

PERSISTENCE OF POVERTY

Report on the ICA-USA Pre-Conference Workshops and Poverty Conversation

July-October 2008

In preparation for the

ICAI 7th Global Conference on Human Development:
Unlocking the Potential to Create a New World Together

Takayama, Japan
November 17-21, 2008

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November 12, 2008

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Persistence of Poverty

Preface

This Report documents the series of ICA-USA Pre-Conference Workshops and the Poverty Conversation held in the United States between July and October 2008 in preparation for the ICAI 7th Global Conference on Human Development in Takayama, Japan, November 17-21, 2008. This Report is intended to be an historical, descriptive document that records the ICA-USA activities performed in preparation for the Conference in Japan.

These Pre-Conference activities represent a continuation of the important work of ICA-USA in leading the engagement of individuals in human and community development through their own participation. The participatory engagement of these Pre-Conference Workshops and the Poverty Conversation resulted in a series of *Key Questions for Poverty Alleviation* in response to the topic **Persistence of Poverty**, one of the Ten Central Challenges (topics) of the Japan Conference.

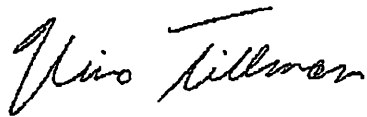
Persistence of Poverty was chosen as the focus of the United States Pre-Conference Workshops and Poverty Conversation by ICA-USA staff who concluded that, while each of the Ten Challenges is a significant issue of major concern throughout the world, **Persistence of Poverty** carries with it an urgency that can be understood globally, as well as within the United States. Arguably, many social problems that pose fundamental human and community development challenges are rooted in poverty; its persistence in the United States and abroad is insidious. Solutions might be best formulated if poverty is understood for what it is—a persistent and pernicious condition that affects all human endeavors, one with broad ramifications that affect economic, political, and social systems.

Hopefully, these ICA-USA Pre-Conference Workshops and the Poverty Conversation will contribute to raising fundamental questions that may be useful in positing solutions to the direct problem of the **Persistence of Poverty** and, indirectly, to the myriad of issues and concerns that individuals and communities face in their human and community development.

Our Pre-Conference Workshops and Poverty Conversation engaged participants in ways that are truly *participatory*. Methods employed in each of these gatherings followed the same methodology—part of the canon *Technology of Participation*[®]—developed and codified by the Institute of Cultural Affairs-USA throughout the past thirty-five years. The methods were again validated; and demonstrated that participation from a broad variety of stakeholders was vital to raising questions that could posit solutions to problems within human and community development.

I acknowledge all who participated in these Pre-Conference Workshops and the Poverty Conversation: members of the ICA-USA Board and staff, colleagues, host committees, facilitators, and citizen stakeholders.

These individuals came together to voice to their concerns about the **Persistence of Poverty** and, more importantly, about the alleviation of poverty being part of the human condition. They demonstrated that participation, more than ever, is key to raising consciousness about, understanding and, ultimately, solving persistent problems that need to be overcome throughout the course of human and community development.

A handwritten signature in black ink that reads "Nino Tillman". The signature is written in a cursive style with a long horizontal line above the name.

Nino Tillman, MBA
Executive Director

ICA-USA
Chicago, Illinois

November 12, 2008

Results: Key Question for Poverty Alleviation

The three Pre-Conference Workshops and the Poverty Conversation each yielded questions about the *Persistence of Poverty* (see pages 13, 15, 18).

The questions were then synthesized into a list of Key Questions for Poverty Alleviation, which were forwarded to ICAI for inclusion in the 7th Global Conference on Human Development program planning.

These synthesized Key Questions are listed on the following page (page 6) and they represent the Results of the three Pre-Conference Workshops and the Poverty Conversation.

