The International Trustbuilding Program

IMPACT REPORT

2021 - 2022

building trust across the world’s divides
Message from the Program Manager

From a trustbuilding and peacebuilding perspective, the last year was a leap backwards in the progress of global peace. Deep divisions destroyed communities, even in parts of the world that are considered at peace. We saw war erupt in Ukraine and escalate in Ethiopia, Yemen, and other countries, showing that trustbuilding is desperately needed in our world.

In these challenging times, we continue to see the determination, resilience and courage our local teams are having as they work to build bridges between divided factions in their respective countries. Despite the difficult circumstances, the last year has been the most successful for the Trustbuilding Program (TBP) since its launch in 2019. The highlight was being awarded the United Nations Alliance of Civilizations and BMW’s highly competitive Intercultural Innovation Award. In this program year, we also took on four additional national teams (there are now eleven, soon to be twelve). TBP projects across four continents contextualise the program’s methodology to build trust in their local contexts.

Across the board, evidence shows that the TBP is producing results. In each country, it is transforming lives and directly addressing hard, pressing issues. From building trust in families in South Africa to transforming the lives of young people across religious divides in Indonesia – our projects have impacted the lives of thousands (precisely 7,597 people). As these people carry trustbuilding principles into their daily lives and work, they become ambassadors for IofC values.

Where we work

Our evaluations reveal that we have gained traction in our project countries and that we must stay on course, for the overall state of the world underscores the relevance and urgency of what we’re doing. We broadened our exposure by securing press coverage in British Vogue, and national media in Nigeria and Nepal featured the TBPs in those countries.

We are equally pleased that participation in the TBP has enabled local teams to build capacity in project management, fundraising and evaluation. There is ample evidence that the TBP is helping teams gain greater focus, discipline, accountability, strategic awareness of how they can act and engage with their target audiences, decisionmakers and the media. We are incredibly grateful to the Fetzer Institute, the TBP teams and our supporters – both IofC and external donors – who helped us achieve these results.

Talia Smith, Program Manager
IoFC USA has played a pivotal role in developing and delivering the Trustbuilding Program.

The foundations
The Trustbuilding Program is based on IoFC USA’s long history of trustbuilding and racial reconciliation work, engaging all sectors through its Hope in the Cities program and its Community Trustbuilding Fellowship in Richmond, Virginia.

Experienced trainers
Highly experienced trainers from IoFC USA’s Trustbuilding Program, including Matthew Freeman, Tee Turner, Ebony Walden, and Rob Corcoran, have played vital roles in preparing a network of international trainers to deliver workshops for national teams. IoFC USA continues to supply essential support for training and training design.

The Manual
The Trustbuilding Manual, which all Trustbuilding Program teams use, was compiled by Abigail Ballo and Rob Corcoran based on their experiences of building trust with IoFC USA.

The book
Rob Corcoran’s book, Trustbuilding: An Honest Conversation on Race, Reconciliation, and Responsibility, shares case studies, principles and methodologies that the Trustbuilding Program uses at the international and local level.

Our Theory of Change
IF diverse stakeholders and leaders with strategic influence seeking change that satisfies the interests of all are engaged in honest and inclusive conversation designed to promote consensus building towards reconciliation and focused action

and IF these multi-sector networks working for social cohesion and equity together acknowledge historical wounds and memory and start with themselves in values-based reflection to become trustbuilders

THEN we shall inspire and equip people with the inner qualities, practices and skills needed to build trust across deep divides
Program highlights

The Trustbuilding Program is making significant progress, transforming lives and addressing critical issues in multiple countries.

In the last year, the Program successfully scaled up and rolled out to take on four additional teams and is now operating in eleven (soon twelve) countries.

Intercultural Innovation Award

In November 2021, the Trustbuilding Program received the Intercultural Innovation Award at a celebratory event during Expo Dubai, following a competitive process with over 1,100 applications received from 120 countries.

