



Initiatives of Change
International

**Trustbuilding
Program
IMPACT REPORT
2023-2024**

Building trust across the world's divides

Table of contents

Message from the Program Manager	1
Building Trust for Lasting Peace	2
Our results and reach to date	2
Our Theory of Change	3
A Year in Review	3
Impact story: A Journey from Bias to Harmony - TBP Nepal	4
Cameroon	6
Indonesia	8
Burundi	10
India	12
Nigeria	14
Ukraine	16
Australia	18
South Africa	20
Kenya	22
France	23
Impact story: A Journey of Understanding - TBP Indonesia	24



Published in April 2025

Program Management - Talia Smith
Text & design - Manon Michelle Monhemius

IofC International

Charity Number CHE-115669543
Registered in Mountain House,
CH-1824 Caux, Switzerland

Message from the Program Manager

Building trust is paramount, especially as we confront the complexities of 2024—escalating conflicts, dwindling resources, and shifting political landscapes. In the midst of these challenges, the international Trustbuilding Program (TBP) emerges as a beacon of hope, highlighting that trust is fundamental for peace.

The TBP focuses on the crucial inner work necessary for effective peacebuilding and sets the groundwork for meaningful interventions. In 2023/24, amid dire threats to democracy, the TBP's impact was profound. Key highlights include supporting the Encuentro in Brazil, launching the Spanish manual, securing a workshop at Geneva Peace Week, and integrating three new trustbuilding teams, growing our network to 15 teams globally.

This Impact Report showcases the remarkable efforts of our local teams across four continents—fostering dialogues that bridge divides, equipping individuals with healing skills, and empowering communities to claim their futures. From healing historical wounds in Burundi to mending misunderstandings in Nepal and deepening ties between communities and police in Nigeria, their work reflects the resilience and dedication of trustbuilders.

“Building trust is quiet, patient work of sowing hope in fractured places, nurturing the potential for peace, and laying the foundation for a better future.”

None of this would be possible without our partner, the Fetzer Institute, and the many volunteers who share our vision. They exemplify that trustbuilding is more than just a program; it's about deep listening, understanding, and collective action for the common good.

As you delve into these stories, consider the immense power of trust and its potential for positive change. Although building trust is a long and challenging journey, it is essential for sowing hope in fractured communities and paving the way for a brighter future.

On behalf of the Trustbuilding Program, I express heartfelt gratitude to everyone involved. Together, we can transform individuals, heal communities, and move toward a more peaceful world.

Talia Smith
Trustbuilding Program Manager



Building Trust for Lasting Peace

The program aims to empower community leaders to apply Initiatives of Change's (lofC) principles to address social divisions based on race, ethnicity, class, religion, and other areas where trust has been broken. It provides a methodology for implementation that is contextualised by the local team based on their culture and context.

Program Foundations and Approach

The TBP builds on lofC USA's long history of trustbuilding and racial reconciliation; lofC USA developed the program's methodology in the Hope in the Cities program in Richmond, Virginia. Experienced trainers, including Matthew Freeman, Tee Turner, Ebony Walden, and Rob Corcoran, have been instrumental in preparing an international network of trainers that support the program's national teams. lofC USA continues to provide crucial support for training and design.

The Trustbuilding Manual

Used by all program teams, the manual was compiled by Abigail Ballew and Rob Corcoran, drawing on their extensive experience in trustbuilding. Primarily aimed at trainers and facilitators, the manual is a tool for developing ethical and trustworthy leaders committed to societal transformation through changes in human motives and behaviour, starting with themselves.

Our results and reach to date



21,375+ direct reach



1,676+ Trustbuilding events
across five continents



3,719+ trustbuilders
trained



53,301 Volunteer hours

Our Theory of Change

If diverse stakeholders with strategic influence seeking change that satisfies the interest of all are engaged in honest conversation designed to promote consensus building towards reconciliation,

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.