ICA-USA Pre-Global Conference Workshops Key Question For Poverty Alleviation

A. EDUCATION & WISDOM TRANSFER		B. VALUES	
A.1 Community Wisdom	A.2 Making a Cultural Shift	B.1 Renewed Understanding of Poverty	B.2 Addressing Assumptions Regarding Poverty
1. How can the stories of the poor be told so that interest in solving the problem is increased?	1. How can we each be the change we want to see?	1. What is poverty? Absolute? Situational? Relative?	1. How do we work with people's compassion to move things forward (so we are not sentimentalizing, e.g., "oh, you poor thing...")?
2. How to inject our education systems with poverty prevention?	2. How do we foster transitional leadership from visionary founders?	2. How do you activate multi-generational consciousness to reach a consensus and affect social change after accepting 'what is'?	2. How can attitudes about poverty be shifted (i.e., supporting fundamental notion that poverty must be eradicated, and that it need not persist)?
3. How to equalize education?	3. What do we need to explore deeply in order to move from the current reality to push change forward?	3. Why should I care [about poverty]? Where is the greater joy in these efforts?	3. As a society, how can we disassociate a person's worth and their economic value?
4. How can we improve education on all levels?	4. How to move from victimization to cooperative self-help and life skills to break through?	4. How do we determine and share the true costs of poverty? How do we create a new way to measure poverty?	4. How much is enough? How do we rethink the assumption that "more is better"?
5. How do we ensure that local wisdom informs policies?	5. How do we create a culture of sharing and conserving resources?	D. GOVERNMENT	
6. What if parent training for parents of children age 0 – 3 became the highest development priority?	6. How do we create more catalytic, lifelong caring leaders?	1. Why are the large systems (health care, FEMA, banking, education, etc.) not working?	
7. If it were within my purview to control and alleviate poverty, and I didn't know everything I needed to know to be able to do that, what are the key questions I'd want answered?	7. How do we create inclusive community where all voices are heard and valued?	2. How do we create an efficient and accountable civil service system?	
C. ECONOMICS		3. What are the programs that will birth cooperation among the public, private, and NGO sectors in addressing global poverty?	
1. How can we make poverty part of the solution?		4. How do we ensure health insurance and a quality education for all?	
2. If we have found a way to make eliminating poverty profitable, to what extent would we start pursuing it?		5. How can poverty be added to the national agenda (of nations)?	
3. What are the most effective strategies for breaking the path to dependency?		6. How can we determine who gets more US tax support: the rich, or the poor?	
4. Does economic mobility still exist?		7. How do we make alleviation of poverty the priority of government?	
5. How can we prevent environmental determinism from determining our lives?		8. How can the US government be more efficient in aiding other countries?	
6. How can the basic needs for those without a voice be met?		<p>The Pre-Conference Workshops and the Poverty Conversation examined the topic <i>Persistence of Poverty</i>, one of the Ten Central Challenges (a set of ten major human development challenges) which serve as starting points for preparatory conversations for the theme of the 7th Global Conference on Human Development: <i>Unlocking the Potential to Create a New World Together</i>— and its central question: <i>Why have efforts to address development challenges failed to broadly realize the changes we wish to see?</i> The questions listed above are the work product of Pre-Global Conference Workshops and the Poverty Conversation convened by ICA-USA during the Summer and Fall of 2008.</p>	
7. What is the measure of a rich life vs. a poor life?			
8. How do we build a consensus between the priorities of solving poverty and saving the environment?			

Persistence of Poverty

Introduction

Persistence of Poverty is the title of the ICA-USA initiative of three Pre-Conference Workshops and a Poverty Conversation held in preparation for the ICAI 7th Global Conference on Human Development: *Unlocking the Potential to Create a New World Together* (November 17-21, 2008 in Takayama, Japan). The three ICA-USA Pre-Conference Workshops were held in Chicago (July 24, 2008), Troy, New York (September 20, 2008), and Sausalito, California (October 4, 2008). The Poverty Conversation was held in Washington, D.C. (September 21, 2008).

Persistence of Poverty was the theme of each Pre-Conference Workshop and the Poverty Conversation. This theme, selected by ICA-USA staff, was one of the Ten Central Challenges that are intended to serve as the preliminary lens for the Global Conference in Japan. **Persistence of Poverty** was selected from a list of Challenges (topics) that, in addition to Persistence of Poverty, include Effective Governance and Protection of Human Rights, Environmental Degradation and Climate Change, Sustainable Agriculture and Rural Livelihoods, Violent Conflict and Social Disintegration, Access to Healthcare and Preventing the Spread of Disease, Literacy and Education, Consumerism and Over-Consumption, Disconnectedness and Barriers to Engagement, and Private Sector Collaboration.

