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SUSTAINED DIALOGUE CAMPUS NETWORK  
CONFERENCE PROGRAM  
MARCH 6-8, 2015  
UNIVERSITY OF ALABAMA



## CONFERENCE PARTICIPANTS

Auburn University	Case Western Reserve University
Colgate University	Denison University
Harvard University	Northwestern University
Ohio State University	Scripps College
St. Olaf College	University of Alabama
University of California - Davis	University of Nebraska - Omaha
University of New Hampshire	

## SUSTAINED DIALOGUE CAMPUS PROGRAMS

Addis Ababa University (Ethiopia)	Allegheny College	American University	Antioch College
Auburn University	Beloit College	Bucknell University	Case Western Reserve University
Clafin University	Cleveland State University	College of William and Mary	Cuyahoga Community College
Deerfield Academy	Denison University	Dickinson College	Elon University
Gordon College	Haramaya University (Ethiopia)	Hofstra College	Islamic University (Uganda)
Makerere University (Uganda)	Montana State University	National University of Science & Technology (Zimbabwe)	Northwestern University
Ohio State University	Ohio University	Roger Williams University	Scripps College
St. John Fisher College	St. Olaf College	Susquehanna University	Tecnológico de Monterrey (Mexico)
UC Davis	University of Alabama	University of California - Davis	University of Cape Town (South Africa)
University of Khartoum (Sudan)	University of Nebraska - Omaha	University of Tampa	University of Virginia
University of Wisconsin - Stevens Point	Wake Forest University		

### Come to our next event!

We are excited to announce that our annual Summer Leadership Summit will take place **July 23-26** in Washington, DC. Be sure to check our website and social media to stay up to date!

[www.twitter.com/sdcn](http://www.twitter.com/sdcn)  
[www.facebook.com/sdcampusnetwork](http://www.facebook.com/sdcampusnetwork)



## **Welcome Conference Participants!**

Thank you for making this one of our most exciting conferences, with 13 schools from across the United States represented. Every year, the Sustained Dialogue Campus Network's conference is an opportunity for participants to meet peers across the network, learn skills, and get energized to begin and continue meaningful campus efforts.

This year's conference theme, inspired by our location in Alabama and the 50th Anniversary of Selma's Edmund Pettus Bridge crossing and the Selma-to-Montgomery March that sparked the Voting Rights Act of 1965, is "Crossing Bridges." This theme reflects the need for dialogue and collaboration across lines of difference. College campuses today carefully craft each class to include students across many lines of difference, but the data show that many students do not cross those bridges that their schools have built for them. In today's world, many individuals and communities find it difficult to come together and exchange distinct ideas and experiences peacefully. This weekend, we will push back against that social norm and discuss effectively and deeply the social issues affecting our campuses and we will learn how to take dialogue home and cross the bridges we see in our own lives. SDCN has witnessed students engage differences as strengths, form unlikely friendships, and make a positive impact on their campus. This weekend will focus on how to effectively transcend divides through sincere and sustained communication.

We would like to encourage all of you to listen with an open mind and acknowledge the validity of others' experiences for the entirety of this weekend. This is an opportunity to share and listen, learn from others, and challenge personal assumptions. We invite you to increase your engagement, enhance your tolerance and understanding, and be more thoughtful than you ever thought you could be.

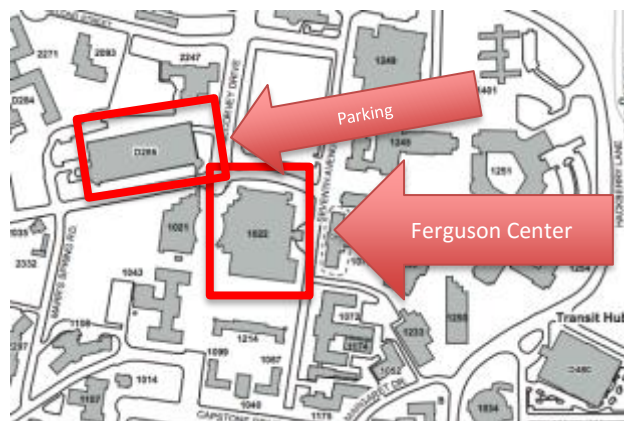
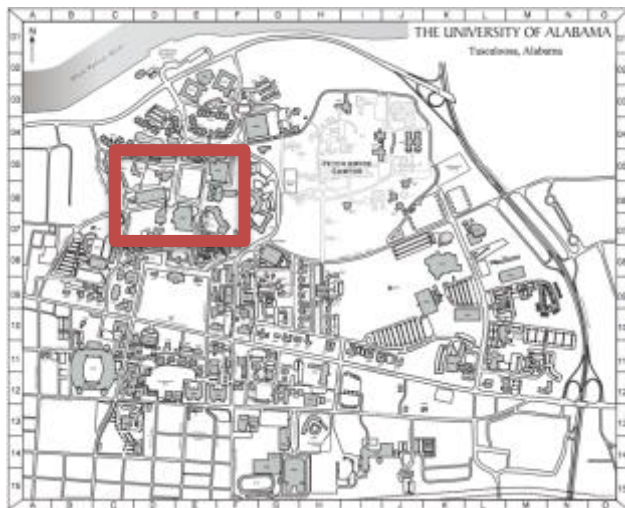
Every conference is a celebration of the work of the Sustained Dialogue Institute. We are thankful to build on Hal Saunders' work as we continue applying Sustained Dialogue to campuses, workplaces, and communities. We look forward to working with you as we deepen our impact in the following years.

