediation | Outsider helps the parties work it out |
| 4. Arbitration | Outsider solves the problem |
| 5. Adjudication | Judicial decision: bring to a court of law |

Which One Works Best When?:

Conflict Resolution Methods

Rey Ty
# Issues in Social Conflict Resolution

Rey Ty

<table>
<thead>
<tr>
<th>Social Conflict</th>
<th>Conflict Resolution</th>
<th>Merits</th>
<th>Demerits</th>
</tr>
</thead>
</table>
| Economic, Social & Cultural Disparities | Recognition of the existence of the problem  
Use critical lenses to talk with people using age-appropriate language  
Address the problem appropriately | Open dialogue  
Inculcate higher-order thinking | Some people might just not get it, because they only live and know one reality  
Protracted process  
Need time  
Need consistency |
| Civil and Political Discrimination | Legal justice  
Indemnification | Reactive redress of grievance | Why should human rights violations happen in the first place?  
A survivor of human rights violation will suffer post-traumatic stress disorder for a long time  
A person who is politically assassinated will not be brought back to life.  
The political killing of a single person is not acceptable at all. |
| Armed Conflict                      | Cease fire  
Peace talks that address the root causes of the conflict, such as social injustice, to transform society | Time and space for healing  
Address structural problems  
Lasting peace | Unsure about sincerity  
Unsure about hidden agenda |
<table>
<thead>
<tr>
<th>Inter-Personal Psychological Conflict</th>
<th>Conflict Resolution</th>
<th>Merits</th>
<th>Demerits</th>
</tr>
</thead>
</table>
| Bullying, name-calling, and foul language | ✓ For minors, refer to people in position of authority involved in conflict resolution and mediation, such as teacher or counselor  
 ✓ For adults, a neutral third party acts as the mediator  
 ✓ Practice mutual respect | ✓ Change will occur | ✓ Not let things work out by themselves |
| Body language | ✓ Be conscious  
 ✓ Communicate and clarify cultural differences during the first day | ✓ Know the cultures and contexts  
 ✓ Mutual awareness  
 ✓ Act differently |  |
| Cliques | ✓ Organize team-building activities  
 ✓ Constantly re-group people in different activities so that they will interact with others | ✓ Issues will surface during the session | ✓ What if the issues will not surface? |
| Cultural insensitivity, stereotypes, and invisibility of the “others” | ✓ Ask peers to share their cultures as well as correct common stereotypes  
 ✓ Integrate cultural sensitivity and intercultural awareness in the curriculum  
 ✓ Organize off-hours workshops or retreats | ✓ Integrating into the curriculum involves relatively little extra cost  
 ✓ Ignorance of cultural differences will surfaces, as a result of which, people will learn from one another | ✓ Organizing workshops involves extra time input, costs, and fund raising  
 ✓ If learning is optional because it is not integrated in the curriculum, then not everyone will benefit from learning about different cultures, especially for those who really need to learn about them |
| Misinterpretations | ✓ Suspend judgment  
 ✓ Ask for clarifications  
 ✓ Rephrase  
 ✓ Be aware of gendered and inter-generational communication styles | ✓ Good all-around skills that will be useful throughout one’s life  
 ✓ Life-long learning | ✓ Easier said than done  
 ✓ Unending battles need to be fought constantly |
| Misinterpretation of body language which has double or multiple meanings in different cultures | ✓ On the first day, recognize that there are different cultural ways of doing things  
 ✓ Ask for volunteers to share their knowledge, as well as good & bad experiences | ✓ Suspend judgment |  |
| Negative language and coming in too strong | ✓ Think carefully before you speak  
✓ Rephrase and use positive language  
✓ Try not to react immediately but don’t be a doormat.  
✓ Apologize and forgive | ✓ Get the message across. | ✓ Not easy to make split-second decisions on how to say something properly.  
✓ When things can go wrong, they do go wrong.  
✓ Arrogant people who commit misdeeds don’t apologize, causing the problem to spiral downward. |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Personalizing</td>
<td>✓ Focus on behavior, not the person</td>
<td>✓ Not attack the person</td>
<td>✓ The wrongdoer might get away with the misdeed</td>
</tr>
</tbody>
</table>
| Picking on others, competition, and expertise | ✓ Stay calm  
✓ Avoid saying anything bad  
✓ Understand that there are multiple intelligences  
✓ Practice mutual respect  
✓ Mentoring | ✓ mentoring helps those who need to improve their skills and level of cognition | ✓ People have different confidence levels  
✓ Insecure or arrogant people will resist  
✓ Mentoring could potentially be insulting  
✓ Mentoring could reinforce hierarchy, inequality, and stratification |
### Reactive Conflict Resolution Methods

Rey Ty

<table>
<thead>
<tr>
<th>Compromise</th>
<th>Win-Win Game; not optimal, not best solution, but “satisficing”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forgiveness</td>
<td>Forgive past mistakes, do not investigate abuses &amp; violations; move forward</td>
</tr>
<tr>
<td>Reconciliation</td>
<td>Shake hands, forget the past, move on, look into the future</td>
</tr>
<tr>
<td>Justice &amp; Peace</td>
<td>Address problems in order to solve conflicts &amp; attain peace</td>
</tr>
<tr>
<td>Negotiation</td>
<td>Discussion between individuals or groups with conflicting goals in order to reach an agreement acceptable to both sides</td>
</tr>
<tr>
<td>Mediation</td>
<td>Use 3rd party (mediator) to resolve conflict between 2 parties by reaching an agreement or reducing conflict over future arrangements; mediation can be done at different levels: interpersonal, group, community, local-regional (e.g. Mindanao), global-regional (e.g. ASEAN, European Union, League of Arab States, Organization of African Unity, Organization of American States), international or global (United Nations).</td>
</tr>
<tr>
<td>Conciliation</td>
<td>Intervention in conflict by a 3rd party who is non-partisan &amp; neutral in order to restore communication between the parties &amp; to help them to reach a better understanding of each other’s position</td>
</tr>
<tr>
<td>Arbitration</td>
<td>Determination of a dispute by independent 3rd party/ies (arbitrator/s) rather than by a court</td>
</tr>
<tr>
<td>Judicial Decision</td>
<td>Courts, Shariah Courts included</td>
</tr>
<tr>
<td>Regional Organization</td>
<td>e.g. ASEAN, European Union, League of Arab States, Organization of African Unity (OAU), Organization of American States (OAS)</td>
</tr>
<tr>
<td>Measures Short of War</td>
<td>Boycott, Economic Sanction, Trade Embargo</td>
</tr>
<tr>
<td>War</td>
<td>Conspiracy, Sporadic Acts of Violence, Localized Internal Armed Conflict, Internal National-Level Armed Conflict, Civil War, War of National Liberation, Internationalized War, International War, Global-Regional War, Global War</td>
</tr>
</tbody>
</table>

Reference:


**Mediation Form**
Rey Ty

Dialogue to be held on __________________________, __________________________ day at __________________________ from __________________________ to __________________________.

---

**Agenda**

I. **Preliminaries**
   
   **A. Call for Dialogue**
   It has come to my attention that __________________________ and __________________________ have some conflicts.

   **B. Invited to the Dialogue**
   1. Party to conflict __________________________
   2. Party to conflict __________________________
   3. Party to conflict __________________________
   4. Party to conflict __________________________
   5. Others __________________________
   6. Neutral Observer __________________________
   7. Neutral Observer __________________________

   **C. Goals of the Dialogue**
   1. To help these two sides to the conflict to discuss your conflict
   2. To gain a greater understanding of each other’s position
   3. To then discuss and agree on how we can move forward together as a community

   **D. Ground Rules to Ensure a Fruitful Dialogue**
   1. The dialogue is voluntary and informal.
   2. The contents and context of the closed meeting may not be used in any other form and is confidential.
   3. All parties are requested to be respectful to everyone, honest, actively listen, stay calm, have an open mind, and do not interrupt.
   4. Neutral observers will only be present but not speak.
   5. Time allotted is anywhere from 30 minutes to 45 minutes, flexible; the dialogue is more important than the time constraint.

II. **Actual Dialogue**
   
   **A. Are you both prepared and agreeable to enter into a dialogue?**

   **B. Party A explains its side**
   1. What happened?
   2. Why did it happen?
   3. Why does it matter?
   4. How do you feel?

   **C. Party B explains its side**
   1. What happened?
   2. Why did it happen?
   3. Why does it matter?
   4. How do you feel?

   **D. Reactions from Both Sides to Each Other**

   **E. Closing Words from Both Sides**
   1. What do you want now to solve this problem?
   2. What are you willing to do now to solve this problem?

   **F. Meeting Adjourned**
Ethnicity and Gender in Mali

Maïmouna Konaté

Mali is a predominantly Islamic society with 90% of its population being Muslim. Most ethnic groups in Mali distinguish among horonw (free people or nobles), nyamakalaw (semi professional groups such as jeliw/griots, leather workers, blacksmiths), and jonw/wolossow (first-generation slaves or slaves born in the family). Nyamakalaw and jonw have always enjoyed a larger freedom of expression. Jeliw/griots can voice their opinion openly. They can praise and/or criticize their patrons.

Religious and local cultural values are often indistinguishable in Mali. Male domination, religious submission, and life hazard have relegated women to second class citizens. As a matter of fact, in such a strongly male-dominated society, women have little say in the private and public spheres. Although women play a crucial role in the socio-economic development of the country their contributions are less recognized and valued.

Women are also victims of religious beliefs. Traditional religions such as animism as well as Christianity and Islam enslave women mostly in identical ways. Women are expected to worship men by referring to them in their daily activities in that they have to get the consent of their husbands in decision-making, in undertaking further education, and participating in economic and social activities. Most religions demand wives’ blind submission to their husbands. The dogma in these religions explains that a submissive woman gives birth to strong children who will grow powerful and rich. These religious beliefs recommend man-resistant women be beaten by their husbands to force them to obey and accept their male counterpart prescriptions and orders.

The traditional role of women as mothers, homemakers, and as supplementary income providers for the family subordinates women. They enjoy fewer advantages and longer work hours than men. In rural areas women are in charge of cooking, cleaning, farming, and taking care of children and the elderly. In urban areas women are relatively less oppressed. However, they are responsible for children’s care, conjugal life and family tidiness. Malian women are in charge of transmitting the African traditional cultural values to their children. However, their work and opinions are devalued.

Women in Mali have less control about their sexuality. They take care of their intimate life with obedience and submission. As a result, they are most eventually victims of life hazards due to underdevelopment. These dangers are related to pregnancy and child delivery, sexually transmitted diseases (STD), and HIV/AIDS.

Now that society is changing for the better, women associations and non-governmental organizations (NGOs) are created to empower women from men’s enslavement. These organizations are of different types and their focuses most often cope with women in agriculture, rural development, women and culture, women and religion, women and education, women and social development, women and politics, and women and health. Some of these organizations operate at national level and others in local areas.

The women may perceive empowerment differently, for women are not a homogenous group. They differ in terms of socioeconomic class, culture, ethnicity, and religion. However, communal dialogue supported by good speaking and listening skills are bringing about better understand among the different social groups, therefore a better society.
SUGGESTED READING MATERIALS

Day 1 Agenda
2:00 Welcome & Introductions from PLC & ACCESS Sponsor
   • 3-Day Agenda Review
   • Interfaith Invocation (Leader of the Day)
2:15 Ground Rules
2:30 Core: Cultural Scavenger Hunt (and Name Tag)
   • Purpose: Learn names, begin to learn about people in the group, recognize diversity within the group, explore cultural characteristics, fun and conversation
2:45 BREAK
2:50 PBPK
   • Purpose: Explore the implications of stereotypes and pre-judgment; break down barriers; create a perception shift; open up dialogue about common perceptions and misperceptions held specifically by residents of Mindanao
3:45 Energizer (Leader of the Day)
4:00 Group Departs

Day 2 Agenda
9:00 Agenda Review
   • Interfaith Invocation (Leader of the Day)
9:15 Energizer (Leader of the Day)
   • Things in Common
     (5 personal, 5 community/contextual, including topics from yesterday)
   • Purpose: To establish a mood/tone/vision of common ground for the day, build understanding and awareness of common experiences, blend interpersonal with community
9:45 Pairs Tag
   • Purpose: To offer a fun and energizing physical representation of the “give and take” of working towards understanding and resolution
10:00 Listening Activity
   • Purpose: To explore the power of active listening, to explore effective strategies for both listening to and expressing an opposing viewpoint
10:30 Break and Energizer (Leader of the Day)
10:45 STEP
   • Purpose: To provide an overview of the basic mechanics of conflict resolution within the context of community, to practice the process
11:45 Lift: Big Wind Blows
   • Purpose: To provide a fun and energizing way of regrouping, learning more about each other, finding things in common, reunite the group after STEP

   Journal: 5 minute writing
12:00 LUNCH (outside if weather permits)
12:45 Walk, River Crossing (Nature Center, Meadow)
   • Purpose (River Crossing): To provide a fun and physical representation of community work and team work
1:45 Speak Out
   • Purpose: To explore the concept of oppression within the context of Mindanao, to learn effective strategies for empowering people to speak, to build understanding of and empathy for different
perspectives

3:00 Reflective Art Work
   Purpose: To provide quiet time for reflection and creative expression (written and visual)

3:45 Leader Game
   Purpose: To offer a fun and energizing physical metaphor for leadership

4:00 Debrief and Q&A
   Closing: Head Heart Hands
   Journal: 5 minute writing

Day 3 Agenda

9:00 Agenda Review
   Interfaith Invocation (Leader of the Day)

9:15 Energizer (Leader of the Day)

9:30 Breaking Roots of Violence
   Purpose: To pull together learning in a meaningful discussion of root causes of violence and how each person can be empowered to make change

Purpose:

10:20 HUH

10:30 Building A Just Community
   Purpose: To pull together learning in a team environment using creativity and cooperation, to consider components of a peaceful and just society

11:30 Debrief and Summary
   Community Web
   Lunch Celebration
   Until We Meet Again
Political Advocacy: Arenas of Struggle and Work for Social Change

Structural level

Economic, social, political, ideological, and cultural realms

Types of Work for Social Change

Legal reform
Clinical: Paralegal aid to victims
Metalegal opposition to unjust laws and realities
Pushing the limits of what is considered illegal:

- struggle against apartheid
- caste system and other hierarchical constraints to the full development of individuals and groups
- child labor
discrimination of any kind whatsoever, including those based on color, creed, social class, age, culture, language, national origin, economic, social, and other status
- slavery, bonded labor, involuntary servitude

Struggle for

civil liberties
civil rights
equality
environmental protection
human rights
respect for all peoples by virtue of our common humanity, despite our differences in age, gender, ethnicity, cultures, religions
welfare of internally displaced persons, refugees, and stateless persons

Expose Discrimination and Inequality!

Oppose Discrimination and Inequality!

Propose Respect for Equality!
**Political Advocacy: Direct and Indirect Services**

I. **Curative or Direct Services**
   A. Action Research
   B. Monitoring and Documentation
      1. Send or join a quick reaction team (QRT) to respond to a crisis
      2. Prepare fact sheets and affidavits of the crisis situation
      3. Photobank of events
      4. Videoclips of events
      5. Jail visitation
   C. Legal Action
      1. Be involved in work dealing with public interest law
      2. Clinical: provide free paralegal or legal aid
      3. be concerned with *habeas corpus* when somebody disappears
   D. Relief Work
      1. Case work
      2. Individualized counseling
      3. Group-level psycho-social relief
      4. Bio-medical relief
      5. Compensation to victims
   E. Press and Mass Media Relations
      1. Media liaison
      2. Letters to the editor
      3. Send information to Public Radio and Public and commercial TV
      4. News articles in local, regional, state/national, international papers
      5. TV appearance
      6. email group list
      7. website
   F. Fact-Finding Missions
   G. Rehabilitation Work
      1. Skills development
      2. Income generation
      3. Dealing with Post-Traumatic Stress Disorder by Critical Incident Stress Debriefing
   H. Reports for Action
      1. To pertinent government bodies at the appropriate levels

II. **Preventive or Indirect Services**
   A. Research
      1. structural political economy framework
      2. social investigation
      3. situational analysis
   B. Expose
      1. Education
         a. Content
            1) Facts and conscientization
            2) Values formation
            3) Values transformation
         b. Levels
            1) Formal (Department/Ministry of Education)
            2) Informal (Seminars, workshops)
            3) Non-formal (Adult education)
      2. Public Information
      3. Training
         a. Paralegal: legal literacy
b. Paramedical: philosophy, alternative medicine, first aid, preventive vs. curative

c. Paraprofessional: psycho-social work…

d. Police and military academies

4. Materials Production

a. Brochures, pamphlets, books, manuals
b. Regular publications: newsletters, journals
c. Special publication: specific issues
d. Curriculum making
e. Comics, coloring book

5. Staff Development

a. Management, administration
b. Grassroots work
c. Understanding the relationship among philosophy, politics, and ideology
d. Skills: documentation work, library cataloguing, database, statistics, reporting procedures

C. Oppose (Metalegal Work)

1. Campaigns

a. Mobilization
b. Protest

2. Organize

a. Form and join interest groups or organizations

3. Networking

a. Coalition building, alliances, community building
b. Solidarity with the grassroots and their people’s organizations
c. Political parties
d. International solidarity

D. Propose

1. People’s Agenda

2. Legal Reform

a. Lobbying
b. Legal alternative work
c. Oppose certain unjust, discriminatory bills
d. Oppose certain unjust, discriminatory laws
e. Propose bills
f. Draft bills
### Reactive & Pro-Active Community-Building Form
Rey Ty