A Year in Review



The TBP at Geneva Peace Week

TBP hosted a practical and hands-on workshop as part of Geneva Peace Week 2024. The session was co-organised with the Institute for Community-Based Sociotherapy (ICBS). It featured powerful grassroots trustbuilding examples, explored as an active conflict case study, and highlighted post-conflict successes. The session encouraged dynamic discussions and built valuable connections among peacebuilders from diverse sectors.

lofC Gathering in Brazil

At lofC's Encuentro in Brazil, the TBP international team led a TBP Taster workshop for participants from 14 countries. The session covered trustbuilding tools, trauma awareness, and the moral and spiritual qualities needed for trust. Also, the regional TBP in South America development started here. In 2025, the program's first regional TBP will be implemented in phases, beginning in Brazil and Uruguay.



A Journey from Bias to Harmony

My name is Suresh. I am a journalist with a master's degree in political science.

Nepal's Shifting Political Landscape and the Madhesh Uprising

Nepal has had numerous shifts in governance since the end of autocratic Rana rule 74 years ago. The current political system of Nepal operates based on the constitution promulgated since 2015. Before the Constituent Assembly elections, King Birendra Shah promulgated a constitution in 1990 (2047 B.S.), establishing a constitutional monarchy. However, the monarchy and this constitution were later replaced by an interim constitution in 2007 A.D. (2063 B.S.), which faced resistance, particularly from the Madhesi community. Protests erupted, leading to the Madhesh Uprising and hundreds of casualties.

My Early Days in Journalism

At 18, I began my journalism career at Janakpur FM, a local language radio station, where I reported on these events. My youthful passion sometimes led me to present news in a biased manner, openly opposing police actions while supporting protesters. People in villages and cities would listen to the radio throughout the day. Women working in kitchens, farmers in fields, and shopkeepers were avid listeners. Driven by emotion, I presented aggressive narratives in support of the protesters through live broadcasts. While I remained silent on incidents of police injuries caused by stones thrown by protesters, I exaggerated even minor injuries sustained by protesters due to police baton charges, framing these as police brutality.

A Moment of Realisation and Observing Deep-Rooted Biases

Reflecting on these events, I realised much later that my actions and conduct as a young journalist during that time were inappropriate. Through my involvement with IloC, I began taking an hour of inner listening every morning, which helped me realise that my mistakes in the past had contributed significantly to social unrest. I witnessed how, during cricket matches in Madhesh, we would cheer for Indian teams against Nepal's Pahadi teams. Similarly, during cricket matches in the hills, people supported Darjeeling over Madhesi teams. These experiences prompted me to observe the biases within our society and the challenges of unity. I realised that as long as we remain divided as Madhesi or Pahadi, we cannot truly identify as Nepali.

Building Bridges of Understanding

Young people from Madhesh, including myself, organised a youth camp in Giranchaur, Melamchi, located in the hills. We also invited Pahadi friends to Raghunathpur village in Madhesh to celebrate Holi together. Through the TBP in Nepal, I continue to work towards creating an environment where Madhesis and Pahadis understand and respect each other's emotions, fostering harmony between the two communities.



Cameroon



The project started in 2023

In Cameroon, the TBP is helping to bridge deep-rooted divisions that have fuelled tension and conflict. The focus is the divide between Anglophone and Francophone communities, particularly among university students, where the arrival of displaced individuals has added to existing strains. As the first initiative of its kind in the country, the project is grounded in honesty, reconciliation, and mutual understanding. It creates space for open dialogue, addresses historical grievances, and equips young leaders with the skills to bring their peers together and strengthen social cohesion.

Focus of the trustbuilding work

Trustbuilding efforts in Cameroon centre on university students, bringing them together through facilitated discussions, workshops,

sports, and cultural exchanges. Initiatives such as Building Trust through Sport have been especially effective, using sports events as a neutral space where students from different backgrounds can meet and engage in conversations about respect and cooperation. This hands-on approach makes trustbuilding meaningful and accessible to young people.