Your leadership in these efforts has never been more important. Thank you to all the students, staff/faculty/administrators, alumni, the University of Alabama, the SDI staff and Board, SDCN volunteers, SDCN staff, and the University of Alabama Sustained Dialogue students for the support and dedication that made this weekend possible.

Warm Regards,

The Entire Sustained Dialogue Team

## ON CAMPUS CONFERENCE LOCATIONS



**Ferguson Center** – location for all  
Conference Activities

### **Parking**

In the Ferguson Deck (Friday) or the surface lot  
(Saturday and Sunday)

### **The Hilton Garden Inn**

800 Hollywood Boulevard, Tuscaloosa, AL 35405  
(205) 722-0360

### **Courtyard Marriott**

4115 Courtney Dr, Tuscaloosa, AL 35405  
(205) 750-8384

### **Fairfield Inn and Suites**

4101 Courtney Dr, Tuscaloosa, AL 35405  
(205) 366-0900

### **SDCN Staff**

Rhonda Fitzgerald  
(609) 933-9560  
Emma Pettit  
(310) 367-9235

### **Taxi**

Yellow Cab of Tuscaloosa  
(205) 331-5016

### **University of Alabama Public Safety**

(205) 348-5454

### **University Student Health Center (Friday only)**

750 5th Ave E, Tuscaloosa, AL 35401  
(205) 348-6262



## Sustained Dialogue Conference At-A-Glance

March 6-8, 2015

University of Alabama Ferguson Center, Tuscaloosa, AL

### Friday, March 6

TIME	EVENT	AUDIENCE	ROOM
2:00-3:00p	<b>Check-in and Registration</b>	ALL	3300 Heritage Room
3:00-4:00p	<b>Conference Welcome, featuring Rev. Mark Farr, Dr. Samory Pruitt, &amp; Dr. Hal Saunders</b>	ALL	3300 Heritage Room
4:00-5:00p	<b>UA Campus Partner Panel</b> <i>“How Can Campus Partners Broaden the Impact of SD on Your Campus?”</i> <i>Featuring: Housing and Residential Committees, Center for Sustainable Service and Volunteerism, Honors College, Capstone Network, and LGBTQIA+ Organizations</i>	ALL	3300 Heritage Room
5:00-6:00p	<b>Breakout Session I</b>		
	A) Introductions and Identities	<b>Students: Experienced Mods &amp; Leaders</b>	3107 Mortar Room
	B) Introductions and Identities	<b>Students: Learn to Moderate</b>	3107 Mortar Room
	C) Introduction to SD	<b>Students: New to SD</b>	3700 Forum
	D) Overview of Sustained Dialogue (SD)	<b>Faculty, Staff, Admin, &amp; Advisors</b>	2418 Theater Room
	E) Introduction to Certification	<b>SD Certification</b>	Crossroads Conf. Room
6:00-8:00p	<b>Dinner, Dialogue, and a Movie</b> <b>“Bridge to Freedom – Eyes on the Prize” (55 mins)</b>	ALL	3300 Heritage Room