<table>
<thead>
<tr>
<th>I. Anti-Reactionary Model: Talk the talk</th>
<th>Me</th>
<th>You</th>
</tr>
</thead>
<tbody>
<tr>
<td>I will not condescend or look down on other people’s differences, backgrounds, sex, abilities, social status, economic standing, appearance, clothes, cultures or religions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I will not convert other people to my faith. I will respect their faith.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I will not give people of other faiths or cultures no choice but to pray with me and pray in my own way without taking into account their cultural and religious sensitivities. I think that is simply insensitive and rude.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I will not invite people to socialize with them, have fun, eat, drink, play sports, “hang out”, or watch a movie with them, with the hidden agenda of converting them to my religion. There is no place for this hidden agenda in interfaith work. I will respect the religion of people of other faiths.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I will not be blind to discrimination of any kind and not do anything about it. If I witness it, I will do something about it, such as (fill in the blanks)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| II. Traditional or Minimalist Model: talk the talk |
| Read books or listen to audio books |
| Invite speakers |
| Give lectures |
| Attend lectures |
| Watch a film or documentary |

| III. Model: Walk the walk |
| Work side by side with people of different cultures and faiths to promote positive social change through community service efforts. By working together, share our cultures and beliefs as well as learn about the values and beliefs of other peoples. For example, to provide shelter for the homeless |
| to feed the hungry |
| to build low-income houses |
| to clean the environment |
| or to produce a play |

| IV. Community Model: Walk the Walk |
| Two or more different or cultural or faith groups join together to build community. I will form intentional relationships with people of different faith’s in order to learn more about each other’s cultures and faith journeys and thereby building a truly multicultural or interfaith community, such as worship together through truly interfaith invocation |
| eat together |
| play together or have fun together |
| Form friendship and trust that enable us to more deeply understand each other’s differences, cultures, and faiths. |

| V. Social Transformation Model: Walk the Walk |
| Empathize, support, work with, and work for the needs and demands of an outcast group, downtrodden social classes or minoritized groups for social transformation through various direct and indirect services, as well as legal, paralegal, metalegal, and other means; exposure to and integration with the downtrodden classes and outcast groups |

---

**Reactive Conflict Resolution Methods**

Rey Ty

<table>
<thead>
<tr>
<th>Compromise</th>
<th>Win-Win Game; not optimal, not best solution, but “satisficing”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forgiveness</td>
<td>Forgive past mistakes, do not investigate abuses &amp; violations; move forward</td>
</tr>
<tr>
<td>Reconciliation</td>
<td>Shake hands, forget the past, move on, look into the future</td>
</tr>
<tr>
<td>Justice &amp; Peace</td>
<td>Address problems in order to solve conflicts &amp; attain peace</td>
</tr>
<tr>
<td>Negotiation</td>
<td>Discussion between individuals or groups with conflicting goals in order to reach an agreement acceptable to both sides</td>
</tr>
<tr>
<td>Mediation</td>
<td>Use 3rd party (mediator) to resolve conflict between 2 parties by reaching an agreement or reducing conflict over future arrangements; mediation can be done at different levels: interpersonal, group, community, local-regional (e.g. Mindanao), global-regional (e.g. ASEAN, European Union, League of Arab States, Organization of African Unity, Organization of American States), international or global (United Nations).</td>
</tr>
<tr>
<td>Conciliation</td>
<td>Intervention in conflict by a 3rd party who is non-partisan &amp; neutral in order to restore communication between the parties &amp; to help them to reach a better understanding of each other’s position</td>
</tr>
<tr>
<td>Arbitration</td>
<td>Determination of a dispute by independent 3rd party/ies (arbitrator/s) rather than by a court</td>
</tr>
<tr>
<td>Judicial Decision</td>
<td>Courts, Shariah Courts included</td>
</tr>
<tr>
<td>Regional Organization</td>
<td>e.g. ASEAN, European Union, League of Arab States, Organization of African Unity (OAU), Organization of American States (OAS)</td>
</tr>
<tr>
<td>Measures Short of War</td>
<td>Boycott, Economic Sanction, Trade Embargo</td>
</tr>
<tr>
<td>War</td>
<td>Conspiracy, Sporadic Acts of Violence, Localized Internal Armed Conflict, Internal National-Level Armed Conflict, Civil War, War of National Liberation, Internationalized War, International War, Global-Regional War, Global War</td>
</tr>
</tbody>
</table>

Reference:


**Conflict Resolution and Peace**
Rey Ty

Disagreements and conflicts are a fact of life, due to miscommunication or differences in interests, cultures, beliefs, opinions, perceptions, and expectations. The key to success in any conflict resolution process is anger management and effective communication skills. But to attain peace, economic, social and political justice must prevail.

Conservatives, liberals, and Marxists have different views of peace. Conservative realists say that since there is conflict of interest among states with their own national interests, peace can be attained through war preparation and war itself. Liberals insist that peace can be attained through harmonization of interest through collective efforts in organizational work and legal agreements. Advocating class struggle, radical Marxists investigate the unequal economic, political, and cultural power relations and seek ways to transform society to rid it of injustice and to attain peace.

The Charter of the United Nations recognizes three general categories of conflict resolution in international relations. Depending on the circumstances, these provisions are can be modified for use at the national, regional or interpersonal levels of analysis. According to Articles 33 to 38 of the U.N. Charter, the first category involves the peaceful settlement of conflict through negotiation, enquiry, mediation, conciliation, arbitration, judicial settlement, resort to regional agencies or arrangements or other peaceful means. According to Articles 39 to 41, the second category of settlement of conflict involves measures short of war, such as demonstration, boycott, embargo, blockade, and sanctions. According to Articles 42 to 51, the last category of settlement of conflict involves—if all else fails—the resort to armed conflict, especially for individual self-defense and collective self-defense, in an effort to resolve all economic, political, cultural, and social inequities and to attain peace. The Chinese word for peace is *heping*, which requires not only harmony (*he*) but also equality (*ping*). Clearly, peace (*pax*) is not merely the absence of war (*absentia belli*), but the resolution of economic, social, political, and cultural injustice.

I. **Negotiation**
   A. A process that involves the two adversaries themselves in the resolution of their conflict.
   B. It focuses on what party A wants to achieve, what party B wants to achieve, what is realistically possible to achieve, and what is the best way to influence your adversary.
   C. This process assumes that some people do not like conflict and would rather engage in negotiation to solve their differences or others thrive on and will create conflict. But all will engage in negotiation.
   D. Depending on the culture, the degree of conflict can be caused by and the settlement of differences can be facilitated or hindered by age, sex, hierarchy, etc.
   E. To succeed, negotiators must be in control of themselves; believable; put up with conflict and uncertainty; reveal information selectively and convincingly; get essential information; listen and understand the actual information being expressed; patient but persistent; and know when and how to finish the negotiation with an agreement or to end it since a sought-after agreement cannot be attained.

II. **Enquiry**
   A. A systematic investigation of a matter of public interest in order to arrive at the truth.
   B. Examples include a probe into alleged violation of the rights of prisoners, corruption, or violation of the rights of combatants.

III. **Mediation**
   A. A voluntary process of settling a dispute that involves recourse to a neutral third party who is called a mediator. Both parties must agree to undergo mediation and work together to reach an outcome acceptable to both of them or nothing would happen.
   B. The third-party mediator is only there to help facilitate the ideas and the process of negotiations that would help the adversaries reach a mutual agreement.
C. It aims to let both parties themselves see the source of the problem by talking out their differences; to arrive at a resolution by concentrating on what should be done henceforth to resolve the conflict. Compromise is the key to success.

D. The mediator guides the discussion to optimize the needs of both adversaries, takes into consideration their sentiments, and reframes questions.

E. Mediation does not seek to decide who is innocent or guilty. It does not seek to blame, seek revenge, or punish.

F. Mediators provide good offices or beneficial acts which are performed for both parties in the dispute.

IV. Conciliation
   A. It is a process of settlement of a dispute by mutual and amicable agreement in order to avoid litigation. The purpose is to overcome distrust and animosity, to regain goodwill by pleasant behavior, and eventually reconcile differences.
   B. Parties to a conflict agree to seek the services of a conciliator who talks with the adversaries separately (or “caucusing”). The conciliator conciliates. Both parties win by making concessions.
   C. It is a form of dispute settlement short of arbitration.

V. Arbitration
   A. A process of resolving conflict between adversaries by a third party selected by both the adversaries. The arbiter acts as a judge who renders a decision or award. Arbitration has a legal standing.
   B. The adversaries agree ahead of time to accept the decisions as binding. Adversaries enter into an agreement which specifies the matters to be settled and procedures to be followed.

VI. Judicial Settlement
   A. All of the above are alternative methods of dispute resolution which are non-judicial.
   B. Judicial settlement is settlement of dispute through litigation. Thus, a conflict is presented to an existing independent court for its judgment.

VII. Regional Agencies or Arrangements
   A. On an optional basis, parties to a conflict can bring their problems before an organization, such as the Association of Southeast Asian Nations (ASEAN) or the Organization of Islamic Conference (OIC) to inspect and verify situations, to ensure strict implementation of the provisions of resolutions, and to promote reconciliation and political settlement.

For an extensive review of the different conflict resolution methods, watch a short video clip entitled “Conflict Resolution” at http://youtube.com/watch?v=p02GwNQEj_A.
Styles in Solving Conflict
Rey Ty

<table>
<thead>
<tr>
<th>What are the different styles in conflict resolution?</th>
<th>PROs</th>
<th>CONs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Which style do you prefer?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Why?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Huh? I’m Shocked!
Rey Ty

(Say the name of the other party to the conflict) “……………………………………………………………………………,”

What you said/did was so shocking/rude/disrespectful/etc. that I was caught off-guard and I don’t know how to react.

I am (or feel) “annoyed/stunned/disturbed/offended/not happy/startled/etc. …………………………………………”

when you say “……………………………………………………………………………………………………………”

or when you (do/don’t do this) “…………………………………………………………………………………………………”

That’s because “…………………………………………………………………………………………………………………”

So, next time, could you please “…………………………………………………………………………………………………”

………………………………………………………………………………………………………………………………………”

What Happened?
Rey Ty

Session Objective: At the end of the session, the participants will be able to:
1. explain in detail how a conflict situation developed
2. realize whether a suitable settlement of the conflict was achieved
3. identify whether an alternative solution is possible

Resources: Lot of space, either indoors or outdoors

Procedure:
1. Try to remember a terrible conflict you have observed that has happened, where you were an observer and not directly involved in it.
2. Fill out the blanks.

<table>
<thead>
<tr>
<th>Question</th>
<th>I Say</th>
<th>You Say</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who were involved?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Describe the incident in general.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>When did this happen?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Where did this happen?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What did they do?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What triggered this to happen?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What did they say?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did they listen?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Describe the problem.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Were there supervisors or auth-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>torities around?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>If so, what did they do?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Were there bystanders who took</td>
<td></td>
<td></td>
</tr>
<tr>
<td>sides?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Describe how the parties in con-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>flict felt.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Describe their styles in trying</td>
<td></td>
<td></td>
</tr>
<tr>
<td>to settle their differences.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What did they want to achieve?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What was the response?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How did they settle their differ-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ence?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Did they settle their differences and both end up happy?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Were there better ways to deal with and solve their differences?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other observations or comments (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Let’s Face and Try to Solve the Problem
Rey Ty

<table>
<thead>
<tr>
<th>OPEN-ENDED QUESTIONS</th>
<th>MY VIEW</th>
<th>YOUR VIEW</th>
</tr>
</thead>
<tbody>
<tr>
<td>What happened? What is the problem in general?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Give details. Break down the problem into its different parts.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Why is it an issue for you?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How do you feel about it? Why?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What do both parties want? How do we solve this problem together?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Choose one/some option/s. Is that or are they doable?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mutual Apologies &amp; Forgiveness</td>
<td>I forgive you. Please forgive me.</td>
<td>I forgive you. Please forgive me.</td>
</tr>
<tr>
<td>If a similar problem would arise in the future, what would you do?</td>
<td>Next time, I will……</td>
<td>Next time, I will……</td>
</tr>
<tr>
<td>Paraphrase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commitment to act as promised</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reiteration</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Build up a follow-up arrangement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promise to spread the word that you have solved the problem</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shake hands, hug, or whatever appropriate cultural ways to show a sign of peace</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**The Peacemakers’ Agreement-to-Mediation Form**  
Rey Ty

There seems to be a conflict between Party X ___________________________ and Party Y ___________________________. (If there are more disputants, add more line/s as necessary).

I ___________________________ am willing to be a mediator. As a mediator, I will be neutral. The mediation is not at all associated with the police, lawyers or courts. Our discussions will not be used for legal purposes. The mediator will not be called as witness and the proceedings will not be admissible in administrative or legal proceedings.

Party X (sign your name) ___________________________ on and Party Y (sign your name) ___________________________ agree to mediate. Both understand that the mediation process will be free, voluntary, confidential, and informal. We will NOT pinpoint guilt or innocence. The mediation does NOT aim to punish bad behavior or reward good behavior. As a win-win strategy, both of you will reach mutual agreement that will appeal to both of you. All parties are required to be honest, listen, stay calm and have an open mind. The purpose is to solve the conflict, find a solution, agree and work on it. Do not bully, call names, condemn, interrupt, intimidate, lie, make excuses, put down, threaten, or use violence. Put your initials on the appropriate boxes below regarding your availability.

<table>
<thead>
<tr>
<th>Dates</th>
<th>M</th>
<th>T</th>
<th>W</th>
<th>Th</th>
<th>F</th>
<th>Sat</th>
<th>Sun</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 noon – 1PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5PM – 6 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7PM – 8 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Unless you state your opposition, we shall meet at ____________________________________________________ and go to our “Peace Table.”

<table>
<thead>
<tr>
<th>Signature</th>
<th>Date</th>
<th>Signature</th>
<th>Date</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contact Information</td>
<td>Contact Information</td>
<td>Contact Information</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Mediation Form
Rey Ty
Dialogue to be held on ____________________________, ____________ day at ____________________________ from _______________ to _______________________.

AGENDA

I. Preliminaries
   A. Call for Dialogue
      It has come to my attention that _______________ and _______________ have some conflicts.
   B. Invited to the Dialogue
      1. Party to conflict
      2. Party to conflict
      3. Party to conflict
      4. Party to conflict
      5. Others
      6. Neutral Observer
      7. Neutral Observer
   C. Goals of the Dialogue
      1. to help these two sides to the conflict to discuss your conflict
      2. to gain a greater understanding of each other’s position
      3. and to then discuss and agree on how we can move forward together as a community
   D. Ground Rules to Ensure a Fruitful Dialogue
      1. The dialogue is voluntary and informal.
      2. The contents and context of the closed meeting may not be used in any other form and is confidential.
      3. All parties are requested to be respectful to everyone, honest, actively listen, stay calm have an open mind, and do not interrupt.
      4. Neutral observers will only be present but not speak.
      5. Time allotted is anywhere from 30 minutes to 45 minutes, flexible; the dialogue is more important than the time constraint.

II. Actual Dialogue
   A. Are you both prepared and agreeable to enter into a dialogue?
   B. Party A explains its side
      1. What happened?
      2. Why did it happen?
      3. Why does it matter?
      4. How do you feel?
   C. Party B Explains Its Side
      1. What happened?
      2. Why did it happen?
      3. Why does it matter?
      4. How do you feel?
   D. Reactions from Both Sides to Each Other
   E. Closing Words from Both Sides
      1. What do you want now to solve this problem?
      2. What are you willing to do now to solve this problem?
   F. Meeting Adjourned
CHAPTER 7: VOLUNTEER COMMUNITY SERVICE AS SERVICE LEARNING
Rey Ty

<table>
<thead>
<tr>
<th>I. Goal Setting</th>
<th>Why engage in service learning?</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Service Learning Sessions</td>
<td>A teaching and learning approach that integrates volunteer community service with academic study to enrich learning, teach civic responsibility, and strengthening community (National Commission on Service Learning)</td>
</tr>
<tr>
<td>B. Sample Community Partners</td>
<td>1. Oak Crest Retirement Center 2. Hope Haven Shelter for the Homeless 3. Barb City Manor Retirement Center</td>
</tr>
<tr>
<td>C. Program Objectives</td>
<td>1. To engage in inter-ethnic and multicultural dialogue (not bonding, but bridging; do not self-segregate yourselves) 2. To develop a cadre of future leaders working toward lasting peace (leadership training through service learning) 3. To promote a better understanding of the US (people, culture, values, and civic institutions)</td>
</tr>
<tr>
<td>D. Specific Objectives</td>
<td>1. To sharpen your skills in conflict resolution and management, inter-ethnic cooperation and tolerance, leadership, coalition-building, &amp; community activism 2. To enhance the participants’ appreciation of their similarities and differences through various interactive activities that will serve as avenues for open dialogues 3. To provide participants with tools for working collaboratively across ethnic and religious lines 4. To develop in the participants an appreciation of the cultural, religious, and ethnic diversity of Midwest America</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>II. Preparation Component</th>
<th>Content</th>
<th>Strategies</th>
</tr>
</thead>
</table>
| A. Understanding the Service Learning Process | 1. Philosophy of Service Learning: Scholarship of engagement  
a. Volunteer community work  
b. Connections: Linking theory with practice  
c. Problem Solving, critical reflection and critical social action  
d. Personal transformation  
e. Interpersonal development  
f. Skills in Collaboration  
g. Social transformation  
2. Socio-Economic-Cultural Context  
a. Understanding the community and its needs  
b. Filling community needs  
c. Social justice issues: inclusion and structures of inequality  
3. Possible Placements  
a. Hope Haven Shelter for the Homeless  
b. Oak Crest Retirement Center  
c. Barb City Manor Retirement Center | Pre-Service Orientation |
2. Matching what you have learned doing community work with the key concepts you have learned in the classroom. | a. Prepare your checklist of key concepts you learn. Five-minute writing exercise.  
b. Critical reflection & writing: Have an e-Journal entry that shows the linkage between the concepts learned (theory) with the knowledge, skills and values you gain from the community work (practice) |
| C. Reflecting on the Experience | Answer the following questions:  
1. What did you learn?  
2. How do you feel?  
3. So what? (critique & interpretation)  
4. Now what? (what you will do to have a social impact) | a. E-Journals and Critical Reflection Papers  
b. Reflection Discussion Sessions |
| D. Cultivating Reciprocity by Understanding Yourself | Answer the following questions:  
1. What are your social identities?  
2. Assets?  
3. Motivations?  
4. Expectations? | Self-Inventory. Write them down. |
| E. Cultivating Reciprocity by Understanding the Community | 1. The agency  
2. People with whom you will work  
3. The neighborhood  
4. Community Assets & Challenges  
5. History with Northern Illinois University  
6. Service Tasks  
7. How to be Responsive to the Community  
8. Reciprocity | Pre-Service Orientation. Take notes. Match your “self-awareness” inventory with the needs of the community you are serving. |
### III. Placement