How the trustbuilding work is going

Momentum has grown throughout 2023 and 2024. Despite budget constraints, the team has launched creative initiatives that blend trustbuilding with cultural and recreational activities. Government support has played a key role in providing resources and raising the project's profile, reinforcing its credibility.

Workshops and cultural exchanges have brought students from diverse backgrounds together, sparking honest conversations and deeper understanding. Feedback has been overwhelmingly positive, with participants beginning to apply principles of trust and collaboration in their daily lives, well beyond project activities.

Impact to date

The impact is becoming clear in the way students interact. Many report a shift in attitudes, with tensions easing and a stronger sense of mutual respect emerging. A focus on youth leadership has created a ripple effect, as students take the initiative to promote unity and peaceful coexistence off their campuses.

Datchoua Daisy, a student at the University of Yaoundé I, shared her experience: **“This project has opened my eyes to the importance of dialogue and understanding across our differences.”**

By combining meaningful dialogue with practical activities, the initiative is not only encouraging personal growth but also inspiring participants to carry these efforts into their wider communities. With a thoughtful strategy and a people-centred approach, the TBP in Cameroon is demonstrating how trustbuilding can help transform divided societies into more inclusive and resilient communities.



1,705 direct beneficiaries



14 trustbuilding events



90 people trained



1,953 volunteer hours

Indonesia

The project started in 2022

Indonesia is grappling with growing intolerance and divisions between religious and ethnic communities. A trustbuilding project is working to bridge these gaps, bringing together people from different backgrounds to strengthen connections and understanding.

Focus of the trustbuilding work

By addressing historical wounds and encouraging open conversations, the team creates spaces where people feel safe to share and collaborate. The trustbuilding project tackles interfaith tensions and promotes unity through interactive tools such as storytelling, board games, and historical reflection. These methods help participants navigate sensitive topics and build meaningful connections. A key achievement has been completing the Story of Change book, a collection of 91 personal accounts highlighting the transformative impact of trustbuilding efforts.

How the trustbuilding work is going

In 2023/2024, the project expanded across Jakarta, Bandung, Yogyakarta, and Makassar,



focusing on grassroots engagement and leadership development. A major highlight was a three-day Training of Trainers (ToT) program, where 30 leaders from seven religious and belief systems came together to enhance their facilitation skills and deepen trustbuilding practices.





In Makassar, a milestone was reached when the local trustbuilding cohort independently designed and funded their own trustbuilding camp, with support from the project team. Bandung's team strengthened its community-based initiatives and partnerships, Jakarta maintained strong collaborations with two universities, and youth-led initiatives in Yogyakarta, rooted in local churches, continued to flourish. This year also saw a shift towards long-term partnerships, particularly with Christian leaders in Bandung, to build mutual trust across faiths and help prevent conflicts.

Impact to date

The project has been life-changing for many, inspiring personal growth and community engagement. Participants often speak of increased self-awareness, empathy, and a renewed commitment to peacebuilding. One ToT participant shared: **"I have shared things about my life that I have hidden for 23 years with people I've only just met. It feels like something has been released from my body—I feel relaxed and at peace."**

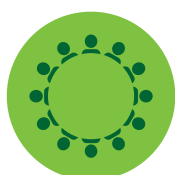
By developing local leaders and strengthening interfaith dialogue, the initiative has sparked independent trustbuilding efforts, creating a ripple effect that continues to spread.



334 direct beneficiaries



90 trustbuilding events



107 people trained



3,738 volunteer hours

Burundi

The project started in 2022

The TBP team in Burundi is helping communities heal from the deep scars of past conflicts. By bringing together people from Hutu, Tutsi, and Twa backgrounds, the project creates opportunities for genuine dialogue and understanding, laying the foundations for lasting peace.

Focus of the trustbuilding work

Deep ethnic divisions have shaped the country's history, and **TBP Burundi** is working to rebuild relationships across these lines. Young people, community leaders, and those directly affected by violence participate in discussions, workshops, and storytelling sessions, encouraging reflection and connection. The team has also extended its efforts to displacement camps, providing safe spaces where reconciliation can begin, even in the most fragile environments.