## Saturday, March 7

TIME	EVENT	AUDIENCE	ROOM
7:30-9:00a	<b>Transport to Campus and Breakfast</b>	ALL	3300 Heritage Room
9:00-9:45a	<b>Opening, Icebreakers, &amp; Group Activities</b>	ALL	3300 Heritage Room
10:00-10:50a	<b>Breakout Session II</b>		
	A) Preventions, Interventions, and Multipartiality	<b>Students: Experienced Mods &amp; Leaders</b>	3700 Forum
	B) What is Dialogue and Practice Facilitating	<b>Students: Learn to Moderate</b>	Source Area
	C) Experience Dialogue	<b>Students: New to SD</b>	3107 Mortar Room
	D) Growth, Enhancing Success and Addressing Challenges	<b>Faculty, Staff, Admin, &amp; Advisors</b>	2418 Theater Room
	E) Preventions, Interventions, and Multipartiality	<b>SD Certification</b>	3700 Forum
10:50-11:00a	<b>Break</b>		
11:00-12:15p	<b>Breakout Session III</b>		
	A) Responding to Timely Events	<b>Students: Experienced Mods &amp; Leaders</b>	3700 Forum
	B) Moderator Skills: Asking Strong Questions and Active Listening	<b>Students: Learn to Moderate</b>	Source Area
	C) How SD Can Look on Your Campus; Consensus Building; Leadership Styles	<b>Students: New to SD</b>	3107 Mortar Room
	D) Moderating a Sustained Dialogue: Stage 2	<b>Faculty, Staff, Admin, &amp; Advisors</b>	2418 Theater Room
	E) Practice Facilitating Modules	<b>SD Certification</b>	Source Area
12:30-1:45p	<b>Lunch &amp; Short Film: "Facing Fear" (23 mins)</b>	ALL	3300 Heritage Room



**Saturday, March 7 (continued):**

<b>2:00 – 3:15p</b>	<b>Breakout Session IV</b>		
	A) Supporting and Troubleshooting the 5 Stages of Sustained Dialogue	<b>Experienced Mods &amp; Leaders</b>	3700 Forum
	B) Moderator Skills: Relationship Model and Intent vs. Impact	<b>Students: Learn to Moderate</b>	Source Area
	C) 5 Stages of Sustained Dialogue	<b>Students: New to SD</b>	3107 Mortar Room
	D) From Collaborative Problem Solving Model to Course Development!	<b>Faculty, Staff, Admin, &amp; Advisors</b>	2418 Theater Room
	E) Practice Facilitating Modules	<b>SD Certification</b>	Source Area
<b>3:15 – 3:30p</b>	<b>Break</b>		
<b>3:30-4:45p</b>	<b>Breakout Session V</b>		
	A) Brainstorming Session: Making Your SD Program Even Better	<b>Students: Experienced Mods &amp; Leaders</b>	3700 Forum
	B) 5 Stages of Sustained Dialogue	<b>Students: Learn to Moderate</b>	Source Area
	C) Brainstorming Session: Ideas to Take Back to Campus	<b>Students: New to SD</b>	3107 Mortar Room
	D) Successfully Supporting Stage 4 and 5 Dialogue to Action	<b>Faculty, Staff, Admin, &amp; Advisors</b>	2418 Theater Room
	E) Feedback, Q&A, & Closing Skills	<b>SD Certification</b>	Crossroads Conf. Room
<b>4:45-5:00p</b>	<b>Break</b>	<b>ALL</b>	
<b>5:00-6:00p</b>	<b>Choose one:</b>		
	1. Walking Tour of the History of African Americans at The University of Alabama 2. African American History Month art gallery exhibit and reception	<b>ALL</b>	
<b>6:30-8:00p</b>	<b>Dinner and Program</b> <i>Featuring a performance by UA student Brandi White, followed by dialogue and a panel.</i>	<b>ALL</b>	3300 Heritage Room



## Sunday, March 8

TIME	EVENT	AUDIENCE	ROOM
8:00-9:00a	<b>Transport to Campus and Breakfast</b>	ALL	3300 Heritage Room
9:15-10:00a	<p><b>Innovation Sessions I</b></p> <p>Chose one of the following topics for this session, and one for the next session (content remains the same).</p> <ol style="list-style-type: none"> <li>1. Intercultural Competency</li> <li>2. SD Retreats</li> <li>3. SD in the Workplace and Other Off-Campus Innovations</li> </ol>	ALL	3700 Forum 3107 Mortar Room Source Area
10:00-10:45a	<p><b>Innovation Sessions II</b></p> <p>Chose one a second topic from the list above (content remains the same).</p>	ALL	
11:00a-12:00p	<p><b>Breakout Session Presentations</b></p> <p>Please plan a 5-minute presentation that incorporates multiple voices from your group, reporting on the top 3 ideas to take home.</p>	ALL	3300 Heritage Room
12:00-12:45p	<b>School Team Meetings</b>	ALL	3300 Heritage Room
12:45-2:00p	<b>Closing and Lunch</b>	ALL	3300 Heritage Room
2:00-2:45p	<p><b>Departures</b></p> <p><b>Shuttle to BHM leaves at 2:30p</b></p>		





## Breakout and Innovation Session Descriptions

**Friday, March 6**

### **Breakout Session I – Friday, 5:00-6:00pm**

#### **A) Introductions and Identities**

##### **Students: Experienced Mods and Leaders**

3107 Mortar Room

This session will serve as an introduction for those who are experienced moderators and leaders of SD, and for those just learning to moderate. We'll hear from each other about what SD looks like on each of our different campuses or our hopes for SD's future at our school. We'll dive into the Big 8 Aspects of Social Identity to learn more about each other and ourselves. This session is shared with the Students: Learn to Moderate track.