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Extent to which you are challenged</td>
</tr>
<tr>
<td>2.</td>
<td>Active (not passive) observer</td>
</tr>
<tr>
<td>3.</td>
<td>Engage in a variety of tasks</td>
</tr>
<tr>
<td>4.</td>
<td>Positive contribution</td>
</tr>
<tr>
<td>5.</td>
<td>Take some responsibilities</td>
</tr>
<tr>
<td>6.</td>
<td>Inputs from the community partners</td>
</tr>
</tbody>
</table>

### IV. Conduct of Service Learning

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.</td>
<td>Your community service is not about you: it’s about the community—the organizational partners and the beneficiaries. Keep that in mind. Don’t think of yourself as superior to them.</td>
</tr>
<tr>
<td>3.</td>
<td>In general, practice mutual respect. Be sensitive. Don’t be rude. Don’t be disruptive. Don’t proselytize. Don’t make derogatory remarks (racist, homophobic, anti-women, etc.). Don’t condescend. For instance, don’t say: “That’s only for undergraduate students.” Don’t patronize. For instance, don’t say: “I’m doing this for the undergraduate students. They need my help. I’m helping them.” You will see for yourself that hunger and homelessness not abstract but real social issues. Your service learning puts a human face to social issues.</td>
</tr>
<tr>
<td>4.</td>
<td>Do not self-segregate yourselves. Leave your pride at the door. Remember that first and foremost you are a in pluri-ethnic coalition engaged in social action to provide voluntary community service. Do not socialize and have fun just among yourselves (the “in-group”), such as by wearing disposable gloves, giggling, laughing, and taking funny pictures. You are there to show that you care and will provide caring services. Do not take photos of beneficiaries without their consent. Care from a belief in and feeling of connection to the others. Develop relationships.</td>
</tr>
<tr>
<td>5.</td>
<td>Don’t be an outside voyeur looking in. Rather, be a collaborator. “Trade places” and try to think as though you were in their shoes. See yourself as the others in order to break the separation between the server and the served.</td>
</tr>
<tr>
<td>6.</td>
<td>Link with community members. Talk with the service providers and the beneficiaries. Get emails of people you have met with whom you feel comfortable to communicate.</td>
</tr>
<tr>
<td>7.</td>
<td>Recognize differences but do not act or think that you are superior. Do not treat, look at, or talk to them as “the others.” Do not stereotype “the others.” Honor uniqueness.</td>
</tr>
<tr>
<td>8.</td>
<td>Recognize similarities but do not assume too much sameness as to forget stark socio-economic-political-cultural differences. For instance, don’t think that “we are all basically similar, except that they don’t have homes.” Try to understand the underlying historical, economic, political, ethnic, gender, and cultural causes of homelessness.</td>
</tr>
<tr>
<td>9.</td>
<td>Don’t judge the collaborating partners and the beneficiaries. For instance, don’t impose your cultural biases and judge that the American senior citizens are lonely because they live alone. There are different ways of experiencing how to be happy in different societies in different points in time.</td>
</tr>
<tr>
<td>10.</td>
<td>Integrate social justice issues in your service learning. Don’t call what you did as neutral and “good work.” Call oppression as oppression and work for social justice. If we cannot name oppression “oppression,” then we ourselves are involved in perpetuating it.</td>
</tr>
<tr>
<td>11.</td>
<td>Recognize that there is a power imbalance. The servers are powerful and the served as disadvantaged. Cultivate respect.</td>
</tr>
</tbody>
</table>
### V. Post-Service Activities

2. The requesting partners (ITO and participants) could give a certificate and tokens of appreciation. If possible, bring them along and give to the participating partner organizations upon leaving the premises. In that way, there will be no problems later regarding how to send your tokens to them.

3. Engage in critical reflection. In five minutes, write down what you have learned. Review the program objectives in terms of knowledge, skills and values that you are expected to learn. Match theory with practice. Your critical reflection paper is part of your journal entry for the day. Remember the principles of good writing vs. bad writing.

4. Critical reflection and plenary discussions. Exchange papers, read, and discuss. Personal transformation? Implications for social transformation?

5. Write a thank-you letter or email explaining what you have learned (not what you have done to help them). Do not give a critique. Send a personalized, home-made (not computer generated or printed) thank-you card.

### VI. Some Ideas for Your Mainstream or Alternative Project Plans for Implementation upon Returning to Your Own Community after the Program Ends: Charity Work or Social Change?

1. **Don’t Rock the Boat: Charity Work**
   a. Donate canned goods and old clothes.
   b. Provide meals for the poor.
   c. Provide dinner once a week at a shelter for street children or orphans.
   d. Volunteer as a clerk for a fund-raising dinner.
   e. Donate your blood.
   f. Tutor a poor student enrolled in a public school.
   g. Give money to an organization with which you share a common cause (interfaith dialogue, land reform, indigenous peoples’ rights)

2. **Rock the Boat: Policy Reform or Social Change**
   a. Join a protest action about an important social issue (work toward the elimination of hunger).
   b. Write a letter to a congressional leader about certain policies.
   c. Join a non-profit non-governmental organization that works for social change.
   d. Walk, ride a bicycle or take public transportation all the time to maintain good health, to save nonrenewable energy resources and to keep the environment clean.
   e. Organize your friends to work for a cause (environment, women’s rights, affordable housing).
   f. Talk to a friend about a social issue of importance to you (racism, poverty, and social change).
   g. Vote.
   h. Run for public office
   i. Money is important but think beyond profits alone by choosing a profession that makes a difference.
   j. Develop a micro-lending project for low-income teenagers to start small businesses.
CHAPTER 8: PLANNING FOR CONCRETE ACTION FOR SOCIAL TRANSFORMATION

101 Tools for Tolerance
Source: www.tolerance.org

IDEAS FOR YOURSELF

1. Attend a play, listen to music or go to a dance performance by artists whose race or ethnicity is different from your own.
2. Volunteer at a local social services organization.
3. Attend services at a variety of churches, synagogues, mosques and temples to learn about different faiths.
4. Visit a local senior citizens center and collect oral histories. Donate large-print reading materials and books on tape. Offer to help with a craft project.
5. Shop at ethnic grocery stores and specialty markets. Get to know the owners. Ask about their family histories.
6. Participate in a diversity program.
7. Ask a person of another cultural heritage to teach you how to perform a traditional dance or cook a traditional meal.
8. Learn sign language.
9. Take a conversation course in another language that is spoken in your community.
10. Teach an adult to read.
11. Speak up when you hear slurs. Let people know that bias speech is always unacceptable.
12. Imagine what your life might be like if you were a person of another race, gender or sexual orientation. How might "today" have been different?
13. Take the How Tolerant are You? A Test of Hidden Bias. Enlist some friends to take this "hidden bias" test with you and discuss the results.
14. Take a Civil Rights history vacation. Tour key sites and museums.
15. Research your family history. Share information about your heritage in talks with others.
16. List all the stereotypes you can -- positive and negative -- about a particular group. Are these stereotypes reflected in your actions?
17. Think about how you appear to others. List personality traits that are compatible with tolerance (e.g., compassion, curiosity, openness). List those that seem incompatible with tolerance (e.g., jealousy, bossiness, perfectionism).
18. Create a "diversity profile" of your friends, co-workers and acquaintances. Set the goal of expanding it by next year.
19. Sign the Declaration of Tolerance and return it to: The National Campaign for Tolerance, 400 Washington Avenue, Montgomery, AL 36104
20. Read a book or watch a movie about another culture.

IDEAS FOR YOUR HOME

21. Invite someone of a different background to join your family for a meal or holiday.
22. Give a multicultural doll, toy or game as a gift.
23. Assess the cultural diversity reflected in your home's artwork, music and literature. Add something new.
24. Don't buy playthings that promote or glorify violence.
25. Establish a high "comfort level" for open dialogue about social issues. Let children know that no subject is taboo.
26. Bookmark equity and diversity websites on your home computer.
27. Point out stereotypes and cultural misinformation depicted in movies, TV shows, computer games and other media.
28. Take the family to an ethnic restaurant. Learn about more than just the food.
29. Involve all members of the family in selecting organizations to support with charitable gifts.
30. Gather information about local volunteer opportunities and let your children select projects for family participation.
31. Play "action hero" with your children. Are the heroes all aggressive males? Help your children see the heroic qualities in those whose contributions often go unrecognized (e.g., nurses, bridge builders, volunteers in...
32. Affirm your children's curiosity about race and ethnicity. Point out that people come in many shades.
33. Help young children make an illustrated list of what friends do or what friendship means.
34. Read books with multicultural and tolerance themes to your children.
35. Watch what you say in front of children when you're angry. Curb your road rage.
36. Watch how you handle emotional issues with girls and boys. Do you attempt to distract crying boys but reassure crying girls?
37. Examine the "diversity profile" for your children's friends. Expand the circle by helping your children develop new relationships.
38. Enroll your children in schools, daycare centers, after-school programs and camps that reflect and celebrate differences.
39. Participate in a Big Brother or Big Sister program.
40. Live in an integrated and economically diverse neighborhood.

IDEAS FOR YOUR SCHOOL
41. Donate tolerance-related books, films, magazines and other materials to school libraries. Organize a book drive.
42. Buy art supplies for a local school. Sponsor a mural about the cultural composition and heritage of your community.
43. Volunteer to be an advisor for a student club. Support a wide range of extracurricular activities to help students "find their place" at school.
44. Coach a girls' sports team. Encourage schools to provide equal resources for boys' and girls' athletics.
45. Sponsor a conflict resolution team.
46. Ask school counselors what resources they have for supporting gay and lesbian youth. Offer additional materials if necessary.
47. Assess your school's compliance with the accessibility requirements of the Americans with Disabilities Act. Organize a class project to improve compliance.
48. Donate a tape recorder to a school that is conducting oral history projects. Suggest a focus on local struggles for civil rights.
49. Start a pen pal program. Get students in touch with people in different parts of the community, country or world.
50. Applaud the other team. Promote good sportsmanship and ban taunting.
51. Encourage schools to go beyond the "heroes and holidays" model to develop a rich, ongoing multicultural curriculum. Give Teaching Tolerance materials to educators in your community.
52. Provide confidential methods for students to report harassment or bullying.
53. Encourage school administrators to adopt Internet-use polices that address online hate, harassment and pornography.
54. Discourage the use of divisive school emblems.
55. Ensure that schools comply with the McKinney Act, the federal law mandating educational services for homeless children.
56. Create a bilingual (or multilingual) calendar highlighting school and community activities.
57. Invite bilingual students to give morning greetings and announcements on the PA system in their home languages.
58. Make sure that school cafeterias offer options for students and staff with dietary restrictions.
59. Celebrate "Someone Special Day" instead of Mother's Day or Father's Day. Keep adoptive and foster students in mind when planning family-oriented programs.
60. Ask schools not to schedule tests or school meetings on the major holidays of any religious group. Develop a school calendar that respects religious diversity.

IDEAS FOR YOUR WORKPLACE
61. Hold a "diversity potluck" lunch. Invite co-workers to bring dishes that reflect their cultural heritage.
62. Arrange a "box-lunch forum" on topics of diverse cultural and social interest.
63. Partner with a local school and encourage your colleagues to serve as tutors or mentors.
64. Sponsor a community-wide "I Have a Dream" essay contest.
65. Examine the degree of diversity at all levels of your workplace. Are there barriers that make it harder for people of color and women to succeed? Suggest ways to overcome them.
66. Cast a wide net when recruiting new employees.
67. Give everyone a chance for that promotion. Post all job openings.
68. Fight against the "just like me" bias — the tendency to favor those who are similar to ourselves.
69. Value the input of every employee. Reward managers who do.
70. Avoid singling out employees of a particular race or ethnicity to "handle" diversity issues on behalf of everyone else.
71. Vary your lunch partners. Seek out co-workers of different backgrounds, from different departments, and at different levels in the company.
72. Start a mentoring program that pairs veteran employees with newcomers.
73. Establish an internal procedure for employees to report incidents of harassment or discrimination. Publicize the policy widely.
74. Add social justice funds to 401(k) investment options.
75. Ensure that your workplace complies with the accessibility requirements of the Americans with Disabilities Act.
76. Push for equitable leave policies. Provide paid maternity and paternity leave.
77. Don't close your door. Foster an open working environment.
78. Advocate for domestic partnership benefits.
79. Provide employees with paid leave to participate in volunteer projects.
80. Publicize corporate giving widely, and challenge other companies to match or exceed your efforts.

IDEAS FOR YOUR COMMUNITY

81. Frequent minority-owned businesses and get to know the proprietors.
82. Participate in a blood drive, or clean up a local stream. Identify issues that reach across racial, ethnic and other divisions and forge alliances for tackling them.
83. Start a monthly "diversity roundtable" to discuss critical issues facing your community. Establish an equity forum.
84. Hold a community-wide yard sale and use the proceeds to improve a park or community center. Celebrate the event with a picnic.
85. Build a community peace garden.
86. Make copies of the Declaration of Tolerance encourage others to sign the pledge, and return it to: The National Campaign for Tolerance, 400 Washington Avenue, Montgomery, AL 36104
87. Start a "language bank" of volunteer interpreters for all languages used in your community.
88. Encourage fellow members of your congregation to be tolerance activists.
89. Create a town website.
90. Host a "multicultural extravaganza" such as a food fair or art, fashion and talent show.
91. Create a mobile "street library" to make multicultural books and films widely available.
92. Establish an ecumenical alliance. Bring people of diverse faiths together for retreats, workshops or potluck dinners. Be welcoming to agnostics and atheists, too.
93. Write a letter to the editor if your local newspaper ignores any segment of the community or stories about cooperation and tolerance.
94. Start a campaign to establish a multicultural center for the arts. Ask local museums to hosts exhibits and events reflecting diversity at home and elsewhere.
95. Present a "disabilities awareness" event with the help of a local rehabilitation organization
96. Make sure that anti-discrimination protection in your community extends to gay and lesbian people.
97. Encourage law enforcement agencies to establish diversity training for all officers, to utilize community-based policing and to eliminate the use of inequitable tactics like racial profiling.
98. Give copies of our Intelligence Report to law enforcement agencies in your community. Do officers receive training about hate groups, hate crimes and domestic terrorism?
99. Order a free copy of Ten Ways to Fight Hate and become a community activist against hate groups and hate crime.
100. Conduct a "diaper equity" survey of local establishments. Commend managers who provide changing tables in men's as well as women's restrooms.
101. Share your Ideas
The best ideas come out of the experiences of caring and committed individuals and communities.
E-mail your best suggestions for promoting equity and celebrating diversity to us at 101tools@tolerance.org.
Or get out a piece of paper and a pen, and mail your suggestions to:
101 Tools c/o Tolerance.org, 400 Washington Avenue, Montgomery, AL 36104
We'll include new ideas here in the future and in the next print edition of 101 Tools for Tolerance.

DECLARATION OF TOLERANCE

Tolerance is a personal decision that comes from a belief that every person is a treasure. I believe that America's diversity is its strength. I also recognize that ignorance, insensitivity and bigotry can turn that diversity into a source of prejudice and discrimination.

To help keep diversity a wellspring of strength and make America a better place for all, I pledge to have respect for people whose abilities, beliefs, culture, race, sexual identity or other characteristics are different from my own.

To fulfill my pledge, I (your name) will examine my own biases and work to overcome them set a positive example for my family and friends work for tolerance in my own community speak out against hate and injustice.

We Share a World.