The award is a partnership between the United Nations Alliance of Civilizations (UNAOC) and the BMW Group, with the support of Accenture. Connected to the award is a prize of USD 20,000 and corporate capacity-building support for the year.

Winning the award has also presented opportunities for visibility in the press; British Vogue published an article about the award that featured the Program.

Direct beneficiaries to date

7,988

Local leaders trained across four continents

1,324

Trustbuilding events delivered

342
Developing relationships and addressing historical wounds between First Nations Peoples and non-Indigenous Australians by addressing unresolved mistrust and deep wounds caused by colonisation.

The project started in September 2019.

Co-designed with First Nations people
In-depth workshops, dialogues and events, such as yarning circles (Aboriginal cultural space) and historical site visits are co-designed with First Nations people to reveal the true history, facilitating personal change and enabling acceptance of the other.

(Uncle) Shane in residency
(Uncle) Shane Charles, Lead Facilitator Cultural Integrity: a Yorta Yorta, Wurundjeri and Boon Wurrung man, and the Co-Chair of Reconciliation Victoria lives at Armagh (IoFC Australia’s centre). His presence is vital for the IoFC community in Melbourne to learn about and create a culturally safe workplace with respectful protocols. Uncle Shane has hosted several events, like Didgeridoo Healing sessions.

Activities
A wide variety of events have taken place this year: Two Turruk (trustbuilding through truth-telling) cultural intelligence workshop series; Yarning Circles; a march that brought together Jewish, Christians and First Nation peoples; and several National Education Forums.

The project has put IoFC Australia on the radar for advancing reconciliation leadership with pathways for Indigenous self-determination.

“Turruk has been a truly special and transformative experience. I will remember this for a very long time. Undoubtedly, it has changed me and how I want to be in the world.”
Rosie Pham, Turruk participant

<table>
<thead>
<tr>
<th>Direct beneficiaries</th>
<th>1,668</th>
</tr>
</thead>
<tbody>
<tr>
<td>People trained</td>
<td>55</td>
</tr>
<tr>
<td>Trustbuilding activities</td>
<td>19</td>
</tr>
<tr>
<td>Total volunteer hours</td>
<td>2,117</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>$67,627</td>
</tr>
<tr>
<td>Funds raised</td>
<td>$60,280</td>
</tr>
</tbody>
</table>
Personal Story of Transformation

Tanya Fox, TBP Australia participant

“My visit to Myall Creek was one of the first times I connected on a deeper level with an Aboriginal person. Through deepening this relationship, I began finding similarities between Indigenous intergenerational trauma and the genocide experienced by my Jewish family in WW2. The connection has been profound and enabled me to identify with ‘belonging to Australia first’ before describing myself as a Jewish immigrant.”

Myall Creek, once an abandoned massacre site where Aboriginal people got killed in 1838, has changed to become a place for truth-telling, healing and reconciliation.

Born and educated in Sydney, Tanya didn’t learn about the true history of Australia’s beginnings in school. “Only when ‘National Sorry Day’ got introduced in 1998 I began looking into what non-Indigenous Australians should actually be sorry for.”

What greatly impressed Tanya was visiting the sacred Memorial site and attending a memorial service for the massacre, with an apology from descendants of the perpetrators and words of forgiveness from descendants of the victims.

Tanya became a dedicated believer in the trustbuilding work done in Australia for ‘Our Uluru Response’ and now profoundly engages with the team’s First Nations Trustbuilding National Forums. Her cultural confidence in including Indigenous leaders in her local work has grown. She organises cultural walks with Elders in urban Sydney to educate her wider community network about ‘Our Uluru Response’.
Burundi

Healing historical wounds created through ethnopolitical divisions (Hutu, Tutsi and Twa ethnic groups) and restoring community trust.

Project started in January 2022.

Peace Circles
People of all backgrounds affected by the conflict and carrying psychological wounds are brought together in peace circles where their wounded memories are transformed through sharing and deep healing work. Opposing community leaders learn to appreciate their shared history and view the story from the standpoint of the other side to create a new narrative.