#### **B) Introductions and Identities**

##### **Students: Learn to Moderate**

3107 Mortar Room

This session will serve as an introduction for those who are experienced moderators and leaders of SD, and for those just learning to moderate. We'll hear from each other about what SD looks like on each of our different campuses or our hopes for SD's future at our school. We'll dive into the Big 8 Aspects of Social Identity to learn more about each other and ourselves. This session is shared with the Experienced Mods and Leaders track.

#### **C) Introduction to SD**

##### **Students: New to SD**

3700 Forum

In this workshop, participants will exchange stories about their current work and will begin to understand the fundamentals of Sustained Dialogue. Join us as we develop our own visions for utilizing SD in our communities.

#### **D) Overview of Sustained Dialogue**

##### **Faculty, Staff, Admin, and Advisors**

2418 Theater Conference Room

In this session the process of Sustained Dialogue (SD) will be reviewed along with outcomes achieved when successfully implemented. Participants will see a sample year of what SD can look like on a campus and review options for future years including in-house capacity building. Participants will have an opportunity to share successes and challenges related to recruitment and outreach to partners, the community, faculty, staff, administrators, and students.

#### **E) Introduction to Train-the-trainer SD Certification**

Crossroads Conference Room

This session will serve as an introduction for those who are a part of our Train-the-Trainer cohort. Each year several people affiliated with Sustained Dialogue are selected to become Certified trainers based on geographic region, skill level, and network need. This track will kick off the track, which serves as the second requirement of their larger training process.



## **Breakout Session II – Saturday, 10:00-10:50am**

### **A) Preventions, Interventions, and Multipartiality**

#### **Students: Experienced Mods and Leaders**

3700 Forum

The aim of this session is to give students experienced in SD the chance to learn new skills and new ways to improve the dialogue space. This session will focus on learning preventions (actions we take before a disruption is made), interventions (actions we take during disruption), and the concept of multipartiality, a new way to create a dialogue space that actively challenges and disrupts inequalities around the Big 8. This session is shared with the SD Certification track.

### **B) What is Dialogue and Practice Facilitating**

#### **Students: Learn to Moderate**

Source Area

In this session, students will take on the roles of moderators and will practice moderating effective dialogue. This dialogue will focus on Stage 2, building trust and exchanging experiences. New moderators will receive coaching on their question asking and active listening skills. Dialogue participants will be those in the Students: Initiate SD track.

### **C) Experience Dialogue**

#### **Students: New to SD**

3107 Mortar Room

In this session, students will take on the roles of participants and will practice effective dialogue. This dialogue will focus on Stage 2, building trust and exchanging experiences. Participants will gain insight into how dialogue differs from other forms of communication. Dialogues will be facilitated by experienced SD moderators.

### **D) Growth, Enhancing Success and Addressing Challenges**

#### **Faculty, Staff, Admin, and Advisors**

2418 Theater Conference Room

This session will begin with a brief review of the 5 Stages of dialogue to set the stage for colleges and universities that are implementing SD on campus to highlight some of the action plans that have come out of Stage 5. In addition, SDCN partners were invited to highlight unique ways they are expanding their efforts in SD and ways they have addressed challenges that have arisen along the way. We will hear from CWRU, Northwestern University, Cuyahoga Community College, and more!

### **E) Preventions, Interventions, and Multipartiality**

#### **SD Certification**

3700 Forum

The aim of this session is to give students and certified trainers experienced in SD the chance to learn new skills and new ways to improve the dialogue space. This session will focus on learning preventions (actions we take before a disruption is made), interventions (actions we take during disruption), and the concept of multipartiality, a new way to create a dialogue space that actively challenges and disrupts inequalities around the Big 8. This session is shared with the Students: Experienced Mods and Leaders track.



## **Breakout Session III – Saturday, 11:00-12:15pm**

### **A) Responding to Timely Events**

#### **Students: Experienced Mods and Leaders**

3700 Forum

Experienced Mods and Leaders know a great deal about leading weekly SD programs, but the training we've given so far hasn't deeply addressed how to use those skills to respond to timely events that crop up on campus or in the community. This session will address several different methods for responding to events that challenge your campus around the Big 8. We'll hear from those that have hosted timely events on your campus, hear other stories from across the network, and brainstorm how to put structures in place to respond quickly and effectively to support your campus.