For all our differences, we share one world. To be tolerant is to welcome the differences and delight in the sharing.
How to be Non-Racist

Advice for all Parents
1. Raise Your Replacements with Principle
2. Why White Parents Should Care (in the Philippines: Christian Parents)
3. Examine Your Reluctance to Form Interracial Friendships
4. Make Acquaintances Across Color Lines
5. Trace Your Family’s History of Prejudice
6. Provide History That Fosters Pride
7. Get the Whole Story—His-Story, Her Story, Their Story, & Our Story
8. Make History a Healing Course
9. Sensitize Your Parent-School Organization
10. Involve the Community
11. Begin the Lessons Early, Teach Responsibility

Infancy through Preschool
12. Teach Identity Through Comparison
13. Reflect Reality Through Mirrors, Art and Yourself
14. Select the Right Preschool for Your Child
15. Don’t Pretend Discrimination Doesn’t Exist
16. Rise to the Challenge at School
17. Forge Ahead Without Hindering Your Child

The Early Elementary School Years
18. Tell the Truth about Slavery (in the Philippines: about Spanish & U.S. colonialism, Japanese aggression, etc.)
19. Color Holidays, but Use All Shades of the Truth
20. Avoid Cultural Tourism
21. Be Careful About What Your Children Read
22. Think About How You Define Normal
23. Rule Out Discriminatory Remarks

The Upper Elementary School Years
24. Insist on Respect
25. Nurture and Spread Self-Esteem
26. Know Your Child’s Role Models
27. Help Broaden Your Child’s Social Circle
28. Expose Racial Stereotyping in Entertainment

The Young Teen Years
29. Select a Diverse Middle School (in the Philippines: Freshman and Sophomore High School)
30. Listen To and Discuss Your Teen’s Concerns
31. Don’t Use Racism as a Crutch
32. If Trouble’s Brewing, Sound the Horn
33. Learn Compassion for All Colors
34. Encourage Community Service

The High School Years (in the Philippines: Junior and Senior High School Years)
35. Be Honest: Talk About Uncertainties
36. Beware of Your Nonverbal Messages
37. Speak Clearly and from the Heart
38. Challenge “Self-Segregation”
39. Face Your Teen’s Prejudice
40. Epilogue: Don’t Give Up, Keep the Faith
Creating a Peaceful World

I. **Inner Peace: Let Peace Begin with Me**
   1. Breathe
   2. Relax
   3. Be Fully Present
   4. Let Nature Nourish You
   5. Commit to a Personal Peace Process
   6. Practice the Arts of Inner Peace
   7. Listen for the Inner Voice
   8. Live On Purpose
   9. Broadcast from the Peace Frequency

II. **Peace with Family and Friends: Conflict Resolution Made Easy**
   12. Remember the Reason for the Relationship
   13. See Conflict as Opportunity
   14. Relate to the Basic Goodness
   15. Listen, with Empathy
   16. Share, with Straight Talk
   17. Keep Love Flowing through the Hard Times
   18. Commit to a Win-Win Solution
   19. Develop Family Rituals and Norms

III. **Peace for the Children: Priority Alert!**
   20. Commit to Raising Peacekeepers
   21. Set the Example
   22. Stop the Daily Diet of Violence
   23. Support Peace at School
   24. Create Peace Corners
   25. Encourage Safe Expression of Feelings
   26. Listen, Really Listen
   27. Give Teenagers a Safe Space
   28. Empower the Children

IV. **Peace at Work: A New Way of Doing Business**
   29. Put Your Values to Work
   30. Turn Power Struggles into Power Surges
   31. Honor Diversity at Work
   32. Enjoy Teamwork
   33. Create a Nourishing Organizational Culture
   34. Practice Shared Responsibility
   35. Have a Process for Conflict Resolution
   36. See Work as Service
   37. Be Socially Responsible at Work

V. **Peace & Public Affairs: Building the Peace-Able Community**
   38. Join the Public Conversation
   39. Start Where You Are
   40. Dialogue to Understand
   41. Seek Common Ground and Consensus
   42. Address Needs and Interests Rather Than Positions
   43. Get Help from Third Parties
   44. Turn Enemies into Allies
   45. Build Bridges and Alliances
   46. Refuse to Support an Adversarial Approach
VI. **Peace & Co-Existence: Honoring Our Diversity**

47. Celebrate the Differences
48. Go Beyond Stereotypes and Prejudices
49. Practice Cross-Cultural Communication
50. See Yourself as the Other
51. Rebalance the Power Equation
52. Practice Co-Creativity
53. Engage in Honest Conversation
54. Help Them to Help You
55. Play Together

VII. **Peace & Reconciliation**

56. Know That You Are Unbreakable
57. Speak the Truth of Your Experience
58. Acknowledge the Hurt
59. Apologize
60. Forgive
61. Right the Wrongs
62. Mourn Fully
63. Look at Historical Patterns
64. Let Love Flow

VIII. **Peace & Social Change…With Justice for All**

65. Inform Yourself
66. Become a Human Rights Advocate
67. Exercise Your Opportunities for Democracy
68. Take a Personal Privilege Inventory
69. Empower the Powerless
70. Be a Voice for the Voiceless
71. Practice Moral Witness and Solidarity
72. Work from the Bottom Up and the Top Down
73. Work with Others for Structural Change

IX. **Peace & Nonviolence**

74. Understand the Hypnotic Effect of Violence
75. Take a Self-Test on Nonviolence
76. Do a Nonviolence Inventory of Your Home and Family
77. Practice Nonviolent Communication
78. Soften Your Defenses
79. Encourage Nonviolent Solutions to Conflicts
80. Promote Nonviolence in the Media
81. Celebrate the Heroes and Heroines of Nonviolence
82. Engage in Nonviolent Action for a Cause You Believe In

X. **World Peace: Let There Be Peace on Earth**

83. Take an Interest in World Affairs
84. Adopt One Place in the World as Your Special Concern
85. Let Your Heart Break with the Suffering
86. Support Organizations Doing International Peace Work
87. Support International Aid Agencies
88. Get Involved at Your Place of Worship
89. Travel on a Peace Mission
90. Become Involved with Refugees in Your Town
91. Practice Citizen Diplomacy

XI. **Peace & the Environment: The Earth is Alive**
   92. Realize the Interdependence
   93. Trace the Natural Resources You Depend On
   94. Become an Environmental Champion and Steward
   95. Do an Environmental Inventory of Your House
   96. Change One Thing in Your Environmental Habits
   97. Green Up Your Neighborhood
   98. Grow Food
   99. Grow Beauty
   100. Give Thanks

XII. **Peace & Spirit: Shining the Light of Peace**
   101. Find Your Place in the Universe
   102. Heal Old Wounds with God and Religion
   103. Pray for Peace: Meditate for Peacefulness
   104. Find an Inspirational Role Model
   105. Water the Seeds of Peace in Everything and Everyone
   106. Honor the Spirit of Peace in Action
   107. Love Life and All Who Live
   108. Light Up the World
   109. Laugh a Lot
Generating a List of 100 Ways Teens Can Serve Their Communities
Content provided by Youth Service America at http://www.servenet.org

Abstract
For service organizations or agencies that involve teens, "100 Ways to Make a Difference in Your Community" can be a powerful starting point for creating change. From something as simple as "walk a neighbor's dog," to the more structured "become a peer counselor," this list has something all members can relate to. Developed by Youth Service America, a resource center and premier alliance of over 300 organizations committed to increasing the quantity and quality of opportunities for young people to serve locally, nationally, or globally, this list is sure to generate thought, discussion, and activity.

Action
Through service, teens can be active agents of positive change in their communities. But figuring out how to get started in service can be intimidating for teens. The reactions can range from thinking there's nothing productive to be done, to being overwhelmed with all the possibilities.
Involving the teens in creating a list of service activities, small and large, can help put the possibilities into the proper perspective. The following list, created by Youth Service America, can be a starting point for teens to create lists relevant to their own community's needs.

100 Ways To Make A Difference In Your Community

1. Help teach a younger child to read.
2. Help cook and/or serve a meal at a homeless shelter.
3. Gather clothing from your neighbors and donate it to a local shelter.
4. Make "I Care" kits with combs, toothbrushes, shampoo, etc. for the homeless.
5. Pack and hand out food at a local food bank.
6. Adopt a "grandfriend" and write them letters and visit them.
7. Visit senior citizens at a nursing home.
8. Rake leaves, shovel snow, clean gutters, or wash windows for a senior citizen.
9. Pick up groceries or medicine for an elderly person.
10. Go for a walk with a senior citizen in your community.
11. Deliver meals to homebound individuals.
12. Hold an afternoon dance for your local nursing home.
13. Teach a senior friend how to use a computer and the Internet.
14. Paint a mural over graffiti.
15. Invite local police officers to present a drug awareness or safety presentation.
16. Tutor a student that needs help learning English or some other subject.
17. Organize a canned goods drive.
18. Clean up a vacant lot or park.
19. Organize a campaign to raise money to purchase and install playground equipment.
20. Plant flowers in public areas that could use some color.
21. Volunteer to help at a Special Olympics event.
22. Set up a buddy system for kids with special needs in your community.
23. Raise money for Braille books for visually impaired people.
24. Read books or the newspaper on tape for visually impaired people.
25. Bring toys to children in the cancer ward of a hospital.
26. Contact your local political representative about key issues.
27. Register people to vote.
28. Organize a public issues forum for your neighborhood.
29. Volunteer at a polling booth the day of an election.
30. Take a friend to the polling booths.
31. Vote.
32. Offer to pass out election materials.
33. Plant a garden or tree where the whole neighborhood can enjoy it.
34. Set up a recycling system for your home.
35. Organize a carpooling campaign in your neighborhood.
36. Adopt an acre of a rainforest.
37. Clean up trash along a river, beach, or in a park.
38. Create a habitat for wildlife.
39. Create a campaign to encourage biking and walking.
40. Test the health of the water in your local lakes, rivers, and streams.
41. Contact your local volunteer center for opportunities to serve.
42. Volunteer at your local animal shelter.
43. Help build a home with Habitat for Humanity.
44. Walk a neighbor's dog or pet sit while they are on vacation.
45. Teach Sunday school.
46. Learn to be a peer counselor.
47. Send a letter to one of America's veterans or overseas soldiers.
48. Volunteer at your local youth center.
49. Participate in a marathon for your favorite charity.
50. Become a candy strip at your local hospital.
51. Mentor a young person.
52. Serve your country by joining AmeriCorps.
53. Become a volunteer firefighter or EMT.
54. Donate books to your local library.
55. Donate clothes to the Salvation Army.
56. Start a book club in your area.
57. Adopt a pet from the Humane Society.
58. Hold a door open for someone.
59. Give up your seat on the bus or train to someone.
60. Donate your old computer to a school.
61. Give blood.
62. Coach a children's sports team.
63. Become an organ donor.
64. Teach a dance class.
65. Participate in Job Shadow Day (February 2).
66. Organize a project for National Youth Service Day.
67. Volunteer on a hotline.
68. Meet with local representatives from your area.
69. Don't drink and drive.
70. Listen to others.
71. Write a letter to the editor about an issue you care about.
72. Learn first aid.
73. Shop at local, family owned businesses.
74. Become a Big Brother or Big Sister.
75. Take a historical tour of your area about your community.
76. Write a note to a teacher that had a positive effect on you.
77. Get together with some friends to buy holiday presents for a family at a shelter.
78. Recycle.
79. Drive responsibly.
80. Get CPR certification.
81. Don't litter.
82. Shop responsibly.
83. Don't spread or start gossip.
84. Tell a custodian that you appreciate him/her.
85. Hold a teddy bear drive for foster children, fire victims, etc.
86. Make a care package for an elderly or shut-in person.
87. Teach at an adult literacy center.
88. Sing for residents at a nursing home.
89. Befriend a new student or neighbor.
90. Babysit.
91. Look for the good in all people.

93. Donate money to your favorite charity.
94. Make quilts or baby clothes for low-income families.
95. Bake cookies and bring them to your local fire hall or police station.
96. Donate toys or suitcases to foster children.
97. When visiting someone in a hospital, talk to someone that doesn't have many visitors.
98. Around the holidays, visit the Post Office and answer some letters to Santa.
99. Start a neighborhood welcome committee.
100. Visit SERVE.net.org to find volunteer opportunities in your area.
101. Young people are serving their communities in record numbers. In 2000, 13 million teens gave 2.4 billion hours of service back to their communities. (Statistic from SERVE.net website, Nov. 2001)
**Personal Vision and Mission for Five Years**

Procedure: Fill out this form. Upon completion, share with a partner. Time permitting, volunteers will share their vision and mission during the plenary session.

<table>
<thead>
<tr>
<th>Name:</th>
<th>______________________________________________________________________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vision:</td>
<td>______________________________________________________________________</td>
</tr>
<tr>
<td>Mission:</td>
<td>______________________________________________________________________</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Personal</th>
<th>Academic</th>
<th>Professional</th>
<th>Volunteer Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Helping Youth Create Change by Developing Leadership Skills

Abstract
In a downtown Chicago neighborhood plagued by violence, young people in the community decided they wanted to work towards change. In collaboration with the Chicago Area Project and their Teen REACH program, neighborhood Catholic elementary school students and staff (pre-K to 8th grade), and local baby boomer volunteers joined together to receive training—adopting a national curriculum that focuses on leadership opportunities for young people—to help them in addressing community needs. Within a year’s time there was a marked decline in violence and improved behaviors among the student population. This effective practice was submitted by the Northwest Regional Educational Laboratory/LEARNS in December 2006.

Issue
Youth violence plagues many inner-city neighborhoods. Work on the part of adults and youth alike is often ineffective. Continually disillusioned members of the community lose hope and may resort to more violence.

Action
- Using the Constitutional Rights Foundation's Take Charge curriculum to teach citizenship/leadership principles, the local Teen REACH site coordinator (located at St. Malachy Elementary School) invited students ages 6–18 to participate in projects concentrating on local community needs.
- The focus of the Take Charge curriculum was on developing collaborative problem-solving, communication, leadership, and teamwork skills.
- After their initial training, students were empowered to identify the community issues they wanted to address.
- Students were required to keep journals as they engaged in these community service activities.
- Community resources — people, agencies, and funding — were utilized to help youth achieve success.
- Over twenty adult volunteers — many of them baby boomers — volunteered to help coordinate the projects, and to give needed assistance and guidance to the young people. These volunteers were there to assist students with handing out pamphlets, videotaping community events, and providing mentoring and support.
- During the course of the year, almost 200 young people were involved in community service efforts.
- Chicago area agencies and TV stations came to the neighborhood to record the views of affected community members.

Context
St. Malachy Elementary School is one of 218 elementary schools in the Archdiocese of Chicago Catholic school system. St. Malachy has 14 teachers serving 284 students in pre-K to 8th grade, and is located approximately 2.5 miles west of downtown Chicago. The Archdiocese of Chicago's Catholic school system has approximately 102,000 students and 5,400 teachers in Cook and Lake counties, based on the 2005-2006 school year information.

The Chicago Area Project (CAP) is a private, 501 (c) (3), United Way member agency, with a 60-year history of providing delinquency prevention service in communities of limited opportunity. The mission of the organization is "to work toward the prevention and eradication of juvenile delinquency through the development and support of affiliated local community self-help efforts, in communities where the need is greatest."

Committed to enhancing the quality of neighborhood life by focusing on, creating associations, and supporting the growth of assets in youth, families and communities it serves, CAP believes that residents must be empowered through the development of community organizations that:
- Improve neighborhood conditions
- Hold local institutions accountable for their actions or inactions
- Reduce anti-social behavior among young people and protect them from inappropriate institutionalization
- Provide them with positive role models for personal development.

Chicago Area Project's Teen REACH Program (Responsibility, Education, Achievement, Caring, and Hope) is a comprehensive youth development initiative that has made a big impact on the lives of Illinois youth. The program goes directly to the kids, in their neighborhoods, and involves them in a wide variety of projects, redirecting their energy into positive behaviors. Created in 1998, Teen REACH was designed to enable, empower, and encourage at-risk youth (ages 6–17) through programs that stimulate healthy growth and development. The average age of Teen REACH youth is 12.2 years.
Funding for this project also came from a Learn and Serve America grant through the Illinois Commission on Volunteerism and Community Service.

Outcome
As a result of this dynamic collaboration, young people got involved and they learned — through leadership training and implementation of these new skills — that they could make a change in their community. Each success led to more involvement and more success. Students stopped acting out and negative behavior at school was reduced.

Age 50+ adult volunteers, under the direction of a dedicated Teen REACH site director, came together to help decrease violence in the immediate neighborhood.

Evidence
Across the neighborhood served by the program and school, students reported feeling "safer." Adults saw benefits to the community in decreased violence and safer neighborhoods. The principal at St. Malachy expressed her appreciation for improved behavior on the part of the students. Teachers noticed a difference.

Students who participated in the original youth leadership program continued their interest and involvement. This strong support has given rise to a certain "pride" in what they did for their community. Now, only those students who are willing to maintain good behavior at school and elsewhere are allowed to continue in the Learn and Serve America project.

As a way of continuing what began with the Teen REACH program, during the 2007 school year there will be a new St. Malachy-sponsored Boy Scout troop, intended to further involve youth in successful community-building projects.

For More Information
Renee Mandeldove
Teen R.E.A.C.H. Site Coordinator
2252 W. Washington Blvd.
Chicago, IL 60612
Phone: (312) 491-2840
Email: rdove4855@sbcglobal.net

Jerry Campbell
Chicago Area Project
55 E. Jackson Blvd., Suite 900
Chicago, IL 60604
Phone: (312) 663-3574

Resources
Take Charge: A Youth Guide to Community Change, written and published by the Constitutional Rights Foundation. (Grades 8-12)
Take Charge is a step-by-step manual for teaching citizenship and creating community change. Designed for school or community use, this straightforward guide shows young people how to work together to:
* Explore and define their community and identify its needs and resources.
* Look at policies that impact their lives and the life of their community.
* Interact positively with local government, businesses, non-profits, and the media.
* Plan and complete a project designed to create positive community change.
An additional "Stop and Think" component gives young people the tools they need to evaluate their progress and reflect on what they have learned.

The Constitutional Rights Foundation is a nonprofit, nonpartisan, educational organization committed to helping our nation's young people to become active citizens and to understand the rules of law, the legal process and their constitutional heritage.

Related Practices
Building community by empowering youth in ten ways
Crafting a comprehensive approach to leadership development
Developing civic service with a teen corps

COMMUNITY PARTNERSHIPS: Community support is essential to building and sustaining high-quality community service programs. Working hand-in-hand with local leaders, community builders, and people in need, program members can initiate change on a larger scale and extend a program’s reach. Effective partnerships with the community can result in a broad base of support for funding, expertise, in-kind donations, resource development, and volunteer development. Following are some of our most relevant resources related to this topic.

Establishing Community Partnerships
Illinois Coalition for Community Services
Presented by Mary Jane Bicksler

Illinois Coalition for Community Services: www.time-to.org

In the Establishing Community Partnership map the community committee can discuss the relationship between themselves and the community. These partnerships are characterized by the symbols depicted in the map’s legend, as depicted below. Doing the community partnership map can assist the community committee in learning where their strengths and weaknesses are with other organizations and it gives a clear picture where they can go for financial and people resources. It can identify for the committee the people and organizations that can play a role in their lives, how supportive or stressful these relationships are and whether they need to be strengthened or build new relationships. Doing the map with your committee is fun and the committee can use humor and identify interesting connections.