Activities
The public launch event of the trustbuilding project was held for 25 potential partners, community members and youth. The event was a way to build energy and momentum in the targeted communities for future activities. A highlight of the launch was a theatrical performance narrating the violence the country faced between 1962 and 2015. Denise Sindokotse, a commissioner of the Truth & Reconciliation Commission, spoke alongside the team and shared her gratitude for the project launch. She shared, “Trust is the foundation of everlasting peace, and we must build it. Otherwise, we do not deserve to live if our children are expected to live through the same things we have been through.”

Direct beneficiaries: 59
In-kind contributions: $11,585
Funds raised: $9,970
Canada

Organising honest multi-stakeholder dialogues on the root causes of discrimination in Quebec.

The project started in September 2019.

A complex microcosm

Systemic racial discrimination is a reality throughout Canada and has a long-standing history of oppression and colonisation of Canada’s First Peoples. Deep wounds inflicted are still a source of social stigmas and strained relationships, resulting in the marginalisation of the Indigenous Peoples. Quebec is a microcosm of wider Canada, with various added complexities, e.g. linguistic differences and a low for State secularism, targeting mainly Muslim women and members of religious minorities wearing religious signs. Dedicated individuals are trained to become community trustbuilders with a deep understanding of the current society’s historical and socio-political realities.

Activities

A primary focus of the project is to maintain the momentum built on the project through the development of locally relevant tools and workshops - including on how IofC values, principles and practices inform the trustbuilding work. Together with international trainers, the group have been exploring topics such as authority, issues with power, and network development. There is a collaboration between Quebec and people in other parts of Canada to more broadly exchange learnings from the Quebec experience.

Let’s Talk Ottawa

This four-part workshop series aims to empower participants to encounter dialogue in response to diversity.

“I think these training and workshops and the experience they give you are quite easily applicable in any other situation, from your home to your community and workplace. It provides tools to use when you are having difficult conversations and the importance of having those conversations. No matter your community or the conversation, you can have them in a constructive way that allows everyone around the table to feel safe. It is the only way to resolve the issues we all face.” Trustbuilding training participant from Quebec

Direct beneficiaries
202

Total trained
20

Trustbuilding activities
12

Total volunteer hours
1,116

Funds raised
$40,354

Total in-kind contributions
$38,939
Offering disillusioned French youth an alternative to radicalisation and inspiring them to become active citizens.

The project started in September 2019.

Lack of belonging
Many young people suffer from identity crises, frustration with the education system, and difficulty imagining their future. They do not feel accepted and respected by French society. This lack of belonging causes a negative ripple effect in the community. Our trustbuilding work aims to integrate and prevent further radicalisation of French youth through workshops and civic initiatives. Each workshop cycle in a school hosts open dialogues with authority figures and ends with a civic project as a way for young people to add value to their local community.

Activities
Besides the workshop cycles in Paris, the team has expanded their work into Lille, Strasbourg, and Evreux. They also added new topics to their curriculum: gender equality, harassment, and addiction. At the end of a workshop cycle, students create a citizen project to give back to their community. Some examples of projects are an initiative to combat violence against women, food collection for disadvantaged families, and the renovation of a school courtyard with seats, flowers and circles for group discussions (funded by the local council).

“There is “before” and “after” OUI ACT. We need you!”
School teacher

Direct beneficiaries
1,500 youth

Oui Act cycles delivered
107

Funds raised
$161,714

In-kind contributions
$72,000
India

Bridging the social and cultural gap between rural and urban youth by developing mutual understanding and appreciation by focusing on their interconnectedness.

The project started in January 2022.

Growing disparities
Privileges enjoyed by the urban population add to rural populations’ challenges, creating fertile ground for future conflict. Outreach activities and workshops are delivered to students and teachers on, e.g. gender roles, class privileges and sustainability. Attention is brought to the diversity of lived experiences. Teachers who are aware of the urban-rural divide are trained to become trustbuilders.