How the trustbuilding work is going

Despite financial challenges, the team remained active throughout 2023/2024, engaging communities in meaningful conversations.





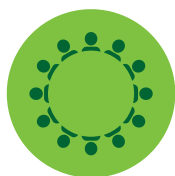
Peace circles, workshops, and dialogues have tackled difficult topics with sensitivity and openness. In displacement camps, creative methods such as theatre and non-violent communication exercises have helped bridge divides, allowing people to express their experiences and emotions in new ways.

Impact to date

The trustbuilding activities have helped shift attitudes, with many participants expressing greater empathy and a stronger commitment to reconciliation. Local leaders have adopted TBP's dialogue techniques, ensuring the project's influence extends beyond its direct participants. Collaboration with the Truth & Reconciliation Commission has further reinforced its role in national peace efforts. As community leader Denise Sindokotse shared, **"Participating in the peace circles has given me hope that our communities can heal and build a better future together."**



512 direct beneficiaries



88 people trained



40 trustbuilding events



8,595 volunteer hours



India



The project started in 2022

Bridging the gap between urban and rural communities, this initiative focuses on school children and educators, creating opportunities for meaningful interaction. Cultural barriers begin to dissolve as participants engage in shared experiences, fostering a sense of belonging and discover similarities rather than differences. Through dialogue, the arts, and hands-on activities, young people gain a deeper appreciation of different perspectives and build relationships grounded in empathy and respect.

Focus of the trustbuilding work

Bringing together students from urban and rural areas is at the heart of **TBP India**. Encouraging genuine friendships and a greater appreciation of each other's lives is key. Residential camps, teacher training

sessions, and cultural exchanges allow students to share experiences—whether working side by side in rice fields or collaborating in classrooms. These interactions challenge assumptions, broaden horizons, and create lasting bonds.



How the trustbuilding work is going

In 2024, the Urban-Rural Connections project grew to include more in-person visits and student exchanges, giving participants the chance to immerse themselves in each other's communities. Conversations flowed more openly, local traditions were experienced firsthand, and reflections on cultural differences became a natural part of the process. Teachers embraced trustbuilding techniques, weaving them into their lessons to extend the project's impact. Urban schools played a vital role by contributing resources, while new initiatives—including greater parent involvement and specialised teacher training—helped the programme reach even further.

Impact to date

The project has already changed perspectives in meaningful ways. Teachers who once carried unconscious biases have adopted a more inclusive approach in their classrooms. Students have formed friendships that extend beyond the programme, staying connected and offering support to one another. Urban schools have provided rural counterparts with resources and opportunities, even

setting up initiatives like selling rural agricultural produce on city campuses. As one student from Pune shared, **“Visiting the rural school changed my perspective completely; it made me appreciate the unique challenges faced by my peers.”**

The trustbuilding practices introduced through the programme are shaping future generations, with students now leading their own exchange projects and citizenship initiatives.



738 direct beneficiaries



38 teachers trained



67 trustbuilding events



3,118 volunteer hours

Nigeria

The project started in January 2022

The **TBP in Nigeria** *('Police I Care' initiative) was created to repair the strained relationship between law enforcement and civil society, particularly after the #EndSARS protests. It takes a fresh and unique approach to restoring trust, marking a new chapter in police-community relations.

Focus of the trustbuilding work

Police officers and community members take part in dialogues and workshops designed to create safe spaces for open discussions. Direct interaction helps break down long-standing barriers, replacing mistrust with a better understanding of each other's perspectives.

How the trustbuilding work is going

Over the past year, the project has expanded to more states, including Kaduna, Ondo, and Lagos. Local leaders have played a key role in bringing people together, with workshops structured to encourage honest conversations. Creative exercises like "Crossing the Nile" have helped participants confront their own biases and see each other in a new light.





Sessions have covered empathy, community responsibility, and ethical policing, giving both sides practical tools to improve their relationship. Challenges remain—limited funding and scepticism among some junior officers continue to be hurdles—but the team has pressed on with determination and fresh ideas.