Instructions for completing the Establishing Community Partnership map:

Fill in the circles (and you may add more circles) where connections exist (organizations, religious centers, etc.) or should exist
Draw the symbols (from your agency to the partnerships) where your relationships are strong, weak or stressed. You can use different colored pencils for each symbol.

STRONG+++++++++++++++++++
WEAK………………………………
STRESSED//////////////////////////////////////////////////////////////////////////////////

If you have a strong partnership with a local organization then draw a strong line, if your relationship is weak then draw a weak line, and if you have a stressed relationship with an organization then draw the stressed line.

The entire committee should go through this exercise so they can work as a team, and for accuracy and completeness. After the mapping is complete the committee should study the map and determine where their strengths and weaknesses are. The committee should write a written plan (set goals) and assign members who will make a commitment to reach out to build strong relationships with the weak and stressed organizations. The map should be redrawn within three month intervals to check the progress (negative or positive) and perhaps add new organizations to your map.

Helpful Questions to Ask After Completing the Map:
1. Were you surprised by any information represented on your Community Partnership Map?
2. Are their organizations where you have stronger partnerships?
3. Are their partnerships you want to strengthen?
4. Are their any partners who are not on your map?
Establishing Community Partnerships Chart

**ESTABLISHING COMMUNITY PARTNERSHIPS**

COMMUNITY NAME

COMMUNITY RELATIONSHIPS
- STRONG
- WEAK
- STRESSED

Planning a Town Action Meeting
Illinois Coalition for Community Services
Presented by Maryjane Bicksler
Illinois Coalition for Community Services—www.time-to.org

A town action meeting means to invite all community people in order to provide an open forum to discuss issues, problems, solutions, or activities and develop an action plan.

Purpose:
What is the purpose of the town action meeting?
Their may be several reasons for organizing a town action meeting. Some of the common purposes are to:

1. Organize youth/adult activities
2. Solve a problem
3. Exchange information
4. Build coalitions
5. Discuss similarities
6. Discuss differences
7. Identify resources
8. Communication
9. Build relationships
10. Form a committee

Be clear before you begin planning what you hope to achieve from the town meeting. This will help you plan the agenda and the timeline.

Checklist for Planning a Successful Town Action Meeting:

Entire Committee:
- Plan months in advance of the meeting
- Decide the date, time, and length of the town meeting
- Do you have a budget
- Plan the agenda
- Turn out plan
- Evaluation
- Celebrate you accomplishments and debrief

Location Sub-Committee:
- Chose a central location (bus route, free parking, etc.)
- Transportation
- Chose a location where everyone feels safe to attend
- Think about the space/size
- Set up and clean up crew
- Should you contact the police for assistance
- Babysitting
- Food/Meals
- Volunteers
- Dress Rehearsal
- Set a date to meet again

Publicity Sub-Committee:
- Publicity
- Send out thank you notes
- Sign In sheets
- Handouts

Action Sub-Committee:

- Research
- Develop an action plan
- Have one on one meetings with key players before the event
- Book your speakers
- Reserve/purchase materials, (flip charts, DVD, VCR, laptops, projector)
- Select a Note Taker
**Intergenerational Activities**
Illinois Coalition for Community Services
Presented by Maryjane Bicksler

- Helping others improves the senior’s self worth and self esteem.
- For the senior it gives them a chance to get up and get out and feel useful.

Senior Corps—www.seniorcorps.org

Interest in using intergenerational strategies to create relevant community programs and social policy is growing. For almost 40 years, intergenerational pioneers have forged a road of respect and reciprocity. At the heart of the social compact is the understanding that our civil society is based on the giving and receiving or resources across the lifespan. We all need and, in turn, are needed at different stages of our lives. Intergenerational work demands that we recognize the inherent strength of each generation and the need we all share to be connected.

Generations United---www.gu.org

**REASONS PEOPLE VOLUNTEER**

- Feeling compassion for those in need
- Having an interest in the activity or work
- Gaining a new perspective on things
- The importance of the activity to people the volunteer respects

**SENIOR SURVEY**

We are interested in your skills and abilities. We want to be able to call on you and your expertise when the need occurs. And we would like to know how we could serve you.

**PLEASE CIRCLE ALL THE CAPABILITIES YOU HAVE. AND PLACE AN X BESIDE A SKILL YOU WOULD LIKE TO LEARN**

**OFFICE**

- Typing
- Operating adding machine
- File alphabetically/numerically
- Taking phone messages
- Writing letters
- Writing news releases
- Keeping track of supplies
- Bookkeeping
- Entering information into computer
- Surfing the web
- Publisher
- Word processing
- Creating websites
- Email (reminders of meetings, etc.)
- Make phone calls
- Phone surveys
- 

---

MAINTENANCE
  Window washing
  Floor mapping/waxing
  General cleaning

GARDENING
  Planting & caring for vegetable garden
  Planting & caring for flower garden
  Mowing
  Pruning trees & shrubbery

FOOD
  Serving food to large numbers of people
  Preparing food for large number of people
  Clearing/setting tables for large numbers of people
  Washing dishes for large numbers of people
  Baking
  Preparing tea/coffee for large numbers of people

CHILD CARE
  Caring for babies (under 1 year)
  Caring for children (1-6)
  Caring for children (7-13)

TRANSPORTATION
  Drive a car
  Drive a van

SUPERVISION
  Planning work for other people
  Directing the work of other people
  Keeping records of all activities
  Interviewing people (volunteers)
  Organizing events

OTHER
  Decorating
  Bulletin board design
  Speaking in front of a large group of people
  Sewing
  Dressmaking
  Crocheting
  Knitting

---

ARE THERE OTHER SKILLS THAT YOU HAVE OR SKILLS THAT YOU WOULD LIKE TO LEARN WHICH WE HAVE NOT MENTIONED?
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Please give us your information:

Name:_______________________________________________
Address:_____________________________________________
Phone: Home______________Cell________________________
Email Address:________________________________________

Thank you for taking time to fill out this form.

If you have any questions:

Please contact ______________ at ________________ or _______________________

Name                         Phone #                        Email address

2-27-09
Illinois Coalition for Community Services—www.time-to.org

<table>
<thead>
<tr>
<th>IF YOU HAVE 5 MINUTES</th>
<th>IF YOU HAVE 5 DAYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>You could place a friendly phone call</td>
<td>You could build homes for Habitat for Humanity</td>
</tr>
<tr>
<td>To an elderly shut-in</td>
<td>or other housing groups</td>
</tr>
<tr>
<td>IF YOU HAVE 1 HOUR</td>
<td>IF YOU HAVE 1 MONTH</td>
</tr>
<tr>
<td>You could give blood</td>
<td>You could join a clean water project</td>
</tr>
<tr>
<td></td>
<td>To dig a new well in India</td>
</tr>
<tr>
<td>IF YOU HAVE 5 HOURS</td>
<td>IF YOU HAVE 1 YEAR</td>
</tr>
<tr>
<td>You could clean up a City park</td>
<td>You could join a theater group</td>
</tr>
</tbody>
</table>

Independent Sector – 2001 National Survey
Illinois Coalition for Community Service

Recruiting Volunteers

Illinois Coalition for Community Services—www.time-to.org

Presented by Maryjane Bicksler

BRAIN HURRICANE

By: Joshua Swanbeck, Art Director, Liquid Agency, Inc.

NUMBER OF PARTICIPANTS: Unlimited.

NECESSARY SUPPLIES: Construction paper, scissors, tape, colored pens, string and a timer.

ACTIVITY: To start the “Brain Hurricane” ask all participants to make a thinking cap using the supplies. Give them five minutes to do so. At the end of the five minutes, you have a room full of silly-looking sorts, all laughing at each other. This creates the perfect environment for creative thinking. Then present the purpose or key question of the meeting and ask the participants to write down as many ideas as possible in five minutes.

Next, collect and then randomly distribute all the papers for round two. Give the people ten minutes to read what the other person wrote and add to it.

Then get everyone into small groups to discuss the ideas. To determine the best and most useful contributions, each group records all their ideas on an easel and then the entire group discusses and debates the results.

HURRICANE CHECKLIST

1. Get the right people in the room.
2. Define the problem/issue carefully.
3. Spend time hurricaning.
4. Explain and talk about the ideas until everyone is clear what they are.
5. Combine similar ideas.
6. Either by vote or consensus pick the top 3-6 ideas.
7. Put your ideas into action.

HURRICANE RULES

1. No judgments are made about any suggestion.
2. All ideas, even absurd or impractical ones, are welcome.
3. Quantity of ideas is a major objective, since it leads to quality.
4. Ideas may be combined, refined and piggy-backed.
5. Let your imagination soar.
6. Everyone participates; no observers.
7. Use inclusive language (consider diversity).
ORGANIZATIONS

Situational Analysis
Economic, Social, Political & Cultural Analysis

Capabilities Analysis
Strengths, Weaknesses, Threats & Opportunities (SWOT)
Allies, Opponents, Duplication & Competition

Organization
Human, Material & Financial Resources & Procedures

Performance Evaluation Measures

Monitoring & Trouble-Shooting

Internal & External Consultancy & Auditing

Evaluation
<table>
<thead>
<tr>
<th>2009 Philippine Youth Leadership Program</th>
<th>Theme 1: Strategic Planning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strategic Planning and Project Planning</strong></td>
<td></td>
</tr>
<tr>
<td>Facilitator: Wei Zheng, Ph.D. <a href="mailto:wzheng@niu.edu">wzheng@niu.edu</a></td>
<td></td>
</tr>
<tr>
<td>April 13, 2009</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overview</th>
<th>What is strategic planning?</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ What is strategic planning?</td>
<td>Strategic planning is a process of determining what a group of people want to be in the future and how it will get there.</td>
</tr>
<tr>
<td>□ How is strategic planning conducted?</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Why do we need strategic planning?</th>
<th>What comes out of strategic planning?</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Strategic plans provide a focus for limited resources</td>
<td>□ Mission and vision</td>
</tr>
<tr>
<td>□ They help groups decide which services and programs to emphasize and which to eliminate or cut back</td>
<td>□ Environmental scanning</td>
</tr>
<tr>
<td>□ A plan can renew and invigorate a community’s sense of direction and mission. It can inspire people.</td>
<td>□ Objectives and strategies</td>
</tr>
<tr>
<td>□ The strategic planning process builds community spirit and strengthens commitment to achieving community goals</td>
<td>□ Action plans</td>
</tr>
<tr>
<td>□ A strategic plan increases the community’s control over its own future</td>
<td>□ Measurement</td>
</tr>
<tr>
<td><strong>What comes out of strategic planning?</strong></td>
<td><strong>Why is your organization in existence?</strong> -- Mission</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>Mission and vision: where do we want to go</td>
<td>The mission statement describes the overall purpose of the organization</td>
</tr>
<tr>
<td>Environmental scanning</td>
<td>The mission statement needs to communicate the essence of your organization to your stakeholders and to the public</td>
</tr>
<tr>
<td>Objectives and strategies</td>
<td>Guiding questions:</td>
</tr>
<tr>
<td>Action plans</td>
<td>- What do we do? For whom? Where?</td>
</tr>
<tr>
<td>Measurement</td>
<td>- How are we unique in what we do/our distinctive competence?</td>
</tr>
<tr>
<td></td>
<td>- What is our ultimate end in doing what we do?</td>
</tr>
</tbody>
</table>

**Examples of Mission Statements**

- **The Oshkosh Public Library** will be the community’s premier knowledge resource, and a recognized leader in promoting reading as a lifelong activity.

- **We aim to transform society and culture by providing aspiring leaders with opportunities for self-renewal and development of leadership skills, values and behaviors.** (Wisconsin Leadership Institute)

- **The mission of NIU** is the transmission, expansion, and application of knowledge through teaching, research and artistry, and public service.

**Examples of Mission Statements**

- **The Milwaukee Public Library** provides materials, services and facilities for all citizens of Milwaukee and others in order to meet present and future informational needs and raise the level of civilization in Milwaukee.

- **The Boys and Girls Club** is a youth guidance organization dedicated to promoting health, social, educational, vocational, cultural, character and leadership development. It aims to help young people to improve their lives by building self-esteem and developing values and skills during critical periods of growth.

**Examples of Vision Statements**

- **Vision** is the ideal future state when your organization achieves its mission.

- **Guiding Questions:**
  - What impact will we have on the community, state, region? What will success look like for us?
  - What will the organization need to look like in ideal terms to achieve its mission? How will the organization act? What will its reputation be?

- **The vision of the ASPCA** is that the United States is a humane community in which all animals are treated with respect and kindness

- **SHELTER, Inc.** is working to realize a vision: A Home For Everyone.

- **We will work until we achieve a society free of violence**
Examples of Vision Statements

- The Center for the Deaf and Hard of Hearing will be the recognized statewide leader providing a continuum of dynamic and innovative programs for persons of all ages who are deaf or hard of hearing.

- We envision vibrant rural communities that are sustained through creativity, diversity, and collaboration. (USDA Office of Community Development)

Develop Vision and Mission

For your region:
- Develop a vision statement
- Develop a mission statement

How to do this?
- Brainstorm ideas individually and in a group
- Assign a facilitator
- Discuss and agree on the core mission and vision statements
- Condense the statements into 1 or 2 sentences

What comes out of strategic planning?

- Mission and vision
- Environmental scanning: what environment are we in?
- Objectives and strategies
- Action plans
- Measurement

What is the environment like?
-- SWOT Analysis/environmental scan

- Environmental scanning is the gathering, analysis, and use of information about events, trends and relationships in an organization's surroundings – the knowledge of which is used in planning the organization's future.

---

What comes out of strategic planning?

- Mission and vision
- Environmental scanning
- Objectives and strategies: how can we get there?
- Action plans
- Measurement

How can you realize your dream community?

--- Objectives

- SMART objectives:
  - Specific
  - Measurable
  - Achievable
  - Realistic
  - Timeline

- Write down 3 objectives for the next 3 year in your community

--- Strategies

- Write down the strategies for achieving the objectives in the next 3 year in your community
- Affinity diagrams for grouping strategies

--- Action Planning

- Align with objectives and strategies

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategies</th>
<th>Actions</th>
<th>Implementer</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 (first strategy to meet Objective #1)</td>
<td>1.1.1 (first action while implementing Strategy #1.1)</td>
<td>(who’s going to take that action)</td>
<td>(when the implementer is going to accomplish that action)</td>
<td></td>
</tr>
<tr>
<td>Steps for Strategic Planning</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Identify a lead organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Form a steering committee</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Involve all kinds of people</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Obtain resources</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Establish the process</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>✓ Develop a planning timetable</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Things to consider when you conduct strategic planning:</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Focus on the planning process</td>
</tr>
<tr>
<td>✓ Involve as many stakeholders as possible, especially involve those who are going to implement the plan</td>
</tr>
<tr>
<td>✓ Have a facilitator for the planning meetings</td>
</tr>
<tr>
<td>✓ Have several planning meetings for forming strategic plans, confirming strategic plans, refining planning documents, etc.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Things to consider when you conduct strategic planning:</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Make sure the strategic plan is realistic</td>
</tr>
<tr>
<td>✓ Organize strategic plan into smaller action plans</td>
</tr>
<tr>
<td>✓ Specify who is to do what by when</td>
</tr>
<tr>
<td>✓ Assign a person to follow up on the execution of the action plans</td>
</tr>
<tr>
<td>✓ Communicate feedback from execution to the planning committee regularly</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>References</th>
</tr>
</thead>
</table>
# Project Planning

Wei Zheng

<table>
<thead>
<tr>
<th>Overview</th>
<th>What is a project plan?</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Why do we need project plans?</td>
<td>- The project plan is a consistent and coherent document that guides both project execution and project control.</td>
</tr>
<tr>
<td>- Processes of project planning</td>
<td>- Essential elements:</td>
</tr>
<tr>
<td>- Develop project plans for your community</td>
<td>- What is to be done?</td>
</tr>
<tr>
<td></td>
<td>- Who's authority?</td>
</tr>
<tr>
<td></td>
<td>- How it is to done?</td>
</tr>
<tr>
<td></td>
<td>- What time and money are needed?</td>
</tr>
</tbody>
</table>

## Why do we need a project plan?

- Guide the project’s through execution and control.
- Document the planning assumptions.
- Document planning decisions regarding alternatives choices.
- Communicate with stakeholders.
- Define management reviews (as to content, extent, and timing).
- Establish project baselines for progress measurements and control.

---

## Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress

---

## Assess Community Needs

- Most important step in project planning yet most likely to be neglected/rushed through
- A lot of project planning started with identifying objectives and missed out on the larger context
- Needs are gaps – the space between what currently exists and what should exist.
### How to identify community needs?

- Who – whose interest is the project serving?
- Why – why is the project necessary?
- What – what expectations and needs are addressed by the project?

### How to identify community needs?

- Who – whose interest is the project serving?
  - Who are the target group?
  - Whose needs is the project addressing?
  - Who will help with the project?
    - Design the project
    - Carry out the project
    - Support the project
    - Identify project champions
  - Who will potentially hinder the project?
  - Why – why is the project necessary?
  - What – what expectations and needs are addressed by the project?

### Tips for identifying WHO

- Prepare a list of people targeted or involved in the project
- Talk to people in the target group to identify their real needs
- Talk to people involved in the project and gain their support
- Identify a project champion
- Use brainstorming, focus groups, one-on-one interviews, survey, to gather and communicate information
- Prepare written notes from your talks with other people

### How to identify community needs?

- Who – whose interest is the project serving?
- Why – why is the project necessary?
  - What is the purpose?
  - What are the expected objectives/outcomes?
  - How benefits do these outcomes bring?
- What – what expectations and needs are addressed by the project?