### **B) Moderator Skills: Asking Strong Questions and Active Listening**

#### **Students: Learn to Moderate**

Source Area

This session will introduce two of the most crucial skills for any Sustained Dialogue moderator: asking strong dialogue questions and active listening. Participants will learn the role of these two skills in the dialogue process, as well as formal models for both skills. Participants will then practice each skill through dialogue with their peers, and will receive feedback.

### **C) How SD Can Look on Your Campus; Consensus Building; Leadership Styles**

#### **Students: New to SD**

3107 Mortar Room

All the ways SD can be on your campus (groups, events, timely events) / Consensus building and leadership styles. This session helps students brainstorm how to plan and create programs that will address the need of each campus. We will also share larger strategies to build skills like consensus building and knowing your leadership style!

### **D) Moderating SD: Stage 2**

#### **Faculty, Staff, Admin, and Advisors**

2418 Theater Conference Room

This session is helpful for anyone who is interested in building in-house capacity and supporting dialogue efforts on campus, regardless of whether or not you are interested in actually moderating dialogues in the future. During this time, participants will have an opportunity to participate in a Stage 2 dialogue of the 5 Stage process. Regardless of whether you have never facilitated a dialogue before, or are very experienced, all are welcome to participate.

### **E) Practice Facilitating Modules/ Moderator Skills: Asking Strong Questions and Active Listening**

#### **SD Certification**

Source Area

This session will provide live skill-building for those who are a part of our Train-the-Trainer cohort. Those in the cohort will facilitate several modules for students learning to moderate to build both student skill and facilitator trainer skills.



## **Breakout Session IV – Saturday, 2:00-3:15pm**

### **A) Supporting and Troubleshooting the 5 Stages of Sustained Dialogue**

**Students: Experienced Mods and Leaders**

3700 Forum

Many programs do very well at Stages 2-3 of dialogue: the what and the why. We are great at asking strong questions and listening deeply to the personal experiences of diverse participants. But many struggle with getting to Stages 4 and 5, brainstorming and carrying out action plans. This session will give you tools to support and troubleshoot action plan creation on your campus to help get more SD groups to Stages 4 & 5.

### **B) Moderator Skills: Relationship Model and Intent vs. Impact**

**Students: Learn to Moderate**

Source Area

This session introduces two other skills for SD mods: the Concept of Relationship, and learning to separate intent from impact. SD's relationship model is one of the pillars of the Sustained Dialogue process, and gives you a new way to analyze conflict through relationships. Intent vs. impact skills will help you communicate effectively across lines of difference with people from all corners of campus and the world by saying what they actually mean, and helping others do the same.

### **C) 5 Stages of Sustained Dialogue**

**Students: New to SD**

3107 Mortar Room

Sustained Dialogue isn't just talk. Learn how the five stages of SD can help storytelling and identity sharing lead to community-changing action. One of the main things that makes SD different from other dialogue processes is the five stage process. Participants will go simulate each stage and draft action plans to create positive change back home.

### **D) SD: From Collaborative Problem Solving Model to Course Development!**

**Faculty, Staff, Admin, and Advisors**

2418 Theater Conference Room

This session will begin with topics, theory, content, and skills to consider including when developing a course in SD. After this overview, we will participate in a Stage 4 dialogue process with the topic of *How to Develop a Sustained Dialogue Course on Campus*. Please bring a USB if you have a course on SD and are willing to share the syllabus and/or are interested in reviewing courses for development in your institutions.

### **E) Practice Facilitating Modules/ Moderator Skills: Relationship Model and Intent vs. Impact**

**SD Certification**

Source Area

This session will provide live skill-building for those who are a part of our Train-the-Trainer cohort. Those in the cohort will facilitate several modules for students learning to moderate to build both student skill and facilitator trainer skills.



## **Breakout Session V – Saturday, 3:30-4:45pm**

### **A) Brainstorming Session: Making Your SD Program Even Better**

**Students: Experienced Mods and Leaders**

3700 Forum

In this final breakout session, we will work with our peers to brainstorm how to take our new knowledge back to campus. We will analyze what is working well and what can be improved in our own SD programs. Then we will learn a new model for brainstorming and workplanning to most efficiently devise and analyze actionable ideas to address the specific challenges we've identified. Working with peers from other campuses, we'll create formal plans for improvement to present back to our school teams and key stakeholders.

### **B) The 5 Stages of Sustained Dialogue**

**Students: Learn to Moderate**

Source Area

One of the main things that makes SD different from other dialogue processes is the five stage process. In this final session, participants will dive deeply into each of the 5 Stages of SD, incorporating their new skills to develop strong questions for each stage and learning how to diagnose, analyze, and troubleshoot each stage. Participants will go through a simulation of each stage and will draft action plans to create positive change on their campuses.