Activities
A trustbuilding workshop helped the team plan their in-person workshop for eight teachers from four schools (rural and urban) to train them to become trustbuilders. The urban-rural connect programme gets delivered in a hybrid model of online and in-person sessions. An in-person cultural exchange will occur with urban students and teachers visiting the rural communities and rural students visiting the city.

“The session on listening to one’s inner voice made me realise that the change must begin with me. It also made me start thinking of our students as citizens who can bring about change through inner development. Our discussions during the sessions were open and honest, and it made me realise that this kind of dialogue between urban and rural children is important.” Participant from the teachers’ training workshop

Direct beneficiaries
104
(96 students and 8 teachers)

People trained
8 teachers

In-kind contributions
$1,118 (includes 190 hours)
Countering religious extremism and radicalisation by building trust between Christian and Muslim youth.

Youth interfaith communities
Indonesia faces increased intolerance and divides among people of different religions and ethnicities and the threat of violent extremism. The project brings together youth interfaith communities and aims to inspire mutual trust and understanding to increase social cohesion and avoid radicalisation. Through workshops and trustbuilding camps, young people get inspired to overcome their differences, empowering them to advocate for positive change. Custom-designed tools, such as board games, are developed to support building trust between them.

Activities
The trustbuilding teams in Jakarta and Yogyakarta have organised various Trustbuilding Camps, e.g. in Jakarta, Yogyakarta and Bandung. After the camps, follow-up sessions with the participants continue fostering a safe environment for sharing experiences and growing. Two outreach activities made participants feel the reality of discrimination and hatred different communities face. Activists in the trustbuilding team’s network have acknowledged the positive role the Trustbuilding Program plays within the interfaith field – providing a space and tools for self-care and reflection, bringing youth together who are usually challenging to reach.

“Initially, I found the concept of the Trustbuilding Camp to be almost impossible to imagine. It takes young adults from two groups of people, Christians and Muslims, who have difficulty trusting each other, together to build trust, understanding, and an exceptional level of unity between them.”

Trustbuilding Camp participant

Direct beneficiaries
852

People trained
104

Trustbuilding activities
35

In-kind contributions
$13,916

Funds raised
$11,223
Kenya
Hosting interfaith and interethnic conversation spaces to increase understanding and reduce community violence and violent extremism.

The project started in September 2019.

Building understanding and reducing prejudice
Radicalisation of young people into terror groups has been on the rise. It negatively affected the tourism industry, which led to an economic slowdown and idle youth vulnerable to drug abuse, crime, and further radicalisation. Multiple terror attacks and inter-ethnic clashes have resulted in mistrust, tensions, hate and stigma between people of different faiths and ethnicities. Safe spaces are created in universities and community locations where people can openly ask questions about other religions to build understanding and reduce prejudice, supported by outreach activities, such as sports and planting trees. Through dialogues and workshops, the clergy of different faiths are involved as community trustbuilders.

Activities
The team continues to deliver trustbuilding dialogues and outreach activities in Garissa and Mombasa. In Garissa, together with an Imam, three Christian clergy and the Garissa university administration, five outreaches are being organized where Christians and Muslims are brought together for dialogues around a mosque, churches and memorial garden at the University. Dialogues focused on interfaith and clean elections have been held in Mombasa and Garissa. Continued requests are being made for more trustbuilding within communities.

“Trustbuilding is a process. The little things we do to build trust may not have a huge impact immediately, but as time goes by, we shall see and feel the changes in our society.”
TBP Kenya team member
Establishing trust to ease tensions between Madhesi and Pahadi communities.

**The project** started in January 2021.

**Inspiring youth to become advocates:**

The disconnection that exists between Madhesi and Pahadi communities occasionally sparks violent conflict. The trustbuilding project in Nepal focuses on reinstituting harmony and understanding between the different multicultural and multilingual communities. Youth play a vital role in the trustbuilding program in Nepal. Young people receive tools and support through outreaches, workshops, and dialogue programs to share their stories and listen to others. After receiving training, mixed Madhesi-Pahadi groups work together to facilitate trustbuilding activities in their communities, cementing their relationships and demonstrating a trust model working around the regions.