### Tips for identifying WHY

- Use one-on-one meetings, group meetings, and written correspondence to communicate with stakeholders
- Involve stakeholders early on
- Understand WIIFM (what’s in it for me) for each key stakeholder group

### How to identify community needs?

- Who – whose interest is the project serving?
- Why – why is the project necessary?
- What – what expectations and needs are addressed by the project?
  - What gaps exist between current situation and desired situation?
Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress

Set Objectives

- Set SMART objectives:
  - Specific
  - Measurable
  - Achievable
  - Realistic
  - Timely
- Objectives + measures + targets

Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress

Identify tasks and structure

- Use a Work Breakdown Structure (WBS)
  - Identify major pieces of work
  - Major pieces of work component parts of each piece
  - Formats: organizational chart format, indented-outline format
  - 100% rule
- Use a network diagram
  - Sequence of tasks/workflow
  - Establish a vehicle for scheduling

Work Breakdown Structure Formats

- Outline format example

  1.0 design project
  2.0 build support
    - 2.1 gather stakeholder
    - 2.2 record stakeholder opinions
  3.0 executive project
  4.0 evaluate project

Organization-chart format
Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress

Identify Resources and Timelines

- Resources: people, equipment, facility, funding, etc.
- Timelines: when to do each task

Scheduling

- Scheduling includes who’s doing what and when they’re expected to be doing it.
- Tips for scheduling:
  - Ask the people will actually do the work
  - Get an objective expert’s opinion
  - Find a similar task in a completed project plan to see how long it takes
  - Make your best educated guess

Budgeting

- A budget allows you to see whether the necessary funds are available to support the project.
- Possible costs:
  - Room rental
  - Equipment (computer, projector, etc.)
  - Speaker fees
  - Materials (handouts, name tents, etc.)
  - Marketing (flyers, brochures, etc.)
  - Travel
  - Other

Sample Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs Assessment/Development</td>
<td>$10,000</td>
</tr>
<tr>
<td>Coaching Fees</td>
<td>$400,000</td>
</tr>
<tr>
<td>Travel Costs</td>
<td>$53,000</td>
</tr>
<tr>
<td>Trainee Time</td>
<td>$9,200</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>$14,000</td>
</tr>
<tr>
<td>Administrative Overhead</td>
<td>$2,000</td>
</tr>
<tr>
<td>Telecommunication Expenses</td>
<td>$1,500</td>
</tr>
<tr>
<td>Facilities (Conference Room)</td>
<td>$2,100</td>
</tr>
<tr>
<td>Evaluation</td>
<td>$8,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$578,800</strong></td>
</tr>
</tbody>
</table>

Putting it altogether: Using Gantt Chart

- Gantt chart

Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress
### Assess Progress

- Reconfirm the plan
  - Before each group of activity, reconfirm with group members to activities they agreed to perform, start and end dates, resources available
- Assess performance
  - Have members record progress toward completion of tasks, actual start and end dates, expenditures
- Taking corrective actions
- Keep people informed
  - Share achievements, problems, and future plans with the project’s stakeholders

### Assess Progress

- Reconfirm with people before tasks
- Set aside space (physical or electronic) for recordings of progress and expenses
- At regular intervals, have people submit their recordings of progress and expenses
- Use an electronic tracking tool
- Keep everyone informed

### Use Gantt chart to assess progress

![Gantt chart example](image)

### Use Gantt chart to assess progress

![Gantt chart example](image)

### Processes of Project Planning

- Assess community needs
- Set objectives and deliverables
- Identify tasks and structure
- Identify resources and timelines
- Using schedules and Gantt chart
- Assess progress

### Processes of Project Planning

Planning Actions
Dr. Wei Zheng

2009 Philippine Youth Leadership Program

Planning Actions

Facilitator: Wei Zheng, Ph.D.
wzheng@niu.edu
April 13, 2009

Overview
- Why do we need action plans?
- Develop action plans as a group
- Develop action plans for yourself
- Establish accountability for your action plans

Why do we need action plans?
- Implementation of any strategic plans
- Prioritize what to do first
- Recognize material, financial, and human resources needed to implement a plan
- Hold yourself responsible

Develop a Group Action Plan
- What objectives do you want to achieve?
- What actions do you plan to take?
- Prioritize your action list as a large group
- Identify people, resources, timeline, and evaluation method for each action item
- Who could hold you responsible for this plan?

Group Action Planning

Your Objectives

<table>
<thead>
<tr>
<th>Actions</th>
<th>People Involved</th>
<th>Resources</th>
<th>Timeline</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>What to do?</td>
<td>Who to work with?</td>
<td>What funding/material?</td>
<td>When to finish?</td>
<td>How to measure success?</td>
</tr>
</tbody>
</table>

Develop an Individual Action Plan
- What new learning have you obtained from this program?
- How could you use your new learning when you go back home?
- Identify 3 top objectives you want to achieve when you go back home
- Develop an action plan for each of the objectives
- Find an accountability partner and plan communications

**Action Plan**

Dr. Wei Zheng

<table>
<thead>
<tr>
<th>Your Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Actions</th>
<th>People Involved</th>
<th>Resources</th>
<th>Timeline</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>(What to do?)</td>
<td>(Who to work with?)</td>
<td>(What funding/materials?)</td>
<td>(When to finish?)</td>
<td>(How to measure success?)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Participants conceptualize and prepare both (1) their individual action plans and (2) their collective regional action plans that they promised to implement about two months upon returning to their respective communities in the Philippines. Based on lessons learned and best practices, the following are some possible themes of your action plans: data collection, self-improvement, echo sessions, journalism, creative activities, organizations, and volunteer work for Social Transformation.

1. **Basic Data Collection for Social Networking**: The purpose of this action plan is to collect and develop a database of all the participants who have attended the NIU peace program. From the list, a network of peace advocate will be created. Thanks to the development of this structure, these people who share the same culture of peace will be engaged in social relations that will further promote peace in the region.

2. **Self-Improvement**: After attending the NIU program, participants undergo some form of personal transformation of their values. Some participants see the need to improve themselves first so that they can become effective peace makers.

3. **Echo Sessions**: Concurring that the NIU peace program is effective because they have been engaged in participatory learning that empowered them, some participants decide to conduct training workshop or organize seminars so that what they have learned in the U.S. will have a multiplier effect in Mindanao.

4. **News Articles**: Many participants have been actively engaged in campus journalism. For this reason, some want spread the word about peace making through the power of their pen. They want to contribute to peace efforts by writing about peace-building efforts and submitting them for publication in the mass media.

5. **Creative Activities**: There are so many creative, talented and artistic people among the participants. Thus, they envision spreading peace by interactive and fun activities for people of diverse ethnic and religious backgrounds. These activities include, among others, sports, arts and crafts, community beautification projects, theater workshop and presentations, concerts for peace, intercultural festivals, dance, music festivals & walk for peace.

6. **Organizational Structures**: Many believe that while being involved in one-shot activities are fine, however, they understood that for the purpose of sustainability, they needed to join or form organizations that promote inter-ethnic dialogue. In this way, even after they leave their schools or community, people involved in these organizations can continue developing and implementing projects related to inter-ethnic dialogue. Also, with a structural setting, people with similar interests can share resources as well as sustain their communications and relations that promote trust, thereby preventing conflicts and promoting harmony.

7. **Community Service**: Those concerned with deeper issues of social justice want to do something concrete to be with as well as work for the deprived, dispossessed, and marginalized sectors of society. They intend to do volunteer work, conduct outreach program, provide relief, and organize income generation efforts. Some want to have an exposure of the people living in low-income communities. Others want to be involved in an immersion program in said communities.
**Sample Program Assessment Instrument**

Source: [http://www.niu.edu](http://www.niu.edu)

NIU’s Latino Resource Center

<table>
<thead>
<tr>
<th>Division Goal</th>
<th>Action Plan</th>
<th>Collaboration Partners</th>
<th>Resources Needed/ Reallocated</th>
<th>Expected Outcomes</th>
<th>Key Performance Indicators (KPIs)</th>
<th>Assessment Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide student-centered programs and services</td>
<td>Bi-weekly meetings</td>
<td>Latino Program; Counseling &amp; Student Development Center; Women’s Resource Center; Alpha Sigma Omega &amp; Gamma Phi Omega</td>
<td>Staff; Staff time</td>
<td>a) Increased networking and training opportunities</td>
<td>a) Participation counts</td>
<td>a) 60% of participants report an increase in networking skills</td>
</tr>
<tr>
<td></td>
<td>Provide academic and social support</td>
<td></td>
<td></td>
<td>b) Enhanced involvement in NIU activities (outside Latino organizations)</td>
<td>b) Focus groups</td>
<td>b) 50% of students will engage in activities outside Latino student organizations</td>
</tr>
<tr>
<td></td>
<td>Provide leadership development</td>
<td></td>
<td></td>
<td>c) Increased GPAs</td>
<td>c) GPA analyses</td>
<td>c) Increase GPA. 1%/yr to 2.1 – 2.84</td>
</tr>
<tr>
<td>Promote technological advancement</td>
<td>Benchmark peer institutions</td>
<td>Media services; Student organizations; Housing &amp; Dining Alumni; Division’s Office of Development</td>
<td>Staff; Staff time; Equipment</td>
<td>a) Increased on-campus student involvement with LRC</td>
<td>a) Summary of advances in productivity, effectiveness, and efficiency directly related to the use of technology</td>
<td>a) 20% increase in participation to 240</td>
</tr>
<tr>
<td></td>
<td>Audit current initiatives</td>
<td></td>
<td></td>
<td>b) Increased awareness and knowledge of LRC mission and services</td>
<td>b) Focus groups</td>
<td>b) 40% increase in participation to 112</td>
</tr>
<tr>
<td></td>
<td>Identify audiences</td>
<td></td>
<td></td>
<td>c) Increased usage of Web site</td>
<td></td>
<td>c) 10% increase of hits on Web site to 7,749</td>
</tr>
<tr>
<td></td>
<td>Identify marketing strategies</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Plan outreach activities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sample Detailed Action Plan
Rey Ty

Name: Abdullah Khan
Date: June 21, 2010

**Your Goals:** Phase 1: To improve inter-ethnic relations by inviting people from different ethnic and religious communities to attend a two-day workshop on “Majority-Minority Relations” from October 21 to 22, 2010 in Cotabato City

<table>
<thead>
<tr>
<th>Actions (What to do?)</th>
<th>People Involved (Who to work with?)</th>
<th>Resources (What funding/materials?)</th>
<th>Timeline (When to finish?)</th>
<th>Evaluation (How to measure success?)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. To organize members of a core group plan, implement &amp; evaluate the two-day workshop</td>
<td>Organize a Planning Committee composed of representatives of government, NGO, academe, including at least: 1 Lumad 1 Maranao 1 Maguindanao 1 Tausug 1 Roman Catholic</td>
<td>Volunteer time, meeting place, come up with a Master Plan (concept paper, program details, budget, expectations…</td>
<td>Meet once a week until the implementation of the program in October 21, 2010</td>
<td>All representatives are present &amp; active in all meetings</td>
</tr>
<tr>
<td>2. To solicit support in cash or in kind to conduct the 2-day workshop</td>
<td>Invite volunteers who are finance or budget officers (in their professional work) to compose the Finance Committee</td>
<td>Preparation of budget proposals to be submitted to government agencies, NGOs, schools, etc. to give support or to be co-sponsors</td>
<td>October 1, 2010</td>
<td>Must have the required budget in cash or in kind in order to run the program</td>
</tr>
<tr>
<td>3. To prepare the logistics of the 2-day program to deal with the procurement, distribution, maintenance, and replacement of materials and personnel</td>
<td>Invite volunteers to compose the Logistics Committee</td>
<td>Preparation of a logistics plan, make arrangements &amp; check the arrangements</td>
<td>October 7, 2010</td>
<td>No problem with room reservations, equipment, supplies, etc.</td>
</tr>
<tr>
<td>4. To invite participants</td>
<td>Invite volunteers to compose the Social Marketing and Participants Invitation Committee</td>
<td>List of prospective invitees from different religious &amp; ethnic groups</td>
<td>October 1, 2010</td>
<td>Confirmation of 50 participants of equal representation from the different communities</td>
</tr>
<tr>
<td>5. To invite resource persons</td>
<td>Invite volunteers to compose the Speakers’ Invitation Committee who will invite speakers as well as collect their handouts by email which will be used in the production of a book</td>
<td>List of topics, Speakers’ Pool</td>
<td>October 1, 2010</td>
<td>Confirmation of all resource persons to cover all sessions</td>
</tr>
<tr>
<td>No.</td>
<td>Task Description</td>
<td>Volunteer Roles</td>
<td>Timeframe</td>
<td>Results/Requirements</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------</td>
<td>-----------</td>
<td>--------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>6.</td>
<td>To make accommodations and food arrangements</td>
<td>Invite volunteers to compose the <strong>Accommodations &amp; Food Committee</strong> who will plan, order, organize the serving of food, and cleaning up</td>
<td>October 7, 2010</td>
<td>Confirmation of all accommodations and food arrangements and the serving of food with no problems</td>
</tr>
<tr>
<td>7.</td>
<td>To make arrangements for audio-video equipment</td>
<td>Invite volunteers to compose the <strong>A/V Committee</strong> who will coordinate with the A/V technicians as well as ensure that A/V equipment operate properly during the training program</td>
<td>October 7, 2010</td>
<td>Availability and well functioning of all A/V equipment during each training session</td>
</tr>
<tr>
<td>8.</td>
<td>To document and publish the proceedings so that many more people and groups can benefit from the program</td>
<td>Invite volunteers to compose the <strong>Documentation Committee</strong> who will document the proceedings with a view to publish them</td>
<td>November 30, 2010</td>
<td>Submission of final draft which is publication ready</td>
</tr>
<tr>
<td>9.</td>
<td>To take photos and videos of the proceedings</td>
<td>Invite volunteers to compose the <strong>Photo and Video Documentation Committee</strong></td>
<td>November 30, 2010</td>
<td>Presentation of digital photos in CDs and video productions</td>
</tr>
<tr>
<td>10.</td>
<td>To ensure the smooth operation of the 2-day training program</td>
<td>Invite volunteers to compose the <strong>Operations Committee</strong> who will work during the conduct of the training program</td>
<td>Oct. 15-30, 2010</td>
<td>Overall smooth operation during the training program from A/V to food, accommodations, resource persons, documentation, to photo &amp; video documentation, etc.</td>
</tr>
<tr>
<td>11.</td>
<td>To evaluate the whole training program</td>
<td>Invite all core group members and volunteers to compose the <strong>Post-Training Evaluation Committee</strong></td>
<td>November 15, 2010</td>
<td>Consensus on the strengths, weaknesses, challenges &amp; opportunities for the future</td>
</tr>
</tbody>
</table>
**Your Goals**: Phase 2: To improve inter-ethnic relations by inviting participants and organizers of the “Majority-Minority Relations Program” to do community service in a Lumad Village in Bukidnon from December 20 to 22, 2010

<table>
<thead>
<tr>
<th>Actions (What to do?)</th>
<th>People Involved (Who to work with?)</th>
<th>Resources (What funding/materials?)</th>
<th>Timeline (When to finish?)</th>
<th>Evaluation (How to measure success?)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. To <strong>invite volunteer community workers</strong> who will go to a Lumad village</td>
<td>Invite a new group of people to compose the Core Group</td>
<td>Meeting time and place</td>
<td>December 1, 2010</td>
<td>Recruitment and participation of 50 volunteer community workers</td>
</tr>
<tr>
<td>2. To arrange for <strong>bus transportation</strong></td>
<td>1 volunteer</td>
<td>List of preferred time and schedule of departure &amp; return trips</td>
<td>December 1, 2010</td>
<td>Successful bus transfer</td>
</tr>
<tr>
<td>3. To <strong>secure funds</strong> for the travel and supplies needed for the community service</td>
<td>Invite seasoned fundraisers to secure donations in cash and in kind</td>
<td>Budget proposal</td>
<td>December 1, 2010</td>
<td>Meeting budgetary needs</td>
</tr>
<tr>
<td>4. To <strong>contact Council of Elders and Indigenous People’s Organizations prior to the trip</strong></td>
<td>Organize a Negotiating Panel composed of prominent community personalities to talk with representatives of the indigenous peoples regarding the trip</td>
<td>Contact list of prominent community personalities; Contact list of indigenous people’s organizations and their officers; Contact list of Council of Elders</td>
<td>December 1, 2010</td>
<td>Contact and successful negotiation to do volunteer service in indigenous people’s communities</td>
</tr>
<tr>
<td>5. To conduct the <strong>actual field service work</strong></td>
<td>Organize a paramedical team, a paralegal team, and a fact-finding team; invite medical doctors &amp; lawyers</td>
<td>First aid and medical supplies, affidavits, human rights fact sheets, food an clothes</td>
<td>December 15, 2010</td>
<td>Number of people served in the medical mission, para-legal mission and human rights mission</td>
</tr>
<tr>
<td>6. To <strong>get permit from the authorities to travel to</strong> troubled spots</td>
<td>Organize a paralegal team to get permit to travel to troubled areas</td>
<td>Supporting letter from local authorities, Certification, file copies</td>
<td>December 15, 2010</td>
<td>Obtaining the permit to travel</td>
</tr>
<tr>
<td>7. To <strong>evaluate</strong> the conduct of the community service program</td>
<td>Invite all participants to come for a personal and social impact evaluation</td>
<td>Meeting place, time, date</td>
<td>January 5, 2010</td>
<td>Attendance &amp; participation of all volunteers during the evaluation meeting</td>
</tr>
</tbody>
</table>
Sample Formats for Project Plans
Rey Ty

What: One-Day Inter-Ethnic Workshop for Youth in Barangay Mecca
Why: To transform the attitudes of the youth in a community of 250 families that adopt inter-ethnic understanding and mutual respect
When: August 18, 2010
Where: Sta. Cruz Island
How: Active Listening, Dialogue, Active Problem Solving
Who: Dayang Nur Sulaiman’s Personal Action Plan