The **Persistence of Poverty** Pre-Conference Workshops and the Poverty Conversation examined the central question of Poverty that confronts every person and institution engaged in international development: *Why have efforts to address development challenges around poverty failed to broadly realize the changes we wish to see?* This question of poverty viewed the central question of the Japan Global Conference—*Why have efforts to address development challenges failed to broadly realize the changes we wish to see?*—with a poverty slant.

The context for the topic of the Japan Global Conference and, in turn, for the ICA-USA Pre-Conference Workshops and Poverty Conversation is that, despite the enormous efforts made to overcome poverty, injustice, and disease,—among so many other pressing challenges—the international community can point to only incremental impact on the status quo. Development efforts are overwhelmingly reactive, responding in piecemeal form to the endless challenges that emerge before us.

Given the slow rate of change, many in civil society, academic, government, and the private sector have called for a re-assessment of the underlying assumptions employed in carrying out the work of human development around the world. Such an assessment—a kind of going back to basics—opens the door to envision the paradigm shift or shifts needed in order to put our collective efforts on an increasingly pro-active, outcomes-driven track.

Goals and Objectives

The goal of the Pre-Conference Workshops and the Poverty Conversation was to prepare for the Japan Global Conference and, specifically, to conduct a series of inquiries among stakeholders around the question of Poverty and its persistence in our global community. This preparation is considered preliminary for the Japan Global Conference, launching investigations around the paradigm shift or shifts needed to align global development efforts with the outcomes that the global community has committed to realize.

In order to prepare for the Japan Global Conference, the Pre-Conference Workshop Design yielded a series of *Key Questions about Poverty Alleviation*. The Poverty Conversation was an informal gathering and did not follow this design. The questions from the Pre-Conference Workshops and the Poverty Conversation were forwarded to ICAI for their preparations for the 7th Global Conference on Human Development. The Pre-Conference Workshop Design was in alignment with the objectives of the Japan Global Conference:

- Bring together stakeholders from civil society, government, academic, and the private sector.
- Explore the diversity and interconnectedness of the **Persistence of Poverty**, one of the most urgent global human development challenges.
- Address the question of why so many development efforts around poverty have failed to produce the desired results.
- Analyze what development approaches for the eradication of poverty are working, what's not working, what new options may be available to us, and how we can overcome our limitations in dealing with development challenges.
- Serve as an incubator for ideas about how to enable the world's people to pro-actively shape their own futures, rather than passively respond to change.
- Serve as an incubator for ideas for further discussion at the Japan Global Conference.
- Produce recommended strategies, partnerships, and alliances across disciplines needed to realize the Japan Global Conference goals.
- Synthesize the integrated working group outcomes into an holistic implementation agenda.

Pre-conference Workshop Design

Each pre-Conference Workshop was designed around three key ToP[®] processes: Focused Conversation, Consensus Workshop, and WAVE Analysis Exercise. A video, *Micro-Lending in Bangladesh*, was shown and discussed in each venue. The Chicago Pre-Conference Workshop also featured an Interactive Opening, *World Café Chicago*, which was not replicated in Troy or Sausalito. The considerations of the Pre-Conference Workshop Design included the following:

- Audience
 - ICA-USA Staff and volunteers from the area of poverty alleviation
 - People who have experienced poverty

- Rational Aim
 - Craft key questions which help us perceive what is required to shift the system that holds poverty in place around the world

- Experiential Aim
 - A safe container in which diverse views are honored and welcomed
 - Opportunity to create new connections and alliances
 - Participants depart more optimistic than when arrived

- Enhanced Capabilities
 - Enable people to look at poverty as a system and to perceive themselves as being part of that system

- Image to Shape
 - Shift from:**
 - Blame, guilt, despair
 - Let's fix the problem of poverty

 - Shift to:**
 - Hope
 - Let's transform the system of poverty

- Outcome/Product
 - Submit a list of questions for further discussion at the ICAI 7th Global Conference on Human Development, November 17-21, 2008, in Takayama, Japan

- Overarching Focus Question
 - What are key factors for transforming the system of poverty?