**Progress made**
The team is making considerable advances in bridging this divide. Local outreach teams have been created in two provinces, and partnerships and collaborations with several local organizations, networks, and governmental offices have been made. For the first time, Pahadi people from the trustbuilding team attended a Madhesi wedding, youth from different communities became friends, and government officials are reaching out and listening to each other. The project is receiving assistance from the local government.

**Activities**
The team spent three weeks in the field delivering twelve trustbuilding events, including a two-day residential dialogue with local government officials, two key stakeholder meetings, a women-only event and a meeting with key local political leaders. A powerful apology was made during a trustbuilding activity in Mahottari. Other events were a two-day residential Change for life Program, an Inter-Diologue for Positive Change with the members of the Duhabi Youth Club, an outreach at Sobaila Municipality with predominantly Muslim female leaders and youth, and a Media Dialogue covered by a national television station. In an interview series, influential people are talking about the divides in Nepal.

TBPNepal thanks Niwano Peace Foundation for their support.

<table>
<thead>
<tr>
<th>Direct beneficiaries</th>
<th>1,309</th>
</tr>
</thead>
<tbody>
<tr>
<td>People trained</td>
<td>947</td>
</tr>
<tr>
<td>Trustbuilding activities</td>
<td>72</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>$37,828</td>
</tr>
<tr>
<td>Funds raised</td>
<td>$30,992</td>
</tr>
</tbody>
</table>
Personal Story of Transformation

Nishma Gurung, participant of a Trustbuilding Camp in Nepal

I have never been to the Terai side of Nepal. Of my friends, only a few are from the Terai community. Not because I dislike the people from Terai, but because I never had an opportunity to meet, interact and be friends with the people of the Madheshi community. I always had prejudgements and stereotypical thoughts about the Madheshi people, which made me hesitant to talk to them. However, after getting to know more Madheshi people personally, I realised I had been wrong—an uncomfortable realisation.

Attending the three-day residential Trustbuilding Camp by Initiatives of Change Nepal was a fantastic opportunity. Already during the first day, through the team activities, we bonded as participants from different communities. Working together during outdoor activities and group work, I got to experience the Madheshi people’s kindness and how down-to-earth they are—a complete reality from the stereotypes and prejudices I had learned. Listening to their part of the story made me very emotional, as I realised my perspectives of them were so inaccurate.

Before, I never really gave much thought to the Madheshi people and the issues between our communities. Now that I have built this connection and bond with them, I feel that next time when someone is speaking poorly of Madheshi people and their community, I, as a friend and a fellow Nepalese citizen, will take a firm stand for them, as we are Nepalese with equal rights.

I am delighted and beyond grateful to have been a part of the Trustbuilding Camp. Thank you so much for such a wonderful opportunity.
Nigeria

Restoring trust between civil society and the police force after mistrust came to a clash during the #EndSARS demonstrations.

The project started in January 2022.

Police I Care

Trust is built through facilitated dialogues with various stakeholders (e.g., police, communities, faith leaders, security agencies and government officials) to inspire people-driven service delivery. IoFC team members are trained as mentors to follow up with participants after the dialogues and workshops to sustain the trustbuilding work in communities.

Activities

The official launch of the project was attended by 75 top-ranking police officers from Lagos and Ogun state, members of the State Police Command group, faith leaders, youth representatives, journalists, and IoFC members. Other events include a residential teambuilding retreat attended by 18 people and two Trustbuilding Tasters for 56 police stakeholders (‘local commands’) from two states and 28 people of the Police Community Relations Committee.

Assistant Inspector General of Police, Zone 2, Adeyinka Adeleke, urged officers to “embrace the knowledge they will acquire during the workshop and share with the lower cadre”, expressing the hope that it would have a substantial impact on police-community relations.