Timetable in GANTT Chart
Preparation Starts in June 15, 2010

<table>
<thead>
<tr>
<th>Tasks</th>
<th>STAGES IN WEEKS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Pre-Conduct Stage</td>
<td></td>
</tr>
<tr>
<td>Problem Identification</td>
<td>X</td>
</tr>
<tr>
<td>Choice of Project Focus</td>
<td>X</td>
</tr>
<tr>
<td>Write a Project Proposal for Funding</td>
<td>X</td>
</tr>
<tr>
<td>Mail Copies of Project Proposal</td>
<td></td>
</tr>
<tr>
<td>To Mayor</td>
<td></td>
</tr>
<tr>
<td>To Barangay Captain</td>
<td></td>
</tr>
<tr>
<td>To Principal</td>
<td></td>
</tr>
<tr>
<td>To Mesjid &amp; Ummah</td>
<td></td>
</tr>
<tr>
<td>To Church &amp; Church People</td>
<td></td>
</tr>
<tr>
<td>Organize a Volunteer Core Group</td>
<td></td>
</tr>
<tr>
<td>Volunteers Take Specific Responsibilities</td>
<td></td>
</tr>
<tr>
<td>Invite Guest Speakers</td>
<td></td>
</tr>
<tr>
<td>Formal Reservation of Venue</td>
<td></td>
</tr>
<tr>
<td>Purchase of Supplies</td>
<td></td>
</tr>
<tr>
<td>Prepare Publicity Plan</td>
<td></td>
</tr>
<tr>
<td>Post Flyers</td>
<td></td>
</tr>
<tr>
<td>Recruitment of Participants</td>
<td></td>
</tr>
<tr>
<td>Prepare Evaluation Instrument</td>
<td></td>
</tr>
<tr>
<td>Conduct Stage</td>
<td></td>
</tr>
<tr>
<td>Actual Program Implementation</td>
<td></td>
</tr>
<tr>
<td>Set Up &amp; Decorate Session Hall</td>
<td></td>
</tr>
<tr>
<td>Emcees</td>
<td></td>
</tr>
<tr>
<td>Sound System</td>
<td></td>
</tr>
<tr>
<td>Seating Arrangements</td>
<td></td>
</tr>
<tr>
<td>Food &amp; Drinks</td>
<td></td>
</tr>
<tr>
<td>Distribution of Certificates of Appreciation &amp; Attendance</td>
<td></td>
</tr>
<tr>
<td>Post-Conduct Stage</td>
<td></td>
</tr>
<tr>
<td>Thank You Letters or Emails</td>
<td></td>
</tr>
<tr>
<td>Tabulate, Analyze &amp; Interpret Evaluation</td>
<td></td>
</tr>
<tr>
<td>Post-Conduct Evaluation Meeting: Recommendations and Future Actions</td>
<td></td>
</tr>
<tr>
<td>Prepare Final Report</td>
<td></td>
</tr>
<tr>
<td>Submit Final Report to Funding Agencies</td>
<td></td>
</tr>
</tbody>
</table>
Sample Action Plan from NIU’s Student Legal Office 2007

<table>
<thead>
<tr>
<th>General Goal</th>
<th>Specific Goal</th>
<th>Action Plan</th>
<th>Partners</th>
<th>Resources Needed/ Reallocated</th>
<th>Expected Outcomes</th>
<th>Key Performance Indicators (KPIs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide student-centered programs and services</td>
<td>Develop/implement interactive online debt counseling training on Students' Legal Assistance (SLA) Web site</td>
<td>Expand current Web site section dedicated to debt and budget planning issues</td>
<td>Student Association (SA)</td>
<td>X Staff X Staff time X New Money X Reallocated $ X Space X Equipment</td>
<td>Learning strategies for avoiding debt</td>
<td>Pre/post surveys of student awareness of credit debt issues</td>
</tr>
<tr>
<td>Manage and develop resources</td>
<td>Implement use of Westlaw for SLA attorneys</td>
<td>Determine cost of Westlaw service for two attorneys</td>
<td>SA</td>
<td>X Staff X Staff time X New Money X Reallocated $ X Space X Equipment X Others:</td>
<td>Increased capacity for attorneys to engage in research and enhance their professional development</td>
<td>a) Submit budget request including rationale for Westlaw to SA b) Complete training relating to Westlaw system</td>
</tr>
<tr>
<td>Create inclusive community</td>
<td>Develop/implement comprehensive marketing strategy for office, focusing on reaching diverse student populations</td>
<td>Enhance advertising efforts Increase office exposure through marketing materials</td>
<td>Northern Star Student Association Student Organizations</td>
<td>X Staff X Staff time X New Money X Reallocated $ X Space X Equipment X Other:</td>
<td>Greater awareness of office and its services</td>
<td>a) Surveys of diverse student populations b) Hits on Web site</td>
</tr>
<tr>
<td>Promote technological advancement</td>
<td>Reorganize and streamline client filing system</td>
<td>Research state-of-the-art systems for manual and/or electronic storage of files and confidential material</td>
<td>ITS</td>
<td>X Staff X Staff time X New Money X Reallocated $ X Space X Equipment X Other:</td>
<td>Increased efficiency in retrieval of information and in responding to student requests for information in closed files</td>
<td>Survey of response time of requests for information</td>
</tr>
</tbody>
</table>

Sample Grant Proposal
Northern Illinois University
Faculty Development and Instructional Design Center
SPS Development Grant Application

Applicant’s Name: Jane Q. Public

Department/Division: Student Advising Center

Title: Academic Advisor

Office Telephone: (815) 753 1111 Office Fax: (815) 753 0000 E-mail: abc@niu.edu

Title of Proposed Activity: Development of Underrepresented Student Advising Skills

Years of NIU Service: 3 Percent Time Employee at NIU: 100%

Abstract of the Proposed Activity (not more than 5 lines):
My current responsibilities require me to advise and support underrepresented students at NIU and I need additional skills to address the needs of underrepresented students adequately. The proposed professional development activity will involve attending a two-day workshop on "Advising Underrepresented Students" at the Center for Advising in Chicago, IL and applying the new learning in my student advising responsibilities to benefit my center and NIU.

Time Frame for Completing the Activity (from/to): September - October 1999

Dates of faculty development funding during the past 3 years: None

Applicant’s Signature: (signed) Jane Q. Public Date: April 22, 1999

Supervisor’s Signature: (signed) Mary Doe Date: April 23, 1999

Attachments (check five copies of all items below attached)

- Proposal
- Letter of support from supervisor
- Copy of brochure describing the details of the workshop of training program and the associated costs

Description of Activities

The proposed professional development effort involves attending a two-day workshop titled, "Advising Underrepresented Students" sponsored by the Center for Student Advising at Chicago, Illinois and applying the new skills learned at the workshop in my current responsibilities to improve my productivity and serve my clientele better.

I was appointed as an Academic Advisor at the Student Advising Center last fall and during the past 8 months I have had the opportunity to advise and mentor a number of underrepresented students. From the issues I had to deal with in advising these students during the past few months, I realized that I could serve these students better by developing myself professionally on issues related to advising these students and addressing their needs adequately.

After consulting with my supervisor about the need for developing myself professionally to address the needs of underrepresented students, I checked with various academic and support units at NIU to see if they offer any workshops or training programs to help me in this regard. I was unable to identify any such workshops or programs scheduled during the next academic year. Therefore, I contacted the Center for Advising in Chicago and identified a workshop that I could attend within the next few months to learn more about advising underrepresented students.

I informed my supervisor about the workshop opportunity in Chicago during next fall and requested funds to allow me to participate in the workshop. My supervisor informed me that she could not allocate the total budget needed to allow me to participate in this workshop since our departmental budget did not have any provisions to do so for this year. However, she has offered to cover any expenses over $1,000 to indicate departmental support for my professional development activity and to encourage me to apply for the Supportive Professional Staff Development Grant.

Due to the urgency of the need for learning how to advise underrepresented students and address their needs during this year rather than waiting for another year, I would like request funds to support my professional development activity this year and benefit the underrepresented students in my college.

**Benefits of Proposed Activities**

I anticipate the following benefits for my own professional development and my unit to result from my successful completion of the workshop on "Advising Underrepresented Students" and implementation of the new skills and learning in my current responsibilities:

1. Increased competence in advising underrepresented students and addressing their needs adequately.
2. Opportunity for disseminating to my colleagues my new learning from the workshop and experiences in applying it to my work responsibilities.
3. Potential for advising more students due to increased efficiency in advising students as a result of my participation in the workshop.
4. Compilation of resource materials on advising underrepresented students obtained at the workshop and collected by myself after attending the workshop.

After attending the workshop and implementing some of my new learning in my current responsibilities, I plan to offer a seminar to my colleagues during one of the departmental meetings, with the consent of my supervisor.

**Schedule of Proposed Activities**

Listed below are the activities and their milestones for completing the proposed development effort. Please note that the milestones for completing some of the activities are estimates.

- **September 1-2, 2000**
  Attend the workshop on "Advising Underrepresented Students" at Chicago, Illinois.

- **September 3 - October 15, 2000**
  Implement the new skills and ideas learned at the workshop in my current responsibilities and collect data and resource materials.

- **October 16 - October 30, 2000**
  Evaluate the outcomes of the new skills and ideas implemented and prepare and submit final report for the grant and present the results to my colleagues.

**Proposed Budget**

The expense items involved in completing the proposed development activity are as follows. A copy of the workshop brochure is attached. Some expenses are estimates.

- Registration fees for the workshop: $800.00
- Transportation (DeKalb to Chicago and back @ $0.31 per mile): $46.50
- Food and Lodging (2 nights hotel stay in Chicago and per diem): $300.00
Total funds needed for this professional development effort: $1146.50
Funds requested from SPS Development Grant: $1000.00
Departmental contribution from the Student Advising Center: $146.50

Total: $xxxx.xx

Attachments

Letter of support from my supervisor, Ms. Mary Doe, is attached along with a copy of the workshop brochure.
Sample Program Assessment Instrument
Source: http://www.niu.edu

This document was created by the Division of Student Affairs to be used as a supplement to the University Assessment Plan. Each Student Affairs department should use the following format when writing or revising its departmental assessment plan and report. If you have any further questions, contact the Director, Assessment and Training, 753-1834.

Northern Illinois University
Division of Student Affairs
(Department)
Assessment Summary Report for (5 year cycle: Academic Years)
Date report is written

1. Departmental Mission

2. Program Description
   - Be concise, using 1-2 paragraphs.
   - Describe key functions and population served.
   - May include list of staff positions.

3. Program Objectives
   - Format objectives in a numbered list.
   - Be specific: Objectives should be measurable, meaningful, and manageable.
   - Objectives should support the Division of Student Affairs’ mission, vision, and goals.
   - Include student learning outcomes and program outcomes as they relate to objectives.

4. Methods
   - In the description column, explain how evidence is gathered to measure progress toward objectives.
   - Use quantitative or qualitative measures.
   - Use the following grid to summarize methods.

<table>
<thead>
<tr>
<th>Method</th>
<th>Description of Method</th>
<th>Timeline (Frequency)</th>
<th>Person Responsible</th>
<th>Objective Addressed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Example: Student Survey</td>
<td>15-question phone survey conducted by grad. assistant</td>
<td>Odd years</td>
<td>Assistant Director</td>
<td>1,3,5</td>
</tr>
</tbody>
</table>

Methods (ways to collect evidence) may include:
- Questionnaires
- Surveys (paper, Web, phone, comment cards)
- Interviews
- Focus groups
- External/Internal review
- Document review
- Observation
- Pre-test/Post-test/National norms test
- Reflective journal
- Retention rates, participation rates, satisfaction rates
- Benchmarking
- Extracurricular transcript/Portfolio
- Accreditation/Certification/Licensure

5. Objectives by Method
   Use the following grid to summarize objectives and show how progress toward each will be measured.
6. **Evidence by Objective (Results, Available Data)**
   - Using your assessment data collected from methods you identified above in #5, show the extent to which objectives are being met.
   - Link evidence to each objective.

   *Example:* Objective 1 was met based on comparing the results of our focus group to benchmarking best practices. (Provide a brief paragraph with details.)

7. **Use of Results by Objective (and Other)**
   - How is the evidence being used to make programmatic improvements by objective?
   - How do the results demonstrate the department’s role in the divisional mission, vision, and goals?
   - *Other* findings may not relate directly to an objective but are important to your program’s improvement.

8. **Further Information Needed**
   - Identify data needed to cover any gaps in current information.
   - Discuss any problematic findings that indicate a need for further assessment.

9. **Timeline**
   Prepare timeline for collecting further information, if any was identified in #8.

10. **Resources Needed**
    - You may request resources from the University Assessment Panel to support new or expanded assessment activities.
    - Include:
      - ✓ Justification for the request
      - ✓ Outline of how the new activities will add to the department’s outcomes
      - ✓ Budget
      - ✓ Timeline

    *Maintenance of ongoing activities should be incorporated into the department’s budget, not included in the Resources Needed.*

11. **Appendix**
    Include survey results, assessment tools, glossary.

    *All pages should be numbered.*
Sample Project Plan by Dr. Domingo Aranal

**Project Title:** Educating Towards the Creation and Promotion of a Culture of Peace

**Rationale/ Background**

Western Mindanao is still an area of conflict in matters of culture, politics, and religious belief. As observed and experienced, situations of conflict arise in many different scales in almost all aspects of human existence --- We see the resurgence of conflicts, acts of violence and intolerance of individuals and groups. We face difficulties such as unequal opportunities, environmental degradation, and various health and social problems. These situations make the offering of peace education imperative for all institutions, both government and non-government organizations as their proactive response to the demands of the times. As said in the UNESCO’s Medium Term Strategy 1996-2001,

“Education is at the heart of any strategy for peace building. It is through education that the individual acquires the values, skills, and knowledge needed to build a solid basis of respect for human rights and democratic principles and the complete rejection of violence, intolerance, and discrimination”, (p.12).

Thus, realizing the growing relevance of peace education, the Zamboanga Life Care Services, Incorporated (ZLCS, Inc) in collaboration with the 1st Infâ™ry Tabak Division, Philippine Army sees the urgent need to integrate a peace education component into the training program of the military, particularly of the 1st Infâ™ry Tabak Division, Philippine Army. This direction is considered as one of the venues by which non – government organizations can enhance their partnerships with government institutions such as the military through collaborative efforts in the creation and promotion of a culture of peace especially in this part of the country.

It is therefore on this perspective that this project entitled, “Educating Towards the Creation and Promotion of a Culture of Peace” is being proposed. It our hope that such collaborative effort can be our modest contribution to the formation of a new generation of military that is much aware and concerned about promoting and building of a just and a more humane society.

**Project Description**

The meaning of peace education may be better understood by reflecting on these two essential questions:

1. How can education contribute to a better awareness of the root causes of conflicts, violence and peacelessness at the global, national, regional, community, and inter and intra-personal levels?
2. How can education simultaneously cultivate values and attitudes, which will encourage individual and social action for building more peaceful world?

Hence, peace education requires both understanding and practice, both reflection and action. It is insufficient to merely understand why conflicts and violence abound in the world; one must also act to create more peace (Toh, 1987).

This project “Educating Towards the Creation and Promotion of a Culture of Peace” is a Basic Orientation on Peace Education for selected organic, Non-Commission Officers, and other members of the 1st Infâ™ry Tabak Division of the Philippine Army, which will be carried out in a form of a three-day seminar – workshops.

It will be a collaborative effort between the Zamboanga Life Care Services, Incorporated (ZLCS, Inc), a Non-Government Organization based in Zamboanga City and the 1st Infâ™ry Tabak Division, Philippine Army, a Government Organization also based in Zamboanga City.

The 1st Infâ™ry Tabak Division Philippine Army through its Commanding General and Training Program Officer in consultation with the President and Program Coordinator of the ZLCS, Incorporated will set the schedule (preferably first week of July) and identify the prospect participants (not more than forty; other criterion will be established later to make sure we get the right participant for the program) who will undergo the Basic Orientation on Peace Education Seminar – Workshops.

The Zamboanga Life Care Services, Inc. on the other hand will be responsible for providing the “experts” or facilitators/speakers and for the conduct of the three-day Basic Orientation on Peace Education seminar – workshops.

**Objectives**

This project therefore hopes to achieve the following objectives:

1. To provide a broader orientation and raise awareness of peace education concepts, issues and pedagogical principles;
2. To develop values and attitudes which will ultimately lead to action for a more peaceful world; and
3. To elllage participants in the different creative and participatory activities and approaches in peace education.

**Expected Output**
The project outputs include (1) a documentation or terminal report that will be submitted to the funding agency. This will include hardcopies of the workshop modules, handouts, activity sheets, and other workshop outputs including photos; and (2) formation of a Peace Education Core Team who will be responsible for the integration of the Peace Education component into the regular Training Program of the Military. This means part of the responsibilities of the Core Team would be (2.1) the development of a Peace Education Curriculum that can be integrated into the present Military Training Program of the 1st Infantry Tabak Division, Philippine Army; and (2.2) establishment of a mechanism that would allow a regular monitoring and feedback giving of the program.

Project Components

The project is divided into the following components:

First, Preparatory Stage. I will include meetings with the heads and key persons of both institutions (ZLCS, Inc and 1st ID, PA) wherein the content and process of the training design will be discussed; ground rules or criterion for identification of potential participants will be established; actual dates or schedule of seminar will be finalized as well as other administrative and logistical needs;

Second, Implementation Stage. This is the actual conduct of the three-day Basic Orientation on Peace Education seminar workshop, which will be facilitated by the ZLCS, Inc. pool of experts; and

Third, Post-Implementation Stage. This will include the post evaluation meetings, again with the heads and key persons of both responsible institutions; initial planning meetings with potential members of the Peace Education Core Team who will be selected from among the participants who have undergone the three-day seminar workshops. Some of the major points that may be discussed will include (a) the organization of a Peace Education Core Team, (b) revision of the present Military Training Program of the 1st Infantry Tabak Division, Philippine Army that would allow the integration of Peace Education as one of its component, and (c) defining a mechanism that would allow a regular monitoring and feedback giving of the program for successful and more sustainable implementation.