Impact to date

A real shift is taking place. Conversations have led to moments of reconciliation, with some police officers offering apologies that changed how they were perceived. Tensions have started to ease, and there is a growing willingness to work together. **“For the first time, I feel that our voices are being heard by the police, and we are starting to see real change,”** says Catherine Onaifo, a community member.

There are now tangible stories of progress: officers pledging to treat civilians with greater respect and local residents committing to spread the project’s message.



1,413 direct beneficiaries



24 trustbuilding events



712 people trained



1,371 volunteer hours

Ukraine

The project started in January 2022

Ukraine's ongoing war with Russia has deepened social divisions, forced people from their homes, and eroded trust between communities. With so many facing uncertainty and loss, initiatives that bring people together and support healing have never been more important. The trustbuilding project in Ukraine is working to bridge divides, develop leadership, and ease tensions between internally displaced persons (IDPs) and host communities.

Focus of the trustbuilding work

Bringing IDPs, local authorities, and host communities into open conversation is at the heart of the TBP project. Through dialogue sessions, training in nonviolent communication, and leadership development, participants gain tools to navigate both personal and collective challenges. The focus is on fostering genuine leadership, strengthening social bonds, and encouraging a “win-win” mindset. The project has also helped create a growing network of trustbuilders across Ukraine, connecting individuals committed to supporting their communities in the face of conflict.

How the trustbuilding work is going

Throughout 2023 and 2024, the team expanded its leadership programme, running workshops in Kyiv, Poltava, and Lviv. These sessions helped participants align personal values with community needs, improve communication, and tackle shared challenges. A three-day retreat in the Carpathian Mountains provided space for deep reflection and skill-building, bringing together people from multiple cities, including frontline areas.

The project's reach has grown significantly, both in terms of geographical scope and the number of facilitators involved. More people than ever have been able to take part in leadership training, strengthening social cohesion on a wider scale.

Participants have acquired vital skills in facilitation, conflict management, and empathetic communication—enabling them to support others and build stronger, more resilient communities. By deepening connections between participants, the training has also encouraged experience-sharing and mutual support, reinforcing the stability of local networks.





Adapting to a volatile security situation and the emotional toll of war remains an ongoing challenge, yet the team continues to refine its approach to ensure the project remains relevant and impactful.

Impact to date

The project has had a profound effect on both individuals and communities. Many participants report greater confidence and a renewed sense of purpose. One reflected: “I have found meaning in the fact that I am alive—perhaps to finally pursue a long-held dream and inspire those around me with my energy.”

Workshops have helped forge genuine connections between IDPs and host communities, easing tensions and encouraging cooperation. By addressing urgent needs while strengthening long-term resilience, the initiative has become a vital resource for those navigating life in a war-torn country.



1,413 direct beneficiaries



24 trustbuilding events



712 people trained



1,371 volunteer hours

Australia

The project started in January 2021

TBP Australia plays a key role in advancing reconciliation and cultural understanding by empowering Indigenous communities and driving meaningful change. Built on truth-telling and deep listening, the project amplifies First Nations voices while encouraging open, honest conversations about historical and present-day injustices.

Focus of the trustbuilding work

Addressing the injustices faced by First Nations peoples is at the heart of the initiative. The team collaborates with corporate partners, universities, and community groups, placing a strong emphasis on truth-telling and cultural education. Following the Voice to Parliament Referendum, these efforts have become even more vital in bridging divides and deepening understanding of Indigenous histories and perspectives.



How the trustbuilding work is going

Strong progress has been made in 2023 and 2024, with the team organising major events such as the First Nations Wisdom for Regenerative Futures Summit, which brought together over 190 university, government and corporate stakeholders. Partnerships with universities and businesses have supported workshops on cultural awareness and historical education. While team transitions presented some challenges, the 2024 strategy prioritises strengthening partnerships and expanding outreach, particularly within corporate settings. Programmes like Turruk for Community and Turruk for Business have created valuable spaces for First Nations people to share their stories, helping participants build cultural awareness and personal insight.