Direct beneficiaries: 200
People trained: 145
Volunteer hours: 504
In-kind contributions: $2,660
Healing intergenerational traumas caused by fractured family structures as a way to increase trust within communities.

The project started in January 2021.

Broken family structures
Youth unemployment, substance abuse, and socio-economic problems paralyse communities in South Africa. Apartheid left a legacy of dysfunctional communities stemming from broken families. The migrant labour system that separated men from their families exacerbated the issues. This culture of dysfunctionality is aggravated by the absence of several generations of fathers in many families. Unhealed traumas of dysfunctional families are passed on from generation to generation.

Activities
The Creators of Peace/Inner Healing workshops that have been delivered lay the foundation for family dialogues and community outreach. Online dialogues, workshops and webinars for people of diverse backgrounds focused on listening to the voice of the voiceless, ‘exploring what hurts and what heals’, and providing a place of support for many struggling with unresolved traumas. A ‘Fathers Matter’ dialogue was held as well.

Cleo Mohlaodi, the trustbuilding project manager, attended eight online training workshops with the NGO GenderWorks to learn about their approach and build a potential long-term partnership for healing sexual trauma in today’s varying family set-ups. During a MasterPeace Great Minds conference in Cape Town, she presented the topic: ‘Unconscious bias’.

Physical presentations across Cape Town, Johannesburg and Pretoria were held to establish new pathways for the trustbuilding work focused on men and family dialogues.

“I have been abusing substances from the age of ten. I influenced my friends to steal money from their parents to maintain our habits and addictions. I hurt and disappointed my mother for so long, even though she had reprimanded me and still told me that I would change. Now I have stopped using drugs, and all I want is for my mother to trust me again,” said Thabo, a participant in the Inner Healing workshop that is part of preparing for a family dialogue.

South Africa

<table>
<thead>
<tr>
<th>Direct beneficiaries</th>
<th>817</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteer hours</td>
<td>2,323</td>
</tr>
<tr>
<td>Number of people trained</td>
<td>10</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>$29,902</td>
</tr>
<tr>
<td>Trustbuilding events</td>
<td>43</td>
</tr>
<tr>
<td>Funds raised</td>
<td>$52,685</td>
</tr>
</tbody>
</table>
The project started in January 2022.
The team in Ukraine was getting ready to implement their trustbuilding project with the focus on participatory democracy and building trust between civil society and local authorities when Russia invaded Ukraine on 24 February, and the war started.

Due to Ukraine’s new reality and challenges, the team had to pause the project to focus on their safety and survival, offering humanitarian assistance and supporting their country.

Due to the war, the trustbuilding project is now in the process of being transformed to focus on building trust between internally displaced people and host communities.

Are you looking for ways to support the people in Ukraine? These are some helpful links for you to offer your support.

The Global Alumni Initiative (GAIN)
Changemakers from across the IoC network – all connected in one place.

GAIN is a live network of over 1,000 individuals in over 100 countries who have participated in the Caux Scholars Program and other training programs. These alumni work in communities across the globe, challenging power structures and hierarchies while promoting equality and justice.

Integrating alumni into local trustbuilding teams
GAIN and the Trustbuilding Program collaborate to have alumni integrated with local trustbuilding teams, where their expertise and experience are of great value. Some examples are alumni who have been active as trainers for trustbuilding training in Kenya, a facilitator in South Africa, and part of the core team in Nepal.

GAIN has organised various activities and even launched original songs to promote peace and harmony, in the Afghan Voices series, people share their raw emotions after the Taliban takeover, and in the Ukrainian Voices series, people share stories of what the terrifying war has done to the civilian populace. Different workshops and dialogues have helped to provide alumni with tools and skills for their trustbuilding work within their respective communities.

Impact
GAIN strives to be an intergenerational platform of peacebuilders where ideas are brewing perpetually and collaboration is encouraged. Since its inception, the network has reached hundreds of peace workers through its virtual events and courses.