Strategies of Implementation

To carry out the above stated objectives, this project will be undertaken through seminar workshops making use of various creative, participatory and interactive approaches such as class discussion, picture analysis, drawings, case analysis, small group sharing, etc.

Regular meetings and consultation with heads and key persons of both responsible institutions will also be employed.

Target Beneficiaries

The primary beneficiaries of this project will be the forty selected organic, Non Commission Officers (NCOs), and other members of the 1st Infantry Tabak Division, Philippine Army, who will undergo the three-day seminar workshop on Basic Orientation on Peace Education following the established ground rules for identification of participants.

Other indirect beneficiaries will include the total population of the 1st Infantry Tabak Division of the Philippine Army as they may become part and parcel of the project’s expected outputs.

Schedule and Venue of Implementation

(Note: I removed this section due to space limitation. Rey Ty)

Proposed Budget

The budget below shows only the expenses for the actual implementation stage. The Preparatory and Post Implementation Stages are not included. (Note: I deleted the budget. Rey Ty)

Output Indicator

The project output indicator may include the following: (1) completed documentation or terminal report; (2) existence of a Peace Education Core Team; (3) revised Military Training Program that integrates a Peace Education as one of its components; (4) well defined monitoring and feedback giving mechanism in place.

Sustainability Plan

The sustainability plan of this project rests on the institutionalization of the integration of the Peace Education into the regular Military Training Program particularly of the 1st Infantry Tabak Division of the Philippine Army. This will be closely monitored by the Peace Education Core Team who will be in constant consultation with the heads and key persons of both responsible institutions.

Name of Organization: Zamboanga Life Care Services, Incorporated in Collaboration with the 1st Infantry Tabak Division of the Philippine Army, Zamboanga City

Printed Name and Signature of Organization Head: Domingo S. Aranal, Program Coordinator, ZLCS, Inc.

Date: May 3, 2007

Sample Community Project Plan by Yrick Era

Era, John Yrick
- Youth participant
- Province of South Cotabato
- Roman Catholic
- Ilonggo

PROJECT TITLE
Adopt a “Small Village” (El Kuda) for Peace

RATIONALE/BACKGROUND
South Cotabato is a small province that can be found in the southern part of Mindanao. The province is diverse because it is composed of different major and minor groups of people (ethnic tribes such as T’bolis and B’laans, Muslims, Christians and other religions.)

In a small remote village called El Kuda located in the town of Norala is a reflection of the diversity of the province. The people who live there are mostly indigenous people, some are Muslims and the minority is Christian’s denominations. The area experiences different social and economic problems such as stereotyping, poverty, and poor education and conflicts such as family feuds and competition within families.

This project, Adopt a “Small Village” (El Kuda) for Peace, is designed to respond on these problems and conflicts arising within the village.

PROJECT DESCRIPTION
The project will be implemented every semester of the school year based on the curriculum of Notre Dame of Marbel University. It has three parts:
(1) Inter-ethnic dialogue and community interaction to strengthen the relationship among the people of El Kuda,
(2) Provide a two-day community service each semester to help the people of El Kuda in catering their needs such as livelihood programs, and
(3) Monitoring and developing the established project in “El Kuda.”

Being an officer, I will volunteer my council, Peace Development Council (PD Council) as the head of this project.

OBJECTIVES
The objectives of the project are the following:
(1) To promote peace within the village of El Kuda through inter-ethnic dialogues
(2) To deepen the knowledge of tri-the people of El Kuda the importance of inter-ethnic dialogue in maintaining peace on their village,
(3) To sharpen the volunteers leadership skills in community involvement,
(4) Better understanding of the people’s lives within the area,
(5) Develop “El Kuda” by providing community services.

EXPECTED OUTPUTS:
The expected project outputs are divided into two according to the beneficiaries:

Tri-people of El Kuda:
(1) Memorandum of agreement that relates to the maintenance of peace after dialogues
(2) Native products made by the people which are ready for marketing
(3) Livelihood education and health care services for the people

The Peace Development Council:
community involved
(2) A research on the common problems and conflicts that occurs within El Kuda
(3) A compilation of stories of the people living in the “sitio”
(4) A documentary film about the project.

EXPECTED OUTCOMES
The project outcomes that will be beneficial to the tri-people of El Kuda are the following:
(1) Greater awareness on the real situation that happens within the village
(2) Increase of the people’s skills in handicraft and native products making
(3) Better understanding on how to attain peace and order in the village.

PROJECT COMPONENTS

Tri-people of El Kuda :
(1) Interfaith and inter-ethnic interaction between the volunteers and the people living within El Kuda
(2) Livelihood enhancements like handcraft making, trade of native products and develop skills of the workers
(3) Health care services
(4) Book donations to the children and
(5) Clean up drive

The Peace Development Council:
(1) create linkages and partnerships to other organizations
(2) implementation of action plans
(3) monitoring of the established project

STRATEGIES OF IMPLEMENTATION
The strategies that will be use in this project are the following:
(1) Organize the committee by bi-weekly meetings
(2) Link and create partnerships with other school and independent organizations
(3) Identify possible funding and mailed solicitation letters
(4) Inform the community of the project
(5) Implement the action plans and
(6) Evaluate the project

TARGET BENEFICIARIES
The target beneficiaries of this program are (1) the adopted “village of El Kuda” as well as the tri-people who lived there and (2) the student-volunteers come from different clubs and organizations within the NDMU campus.

ACTION PLANS
The project is divided into three different plans.

<table>
<thead>
<tr>
<th>Actions</th>
<th>People Involved</th>
<th>Resources</th>
<th>Schedule and Venue</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Create a committee who will work in the project from the PEACE Development council of NDMU</td>
<td>-NDMU student-volunteers</td>
<td>-Endorsement letters, solicitation letters, posters and ads around the school campus</td>
<td>-June 17-30 Notre Dame of Marbel University</td>
<td>-The minutes of the meetings</td>
</tr>
<tr>
<td>-Link to other organizations such as the Pathways to Higher Education, Economics club and Science department</td>
<td>-PD council</td>
<td>-School clubs -Local officials</td>
<td></td>
<td>-Number of the persons and organizations responded</td>
</tr>
<tr>
<td>-Partnerships with the local official</td>
<td>-PD council</td>
<td>-Business entities and individuals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-Identify funding</td>
<td>-PD council &amp; other clubs</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

A two-day community service includes:
1. Interfaith and inter-ethnic interaction within “El Kuda”
2. Livelihood enhancements such as handicraft making
3. Health care services
4. Book donations to the children
5. Clean-up drive

-NDMU volunteers and the people who are living with in the “sizio”
-NDMU teachers, elders of the
-July 11-12 El Kuda

 Interviews and surveys

<table>
<thead>
<tr>
<th>PROPOSED BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actions</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>-Create a committee who will work in the project from the PEACE Development council of NDMU</td>
</tr>
<tr>
<td>-Link to other organizations</td>
</tr>
<tr>
<td>-Partnerships with the local official</td>
</tr>
<tr>
<td>-Identify funding</td>
</tr>
<tr>
<td>A two-day community service includes:</td>
</tr>
<tr>
<td>1. Interfaith and inter-ethnic interaction within “El Kuda”</td>
</tr>
<tr>
<td>2. Livelihood enhancements such as handicraft making</td>
</tr>
<tr>
<td>3. Health care services</td>
</tr>
<tr>
<td>4. Book donations to the children</td>
</tr>
<tr>
<td>5. Clean-up drive</td>
</tr>
<tr>
<td>-Monitoring the established project strategies</td>
</tr>
</tbody>
</table>

SUSTAINABILITY PLAN

(1) Documentation of the project by signing a contract
(2) Train second level members that will be the next volunteers
(3) Institutionalized the project through the school
(4) Maintain possible continuing funding from any group

PROJECT TIME TABLE

<table>
<thead>
<tr>
<th>Tasks</th>
<th>Stages in weeks (starting June 17)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Program</td>
<td>1</td>
</tr>
<tr>
<td>-Make a project proposal</td>
<td>X</td>
</tr>
<tr>
<td>-Send copies of proposals</td>
<td>X</td>
</tr>
<tr>
<td>-Create a committee</td>
<td></td>
</tr>
<tr>
<td>-Increase partnerships</td>
<td></td>
</tr>
<tr>
<td>-Funding</td>
<td></td>
</tr>
<tr>
<td>-Prepare supplies</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>- Interfaith and inter-ethnic interaction within “El Kuda”</td>
<td>X</td>
</tr>
<tr>
<td>- Livelihood enhancements such as handicraft making</td>
<td>X</td>
</tr>
<tr>
<td>- Health care services</td>
<td>X</td>
</tr>
<tr>
<td>- Book donations to the children</td>
<td>X</td>
</tr>
<tr>
<td>- Clean-up drive</td>
<td>X</td>
</tr>
<tr>
<td>Post-Program</td>
<td></td>
</tr>
<tr>
<td>- Send thank you letters</td>
<td>X</td>
</tr>
<tr>
<td>- Share photographs</td>
<td>X</td>
</tr>
<tr>
<td>- Make a report</td>
<td>X</td>
</tr>
<tr>
<td>- Monitor of the project</td>
<td>All through out the semester</td>
</tr>
</tbody>
</table>

**STAKEHOLDERS**

The stakeholders of this program are
- the tri-people within the village of “El Kuda”
- the Barangay Chairman of Puti
- the volunteers of Peace Development Council of NDMU
- the volunteers of the Pathways to Higher Education being an assisting organization-NDMU chapter

**ORGANIZATION’S HISTORY AND BACKGROUND**

- Peace Development (PD) Council
  - A council of peace advocates (NDMU students)
  - Established to promote peace within the school and the community
  - All students of Religious Education subjects are members

- Assisting Organization
  Pathways to Higher Education
  - An international organization that promotes college education among high school students
  - It has a main office at Notre Dame of Marbel University

**ORGANIZATION’S PAST PROJECTS AND ACTIVITIES**

Peace Development (PD) Council has the following projects and activities every school year:
- Seminars on Peace Education, leadership trainings and workshops
- Peace Development Days
- Community Services, tree planting

**ORGANIZATION CONTACT DETAILS and HEAD OF THE ORGANIZATION**

Peace Development (PD) Council
Mrs. Buenafe Quillope
- Moderator
- Religious Education Office
- Notre Dame of Marbel University
CHAPTER 9: PARTING WORDS AND CLOSING ACTIVITIES

Solemn Pledge
Rey Ty

Session Objective: At the end of the session, the participants will be able to confirm with a partner, selected on the basis of proximity to one’s residence, by signing a Commitment Form, which upon completion of the course, both of them will remind each other to continue their work that promotes mutual understanding, unity in diversity, conflict resolution, harmony, justice, and peace.

Materials: Commitment Buddy Form

Procedure:
1. This is a terminal activity in which the facilitator asks participants to find a commitment buddy of their choice, based upon their place of residence.

2. Partners take turns in discussing what each one will do for oneself to promote mutual understanding, peace, and other such values. The participants will jot down their thoughts on the commitment form.

3. Partners take turns in discussing what each one will do for their community to promote such values. The participants will jot down their thoughts on the commitment form.

4. Each participant signs the commitment form and writes down the name of their commitment buddy as well as their contact information.
**A Concrete Personal Plan of Action for Social Transformation in Shares Pairs**

Rey Ty

**Session Objective:** At the end of the session, the participants will be able to develop a simple but concrete plan of action to promote tolerance, mutual understanding, cooperation, conflict resolution, and peace as well as to eliminate conflict, all forms of discrimination, and intolerance.

**Resources:**
A sheet of paper, pens

**Procedure:**
1. **Activity:** Commitment Partner: Think-Share Pair, get each other’s emails and contact each other each month to share what you have done to fulfill your commitments.
2. **Issues:** After going through all the theories, issues/problems, and regions of the world and seeing how the US deals with the rest of the world, what issues do you personally believe need action that you can execute?
3. **Plenary Presentation**
4. **Submit**
5. **United Nations:** “Think globally, act locally.”
6. Have big ideas but take small steps
7. Only commit to do things which are feasible. You do NOT have to fill all items.

<table>
<thead>
<tr>
<th>Levels of Action for Social Change</th>
<th>Person A</th>
<th>Person B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personally, as an Individual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Church, Mosque, Synagogue, Temple, or any other places of worship</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organizations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community</td>
<td></td>
<td></td>
</tr>
<tr>
<td>County/Province</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Country</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Country/ies??</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Etc. etc. (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Sticking to My Plan**  
Rey Ty

**Objective:** To apply what you have learned to solve a real-world problems in your community.

**Procedures:**

1. Work with a partner from another ethnic and religious community.
2. Reflect on the real-world problems in your community.
3. Think of what you can do to make a difference. Remember: Think big but take small steps.
4. Write down your answers.
5. Exchange notes with your partner.
6. Regularly communicate with your partner to check on the problems encountered, the progress made, and what you can do to support each other.

<table>
<thead>
<tr>
<th>My Work Statement Follow-Up Form</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. My Situation 1</td>
<td>1. My Plan 1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Your Work Statement Follow-Up Form</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Your Situation 1</td>
<td>1. Your Plan 1</td>
</tr>
<tr>
<td>2. Your Situation 2</td>
<td>2. Your Plan 2</td>
</tr>
<tr>
<td>3. Your Situation 3</td>
<td>3. Your Plan 3</td>
</tr>
</tbody>
</table>

My Name ____________________________ Your Name ____________________________

My Phone ____________________________ Your Phone ____________________________

My Email ____________________________ Your Email ____________________________

### Cautionary Note: *The Road to Peace is Not Covered with a Bed of Roses*

Problems of Domination and Possibilities of Change

Rey Ty

<table>
<thead>
<tr>
<th>Problems of Domination &amp; Reaction</th>
<th>Possibilities of Resistance &amp; Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who hold power matters, as they can set the social agenda?</td>
<td>Relative autonomy and role of individuals and groups to struggle for change</td>
</tr>
<tr>
<td>Primarily “security approach” to peace and order issues</td>
<td>Critique of “security” approach: need for balanced approach to political order, social justice, stability and change</td>
</tr>
<tr>
<td>Who define power also matters, as they can include or exclude the needs of minorities and minoritized groups?</td>
<td>Work for more inclusive laws and conditions in the domestic and international society</td>
</tr>
<tr>
<td>Not accountable political appointees</td>
<td>People’s participation in selection and election processes</td>
</tr>
<tr>
<td>Opportunism as basis of action</td>
<td>Principles as basis of action</td>
</tr>
<tr>
<td>Unprincipled political parties</td>
<td>Political parties based on clear party line and ideology</td>
</tr>
<tr>
<td>Unprincipled compromises</td>
<td>Principled compromises</td>
</tr>
<tr>
<td>Cooptation and “selling out”</td>
<td>Insistence for genuine and dynamic partnerships</td>
</tr>
<tr>
<td>Illiberal democracy</td>
<td>Genuine democracy</td>
</tr>
<tr>
<td>Special interests controlling public agenda: big business and corporatism</td>
<td>Assert the interests of consumers, citizens, and the general public</td>
</tr>
<tr>
<td>Reactive policies and actions</td>
<td>Pro-active planning and actions</td>
</tr>
<tr>
<td>Bureaucratic red tape</td>
<td>Quick response to social needs</td>
</tr>
<tr>
<td>Unfair and unjust courts and legal system</td>
<td>Fair and just courts and legal system</td>
</tr>
<tr>
<td>Repressive police practicing torture, etc.</td>
<td>Police trained in &amp; respecting civil liberties</td>
</tr>
<tr>
<td>Brutal military force practicing torture, etc.</td>
<td>Military force trained in &amp; respecting rules of engagement, laws of war, international humanitarian laws and principles</td>
</tr>
</tbody>
</table>
### Personal Values Transformation: My Values Then and Now

**Rey Ty**

Your Name ________________________________________________________________

Your Ethnicity ____________________________________________________________

Your Sex _________________________________________________________________

Your Religion ____________________________________________________________

Before attending this workshop/seminar, my attitude towards _____ was:  
If you did not know anything about them before, don’t hesitate to say so.  

|-----------|------------|-----------------------|--------------------|----------------------|---------------------|-------|--------|-----------|---------|--------------------------------|------------|-------------|-----------|---------|---------|---------------------|----------------|---------|---------------------|------------------|---------------|---------------------|----------------|-----------------|-------------|-----------|-------------|-----------|-------------|------------------|----------------|--------|-------------------|

Now, my attitude towards ____________ is:
Great Job!
Rey Ty

My Name is

---

If I Were to Receive an Award…
Rey Ty

1. What is your name? ________________________________________________________________

2. If you were to win an award for your attendance and participation in this training/workshop and to receive a Certificate for it, what would it be called? ________________________________________________________________

3. Why? ____________________________________________________________________________

4. Identify a co-participant from a different ethno-linguistic and religious community who should receive an award. What is her/his name? ________________________________________________________________

5. What is the title of the award your co-participant deserves to receive? _____________________________

6. Why? ____________________________________________________________________________

7. Identify a second co-participant from a different ethno-linguistic and religious community who should receive an award. What is her/his name? ________________________________________________________________

8. What is the title of the award your second co-participant deserves to receive? _____________________________

9. Why? ____________________________________________________________________________

10. What is the name of your adult leader? ______________________________________________________

11. What is the title of the award your adult leader deserves to receive? _____________________________

12. Why? ____________________________________________________________________________

*Return this form promptly to Rey Ty, please. Thank you!