Impact to date

The project has made a real difference, with corporate partners showing greater awareness and a stronger commitment to reconciliation. Feedback from participants highlights a growing understanding of Indigenous issues, leading to best practice reconciliation in several organisations. Many have expressed a deepened commitment to ongoing learning and advocacy, with one participant, Jane Strangward, an HR consultant, sharing: **“This experience has deepened my understanding of reconciliation and equipped me to advocate for change for First Nations issues.”**

After the Turruk training, Jane mentioned she had the confidence to step up in support of the referendum and help mobilise over 4000 volunteers to campaign in their local electorate. Workshops and events have laid the groundwork for more comprehensive training programmes, ensuring that reconciliation efforts continue to grow at both local and national levels. Through this work, TBP Australia remains a powerful force for change, inspiring action towards unity and justice.



3447 direct beneficiaries



107 people trained



90 truth-telling events



3,738 Volunteer hours



South Africa

The project started in January 2021

Apartheid and historical injustices have left deep divisions in South African society, with mistrust still running through many communities. The trustbuilding project is working to address these challenges, particularly by tackling generational trauma and opening up spaces for honest conversations. A key aspect of its approach is engaging men in dialogue—an uncommon but crucial strategy for social change in the country.

Focus of the trustbuilding work

Strengthening trust within families, schools, and wider communities is at the heart of the project. It tackles historical grievances while helping people develop emotional intelligence. The National Family Healing Programme plays a central role, bringing families and communities together through workshops and forums. These sessions explore themes such as masculinity, accountability, and peacebuilding, equipping participants with the tools to communicate and connect more meaningfully.



How the trustbuilding work is going

During 2023 and 2024, the TBP team expanded its work with schools, churches, and community organisations, forming new partnerships and





tailoring workshops to different groups. In schools, students and teachers take part in sessions designed to build understanding and trust, with further expansion planned. Men's Forums have become a cornerstone of the initiative, providing safe spaces to explore identity, moral values, and emotional resilience. Collaboration with the Lighthouse Church is also helping to extend the project's reach, with a long-term vision of creating a national platform for healing.

Although limited resources and capacity remain challenges, the team continues to refine its approach and strengthen relationships with key partners.

Impact to date

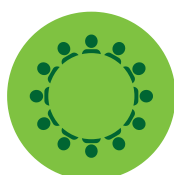
Many participants report feeling more emotionally resilient and committed to building trust in their own spaces. One teacher, reflecting on a workshop, shared: **"I'm reminded that a revolution (in how we think, feel, and act) starts with a few people and not the leaders!"** These efforts have not only shifted individual mindsets but have also encouraged schools and community organisations to embed trustbuilding principles into their everyday practices.



1,998 direct beneficiaries



90 trustbuilding events



18 people trained



8,135 volunteer hours

First year teams

Kenya

The project started in 2019

Kenya's TBP brings Christian and Muslim communities together, particularly in Mombasa and Garissa. Encouraging understanding, strengthening relationships, and creating spaces for open dialogue are central to its work. A key focus is supporting young leaders as peace ambassadors, empowering them to drive lasting change.

Focus of the trustbuilding work

The project addresses historical and intergenerational trauma, bringing people from different ethnic and economic backgrounds together, and encouraging young people to take active roles in improving their communities. Special attention is given to marginalised groups, helping them connect and find common ground.

By blending trustbuilding techniques with local traditions, the project ensures that its work is relevant and meaningful to the communities involved.

How the trustbuilding work is going

Growth has been steady, over the years, the team has reached more people and deepened its impact. Over 200 trustbuilding events have been organised, bringing together faith leaders, educators, and community members. These gatherings go beyond addressing immediate concerns; they equip participants with the skills to strengthen trust within their own communities.

Despite challenges such as limited funding and resources, the team has remained committed, forming partnerships and finding creative ways to extend their reach. In 2023 and 2024, interfaith dialogues, youth forums, and community workshops provided safe spaces for open discussions. These events helped clear up misunderstandings and strengthened trust between Christian and Muslim participants.