### **C) Brainstorming Session: Next Steps**

**Students: New to SD**

3107 Mortar Room

In this final session, we will work with peers to brainstorm how to take our new knowledge back to campus. Then we will learn a new model for brainstorming and planning to most efficiently devise and analyze actionable ideas to address specific challenges. Working with peers from other campuses, we'll create formal plans to present back to our school teams and key stakeholders.

### **D) Successfully Supporting Stage 4 & 5 Dialogue to Action**

**Faculty, Staff, Admin, and Advisors**

2418 Theater Conference Room

In Session II, examples were reviewed of how some campuses have achieved successful Stage 5 action. This session will provide examples of various options to set the stage for success for student groups. This will include sharing when and how to reach out to stakeholders across campus, sharing an overview of sample action planning templates, providing and reviewing sample invitation letters to presentations, sharing presentation templates and reviewing other tools that can help support reaching stage 5.

### **E) Feedback, Q&A, & Closing Skills:**

**Train-the-trainer**

**SD Certification**

Crossroads Conference Room

This session will serve as a chance for feedback for those within the Train-the-Trainer cohort. Cohort members will also receive the next steps toward preparation to facilitate, so that they may continue the requirements of their larger training process.



**Innovation Workshops**  
**Workshop I – Sunday, 9:15-10:00am**  
**Workshop II – Sunday, 10:00-10:45am**

**1) Intercultural Competency: Skills for a Lifetime**

Alissa Escarce

3700 Forum

This workshop will provide resources for all seeking to build intercultural competency on campus. We will share activities to help participants understand the ways they fit into, or don't fit into, the culture of their campus or institution. Come learn the attitudes, skills, and behaviors necessary to communicate effectively and appropriately in intercultural situations. This session will be especially useful for those looking to integrate international students into their dialogue programs.

**2) SD Retreats**

Emma Pettit

3107 Mortar Room

Learn how you can make an impact, explore identity and inclusion, and improve your campus climate. SD has been piloting immersive 2 – 4 day Sustained Dialogue retreats that helps participants delve into issues of identity, inclusion, and structural inequities. This retreat strengthens critical thinking and helps participants develop strong relationships across campus. It also assists in energizing and bolstering a semester or quarter-long SD initiative. Learn what we've learned about offering this type of programming from our experimentation!

**3) SD in the Workplace and Other Off-Campus Innovations**

Rhonda Fitzgerald

Source Area

Employers rank the ability to “solve problems and make decisions, resolve conflict and negotiate, cooperate with others, and listen actively” as skills most desired and most deficient in entry-level workers. These sought-after skills – outcomes from Sustained Dialogue – prepare all generations to work across lines of difference to address pressing needs. This work will share how we hope SD graduates carry their skills into new settings.



## About Sustained Dialogue®

The mission of the Sustained Dialogue Campus Network is to develop everyday leaders who engage differences as strengths to improve campuses, workplaces, and communities.

SDCN is an initiative of the Sustained Dialogue Institute (SDI), headquartered in Washington, DC. SDI is a 501(c)(3) organization founded in 2002 to promote the process of Sustained Dialogue for transforming racial, ethnic, and other deep-rooted conflicts in the United States and abroad. SDI builds the capacity of campuses, organizations, and communities to be more inclusive and engaged diverse environments. Our approach towards transforming relationship and improving communities focuses on the individual, organizational, and systemic levels.

### CAMPUSES

SDCN trains and coaches leaders to use the powerful five-stage process of Sustained Dialogue (SD) to create inclusive communities. On campus, SD chapters organize diverse individuals into small groups that meet regularly to (1) build relationships and (2) create concrete community action. SDCN provides training and high-touch mentoring to initiate and run chapters, moderate Sustained Dialogue, hold transformative events like the PULSE Retreat, and serve as resources for increasing civil discourse.

### WORKPLACES

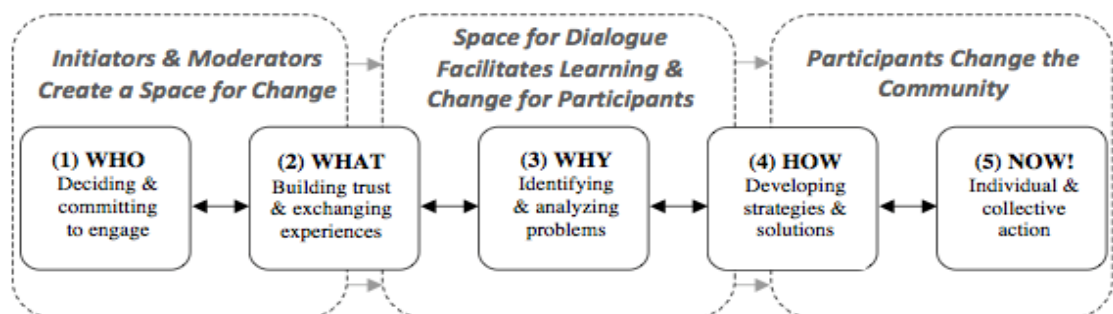
Employers rank the ability to “solve problems and make decisions, resolve conflict and negotiate, cooperate with others, and listen actively” as skills most desired and most deficient in entry-level workers. These sought-after skills – outcomes from Sustained Dialogue – prepare all generations to work across lines of difference to address pressing needs. SDI provides Business Roundtable workshops, trainings, and consultations for nonprofits and corporations. SDI tailors the approach to fit the organization’s needs, goals, and performance towards the organization’s mission.

