



2011 ANNUAL MEETING

September 19 - 22, 2011 ★ Sheraton New York Hotel and Towers

Keynote Lunch: Organizing for Change

Tuesday, September 20, 2011: 12:00 – 1:15 PM

I. Session Objective:

This keynote lunch will present diverse stories of action on the theme of organizing for change.

II. Summary of Discussion:

MODERATOR:

Madeleine K. Albright, chair, Albright Stonebridge Group

SPEAKERS:

Leymah Gbowee, executive director, Women Peace and Security Network Africa

Rye Barcott, founder, Carolina for Kibera

Secretary Albright: How do you build a coalition to achieve fundamental change? How to lead through difficult times? Organize in various ways, with contentious constituencies to achieve one goal within a community?

- **Ms. Gbowee:**
 - Women have the opportunity to be leaders in peace efforts during war. In Libya, ordinary women were tired of seeing their children raped and killed, and they banded together to ensure a future for their children. They had clear goals: a ceasefire and to gather support from the international community.
 - Women were an integral part of the peace efforts in Libya and were persistent in their efforts. They created a mobilized front and ensured that they were in the forefront of the peace efforts.
 - In 2003, the peace agreement was signed and the first female African president was elected. This was a huge accomplishment and source of pride for the women.
 - There are universal problems that need to and continue to be addressed and resolved in war-torn countries and beyond. They include religious divides, cultural and factional divides among ethnic groups, and income disparities, particularly between rural and urban areas.
 - Success came from thinking on their feet, sustained passion and commitment, assigning a human face to the conflict, maintaining pressure on government, breaching the religious gap, and gathering in-country financial support.
 - Lessons learned: tolerance, commitment, and perseverance. Without these pillars, we would not have been able to overcome the difficulties we faced. Most importantly, we continued to build friendships, danced, sang, and created a female bond.
 - She challenges the world to make vows to peoples' own communities. Every community has problems that need to be addressed. How can you change the dynamics? Step out and do something, no matter how tiny.

- **Mr. Barcott:**
 - In order to have sustainable organizational change, it must be participatory.
 - Sustainable organizational change must be addressed in the long term. It takes depth to create social change. It is possible in any community, but it has to be driven from within that community.
 - It is important to see firsthand the communities you are trying to help.
 - *Carolina for Kibera* is an organization that gives opportunities and resources to kids who would not have otherwise been given the opportunity.
 - You need a holistic approach to solve problems because these problems are integrated in resource-poor communities.

Audience Member: How do you measure the sports programs that you organize? How do you measure success?

Turning ideas into action.



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- **Mr. Barcott:** We have a track record of success. We use baselines to measure the success of the kids who go through our program against those who did not participate. But in general, we try to go beyond numbers. It is all about depth and breadth.
- **Ms. Ghowee:** You cannot measure what inspires people. When you have passion and commitment, money will find you.

Ms. Albright: Do you think there are particular qualities that woman have for creating change?

- **Ms. Ghowee:** Yes, I have seen compassion in the women I work with more than I can ever see in a man. There was a woman who was feeding a soldier that she later found out killed her daughter. Did she stop feeding that soldier? No. Is this not what peace is all about? It is to be able to stare evil in the eye but still do good. Non-violence is a powerful tool, and women have the strength to show compassion in difficult times.
- **Secretary Albright:** If women are more politically and socially empowered, then the community as a whole is much more successful.

Audience Question: How do you stop the cycle of violence in Libya?

- **Ms. Ghowee:** It is difficult. Young children see domestic violence in their own homes and they feel that it is justified. Young boys approve of this violence towards their mothers. How early do you start? We need to mobilize men and women and show that even youth needs to be accountable for their actions.

III. Opportunities for Action:

- Action can start within your own community. There are opportunities within your communities that you can be a part of.
- Start small. Every action that you take can have a positive effect on the world.
- Participate in the movement for change. Sitting idle does not create the changes necessary to address some of the world's greatest problems.
- Live your life the way you want the world to be. Understand there are factional divides and live your life to break down these divides.
- Think long term. Do not get overwhelmed by the extent of the problem today, but realize that if you take on a long-term view every problem is manageable.
- Women must be encouraged to participate in the political process. Peace efforts led by women have been successful and will be successful in the future.

Turning ideas into action.