Impact to date

More than 2,000 people have taken part in TBP Kenya's activities, with many expressing greater empathy and a stronger willingness to collaborate across different backgrounds.

Some participants have even launched their own community projects, including radio programmes promoting unity and inter-ethnic discussions aimed at reducing tensions.

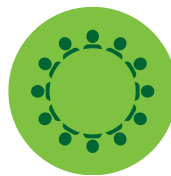


As youth leader Mumbi Wambugu put it, “I now understand the value of listening and sharing stories beyond our differences.”

Beyond individual communities, the project has sparked wider conversations about trust and reconciliation, contributing to a more connected society. The team is now moving into an informal settlement in Nairobi to continue their efforts.



2,200 direct beneficiaries



35 people trained



200+ trustbuilding events



1,930+ volunteer hours

France

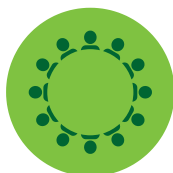
The project started in 2019

Following a brief pause to bring on board a new team and reassess strategies, **the Qui Act project** now continues to offer disillusioned French youth an alternative to radicalisation and inspire them to become active citizens through trust-building workshops and civic initiatives. Many young people struggle with identity crises, frustration with the education system, and difficulty imagining their future.

They do not feel accepted or respected by French society. This lack of belonging creates a negative ripple effect in the community. The project empowers youth to establish citizen initiatives in their communities. So far, over 1,500 young people in Parisian suburbs have been positively impacted.



1,253 direct beneficiaries



58 Citizen projects and 2 forums



981 workshop facilitated



5,617+ volunteer hours

A Journey of Understanding

Rizal, a teacher from Semarang, Indonesia, grew up with a strong sense of community but held deep-seated biases about those different from him.

Growing Up in a Divided Community

His views were shaped by the environment he was raised in—one where people of his faith and background stuck together, and differences were seen as potential threats. He believed in kindness but often found himself uncomfortable in discussions about interfaith relationships and minority rights.

An Unexpected Invitation

When he was invited to join the Trustbuilding Program, he was unsure if it was for him. The idea of sitting with people from different backgrounds, listening to their stories, and sharing his own felt unfamiliar. However, curiosity got the better of him, and he decided to give it a chance. From the very first session, Rizal was struck by the honesty in the room. People shared personal experiences of prejudice, exclusion, and the impact of historical wounds.

A Moment of Realisation

The Fishbowl exercise, where participants spoke about their struggles while others simply listened, was a turning point for him. Hearing the pain of others, he realized that his discomfort was nothing compared to what some had endured. He had always thought of himself as neutral, but he saw now that silence could contribute to division just as much as active discrimination.

The program encouraged him to reflect deeply, and he began to challenge his own assumptions. He struck up friendships with people he once hesitated to approach. Discussions that would have made him defensive in the past became opportunities for learning. More than anything, he started to see the power of open dialogue.

Creating Change in the Classroom

After completing the program, Rizal returned to his classroom with a new perspective. He introduced discussions on empathy and diversity, creating a space where his students could express their thoughts freely. He no longer avoided difficult conversations but welcomed them, knowing that true understanding comes from listening and engaging, not from avoidance.

Rizal's journey didn't just change the way he saw others—it reshaped the way he saw himself. He learned that embracing differences doesn't mean losing one's identity; it means strengthening it through connection and understanding. Today, he continues to challenge biases, both within himself and in his community, knowing that change begins with a willingness to listen.





Trustbuilding Program IMPACT REPORT 2023-2024

Published in April 2025

Program Management - Talia Smith

Text & design - Manon Michelle Monhemius

lofC International

Charity Number CHE-115669543

Registered in Mountain House,
CH-1824 Caux, Switzerland

Photos © participating TBP teams

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.

lofC International is a donation- and grant-funded nonprofit organisation, 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.

<https://iofc.org/en/trustbuilding-program>

info-tbp@iofc.org