### GLOBAL COMMUNITIES



Constructive relationships are the keys to peaceful democratic, social, economic, and political development. Some things only governments can do – provide security, make and enforce law, and fund major programs. But only citizens can transform conflictual human relationships, modify human behavior and change political culture. SDI provides training and support for alumni to improve their neighborhoods. In the past years, we have worked with over 12 countries, four communities, 10 workplaces and 60 campuses.

### THE FIVE STAGES OF SD



## Sustained Dialogue Institute Team

### **Dr. Harold H. Saunders, Founder and Board Chair**



Dr. Hal Saunders served as the President of the International Institute for Sustained Dialogue from its founding in 2002 until June 2013. He remains chairman of the board. Hal spent his early career working in government. After serving as a member of the National Security Council Staff under Presidents Kennedy, Johnson, and Nixon, Hal moved to the State Department in 1974 and served as Assistant Secretary for the Near East and South Asia. He was intensively involved in the Arab-Israeli peace process, 1974-1981. He was a key member in the small U.S. team that mediated five Arab-Israeli agreements in six years, including the Kissinger shuttle agreements, the Camp David accords and the Egyptian-Israeli Peace Treaty. After leaving government in 1981, he participated in a wide range of non-official dialogues among Soviet and American citizens; Israelis and Palestinians; Indians, Pakistanis, and Kashmiris; Americans and Chinese. From those experiences, he conceptualized the five-stage process of Sustained Dialogue.

He is the author a number of books, including *The Other Walls: The Arab-Israeli Peace Process in a Global Perspective (1985)*; *A Public Peace Process: Sustained Dialogue to Transform Racial and Ethnic Conflicts (1999)*; *Politics Is about Relationship: A Blueprint for the Citizens' Century (2005)*; and *Sustained Dialogue in Conflicts: Transformation and Change (2011)*. In 1999, Hal began collaborating with students at his alma mater, Princeton University, to implement Sustained Dialogue to attend to racial, ethnic, and cultural tensions on campus. He collaborated with SD graduates to found the Sustained Dialogue Campus Network in 2013 as a project of the International Institute for Sustained Dialogue.

### **Rev. Mark Farr, President, Sustained Dialogue Institute**



With more than 25 years' experience in political and public service in the United States and the United Kingdom, Mark Farr is President of the Sustained Dialogue Institute. SDI works in the United States and around the world seeking to resolve conflicts and create change through transformed relationships and designed process. Among other activities, SDI oversees the Dartmouth Conference, the long-standing dialogue between the United States and Russia; trains young Americans on leadership, dialogue and conflict resolution on 62 U.S. campuses, as well as in Mexico, Ethiopia and Zimbabwe, and has a growing presence promoting its vision in corporate America and on Capitol Hill in Washington, DC, where SDI is based. Prior to his work at SDI, Mark was president of Capitol Hill's Faith & Politics Institute, Senior Director at the Points of Light Foundation, and Faith & Corporate Director of America's Promise.

### **Jennifer Batton, Vice President, Sustained Dialogue Institute**

Jennifer Batton, V.P. of the Sustained Dialogue Institute has worked in and with higher education for 18 years as an administrator serving all of Ohio's Colleges and Universities representing state government, as a college administrator, adjunct faculty member, and trainer and coordinator for national initiatives in higher education. She worked on national initiatives funded by the United States Department of Education - FIPSE and international initiatives including providing leadership for The Organization of American States (OAS) Advisory Board for the Inter-American Program on Education for Democratic Values and Practices. Batton has worked in 18 countries from Afghanistan to Ukraine in collaboration with the OAS, UNESCO, the Department of State, the United States Institute of Peace, GPPAC, and others providing capacity building design, training, and technical assistance for policy makers and educators.