Activities
GAIN has organised various activities and even launched original songs to promote peace and harmony, in the Afghan Voices series, people share their raw emotions after the Taliban takeover, and in the Ukrainian Voices series, people share stories of what the terrifying war has done to the civilian populace. Different workshops and dialogues have helped to provide alumni with tools and skills for their trustbuilding work within their respective communities.

Impact
GAIN strives to be an intergenerational platform of peacebuilders where ideas are brewing perpetually and collaboration is encouraged. Since its inception, the network has reached hundreds of peace workers through its virtual events and courses.

Activities
GAIN has organised various activities and even launched original songs to promote peace and harmony, in the Afghan Voices series, people share their raw emotions after the Taliban takeover, and in the Ukrainian Voices series, people share stories of what the terrifying war has done to the civilian populace. Different workshops and dialogues have helped to provide alumni with tools and skills for their trustbuilding work within their respective communities.

Impact
GAIN strives to be an intergenerational platform of peacebuilders where ideas are brewing perpetually and collaboration is encouraged. Since its inception, the network has reached hundreds of peace workers through its virtual events and courses.

Activities
GAIN has organised various activities and even launched original songs to promote peace and harmony, in the Afghan Voices series, people share their raw emotions after the Taliban takeover, and in the Ukrainian Voices series, people share stories of what the terrifying war has done to the civilian populace. Different workshops and dialogues have helped to provide alumni with tools and skills for their trustbuilding work within their respective communities.

Impact
GAIN strives to be an intergenerational platform of peacebuilders where ideas are brewing perpetually and collaboration is encouraged. Since its inception, the network has reached hundreds of peace workers through its virtual events and courses.

Activities
GAIN has organised various activities and even launched original songs to promote peace and harmony, in the Afghan Voices series, people share their raw emotions after the Taliban takeover, and in the Ukrainian Voices series, people share stories of what the terrifying war has done to the civilian populace. Different workshops and dialogues have helped to provide alumni with tools and skills for their trustbuilding work within their respective communities.
IofC International

What is Initiatives of Change?

Initiatives of Change International (IofC) is a non-profit organization registered in Switzerland, existing to represent and advance the work of IofC globally.

The 36 national teams and international programmes, which comprise its voluntary association membership, each operate autonomously, but work towards taking focused action in one, or more, of these areas:

- **Trustbuilding**: peace and social cohesion through trust and reconciliation.
- **Ethical Leadership**: leadership based on integrity, compassion, and selfless service.
- **Sustainable Living**: economic justice and environmental sustainability.

Our starting point is that creative social change depends on personal change. Everyone can examine their lives and align their actions with the values of honesty, unselfishness, purity and love; thus ‘being the change’ they want to see in the world.

What Drives Us Forward

**Our Vision**: a just, peaceful and sustainable world to which everyone, responding to the call of conscience, makes their unique contribution.

**Our Mission**: to inspire, equip and connect people to address world needs, starting with themselves.

**Our Flagship Programme**, the International Trustbuilding Program, aims to build trust across the world’s divides by developing ethical and trustworthy leaders at all levels.

Our History

IofC began as a spiritual and social movement more than 80 years ago, drawing on the idea that, by applying guiding values of honesty, unselfishness, purity and love in daily life and being open to the divine spark within, anyone could help create a better society.

Today, IofC International is a donation- and grant-funded nonprofit organization, registered in Switzerland, which serves as the central hub for a global network of both national teams and individuals who are leading community-based initiatives. Our grassroots approach encourages local ownership and focuses on accompanying, strengthening, and empowering individuals to be the change they want to see in the world.

IofC acts as the leading partner and support for other global programmes that align with its aim to build bridges across the world’s divides. You can learn more about our diverse portfolio of initiatives by visiting our website.
Where trust is lacking, polarisation tears communities apart. It fuels inequality, and even seemingly minor disagreements can escalate into wide-scale violence. Our Trustbuilding Program promotes just, peaceful and inclusive societies in line with the UN’s Sustainable Development Goals.