## Sustained Dialogue Campus Network: *Crossing Bridges*



### **Rhonda Fitzgerald, Managing Director, Sustained Dialogue Campus Network**



An SD program alumna, former Program Director, and expert facilitator, Rhonda has over 10 years of experience supporting Sustained Dialogue's growth. As Managing Director, Rhonda directs the work of campus-based program activities, especially strategic planning, management, program support, and alignment with other organizational areas. Rhonda also serves as a programmatic resource for domestic partner campuses, alumni projects, and the international student-led dialogue initiatives at Addis Ababa University (Ethiopia), the University of Cape Town (South Africa), the University of Khartoum (South Sudan), and within Uganda. Rhonda also leads evaluation and interacts with the thousands of alumni and professionals in the network. Rhonda is from New Jersey and is

based in Washington, D.C. She is an alumna of Princeton University, where she participated actively in Sustained Dialogue.

### **Emma Pettit, Program Director, Sustained Dialogue Campus Network**



At SDCN, Emma works directly with students, staff, faculty, and administrators to create, support, and innovate dialogue programs on our 27 campuses. She trains students and staff on issues surrounding race, class, gender, sexual orientation, interfaith cooperation, and intercultural competency. Emma works particularly on mentoring students, developing the Sustained Dialogue retreats, and making spreadsheets. A California native, Emma comes to Sustained Dialogue from a dialogue and social justice background. She facilitated and participated in Intergroup Dialogues as an undergraduate, with a group of Muslims and Jews in Los Angeles in the NewGround project, and during six months in Israel with Tikkun Olam in Tel Aviv-Yafo. She is an alumna of Mount Holyoke College, where she created an independent major in Racial Injustice in Society and Schools, and of George Washington University, where she earned her masters in American Studies with a focus on formations of whiteness and queerness in popular culture. Emma is currently based in New Jersey.

### **Sonia Suryani, Program Manager, Sustained Dialogue Institute**



Sonia Suryani is the Program Manager at the Sustained Dialogue Institute. She supports efforts at SDI to create events and outreach in the faith, corporate and other areas. Because of her finance experience, Sonia also manages finances and administration for the Office of the SDI President. Prior to joining SDI, Sonia worked at the Global Peace Foundation as Interfaith Organizer. Before coming to the U.S., Sonia was Director of Finance at LibforAll, an Indonesian-American interfaith non-profit founded by former Indonesian President Abdurrahman Wahid, that promotes Indonesian culture, peace-building, Islamic moderation and democracy. In that capacity, she served as a personal aide to the president and organized his events and projects. In her spare time Sonia loves to perform traditional Javanese dance.

**Elizabeth Wuerz, Program Consultant, Sustained Dialogue Campus Network**



Elizabeth Wuerz serves as a Program Consultant, working closely with administrators and staff to organize Sustained Dialogue on their campuses. Previously, she was the Program Coordinator of the Global Issues Resource Center at Cuyahoga Community College, supporting the development of student programs to improve campus culture including supporting SD at the college. She has also worked for Facing History and Ourselves, an education non-profit that produces classroom resources for middle and high school students in an effort to cultivate a sense of civic responsibility. She is a graduate from the Fletcher School at Tufts University in Boston with a Master's degree in Law and Diplomacy with a focus in International Negotiation and Conflict Resolution and Human Security. She received her Bachelor's degree from Northwestern University in History and International Studies. Her prior work experience includes working for the United Nations Development Programme (UNDP) both in Cyprus and in New York where she worked on conflict resolution and peacebuilding programming including facilitating training sessions on conflict management, negotiation and mediation for UN Police and UNDP staff, researching material for a new citizen security initiative in Central America, and supporting further development of a democratic dialogue handbook. Her experience also includes working on economic community development projects in Peru. She is based in Chicago.

**Alissa Escarce, Program Consultant, Sustained Dialogue Campus Network**



Alissa has been thrilled to work as a Program Consultant and also to coordinate the work of the 2014 SDCN Annual Summit. An alumna of Princeton University's Sustained Dialogue program, Alissa served as a moderator and Logistics Coordinator on her college campus. She is an experienced human rights advocate, and has previously worked with the Rights Working Group, a national coalition of immigrants' rights and civil liberties organizations. She currently works with both Sustained Dialogue's efforts, especially in Mexico, and Centro de los Derechos del Migrante, a transnational workers' rights law center based in Mexico. She has facilitated dialogue in diverse contexts, from leading "Know Your Rights" workshops with seasonal guest workers to working as a Spanish-English interpreter with victims of drug war violence. A California native, she lives in Mexico City.



## Special Thanks

Acknowledging that the list of people and organizations who made this conference possible is quite possibly endless, the SDCN team wishes to express sincere thanks to the following people who gave of their time and talents to make this conference a reality:

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All of our students and alumni across the network! They inspire us to do better work daily!

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### **Coordinators & Volunteers:**

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## Thank You to the Collaborators That Made This Conference Possible



**THE UNIVERSITY OF ALABAMA**  
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## **\* NOTES \***



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