- Attention (Awareness)
 - Welcome—clarifications of purpose
 - Introductions
 - Meeting Objectives/Agenda/Ground Rules
 - Focused Conversation to build awareness about poverty

- Motivation (Desire)
 - Review successful poverty alleviation case examples
 - Focused Conversation to draw out the common denominators of success

- Message (Knowledge)
 - Break (15 minutes)
 - WAVE Analysis Exercise

- Exercise (Ability)
 - Question Generation Workshop

- Evaluation (Reinforce)
 - Meeting (Workshop) Evaluation
 - Promote the Japan Conference
 - Closing Reflection

First Pre-Conference Workshop Summary

Chicago, Illinois
July 24, 2008

The Pre-Conference Workshop in Chicago, Illinois (July 24, 2008 1:00PM to 5:00PM) was the first of three Pre-Conference Workshops scheduled in the US in preparation for the ICAI 7th Global Conference on Human Development (November 17-21, 2008 in Takayama, Japan). The second and third ICA-USA Pre-Conference Workshops were held in Troy, New York on September 20 and Sausalito, California on October 4.

The Chicago Pre-Conference Workshop examined the topic *Persistence of Poverty*, one of the Ten Central Challenges, a set of ten major human development challenges, which serve as starting points for preparatory conversations for the theme of the ICAI 7th Global Conference on Human Development: *Unlocking the Potential to Create a New World Together* and its central question: *Why have efforts to address development challenges failed to broadly realize the changes we wish to see?*

The Chicago Pre-Conference Workshop was facilitated by Larry Philbrook, who served as lead facilitator, assisted by facilitators Ed Feldmanis, Kathy McGrane, and Sheila LeGeros. The thirty-seven participants included ICA-USA staff and Board and local citizens concerned with the issues surrounding poverty and its persistence into the twenty-first century. The setting of the Pre-Conference Workshop—the newly restored 6th Floor ICA-USA Conference Center located in the Chicago headquarters on North Sheridan Road—allowed for both the large and small group activities of the four-hour Pre-Conference Workshop.

Pre-Conference Workshop Program

The afternoon Program consisted of several structured activities (see pages 29, 30) designed to engage the participants in Focused Conversation about the topic *Persistence of Poverty*:

- A film (presented from You-Tube) about poverty in Bangladesh was shown to the assembled (participants), followed by (large group) discussion.
- The World Café Chicago Exercise in which participants self-selected into six teams and engaged in team conversations about the *Persistence of Poverty* (see page 40).
- Large group reflection on the *Persistence of Poverty* (see page 40).

- WAVE Analysis Exercise (see page 42).
- Final question.

Key Questions for Poverty Alleviation

From all the conversations held throughout the Chicago Pre-Conference Workshop, the following questions that surfaced were considered key to developing an approach to understanding the *Persistence of Poverty*:

- As a society, how can we disassociate a person's worth from their economic value?
- How can the stories of the poor be shared so that interest in solving the problem is increased?
- How to move from victimization to cooperative self-help and life skills to break through?
- "The new" comes from 'up', not 'down'.
- How do you activate multi-generational consciousness to reach a consensus and affect social change after accepting 'what is'?
- How do we create inclusive community where all voices are heard and valued?
- Why are the large systems (health care, FEMA, banking, education, etc.) not working?
- How can we each be the change we want to see?
- "The new" comes from people, not the power structure.
- How to inject our education systems with poverty prevention?
- How to equalize education?
- How can we improve education on ALL levels?

These Key Questions were considered in formulating the *Key Questions for Poverty Alleviation*, which were forwarded to ICAI for inclusion in the preparations of the 7th Global Conference on Human Development.

Second Pre-Conference Workshop Summary

Troy, New York
September 20, 2008

The second of three Pre-Conference Workshops in the US leading up to the ICAI 7th Global Conference on Human Development in (November 17-21, 2008 in Takayama, Japan) was held on September 20, 2008 in Troy, New York in the Christ United Methodist Church on State Street.

Like the Chicago Pre-Conference Workshop, the Troy Pre-Conference Workshop examined the topic *Persistence of Poverty*, one of the Ten Central Challenges that will serve as starting points for preparatory conversations in support of the theme of the 7th Global Conference: *Unlocking the Potential to Create a New World Together*—and its central question: *Why have the efforts to address development challenges failed to broadly realize the changes we wish to see?*

The Troy Pre-Conference Workshop was hosted by Dorcas and Kenneth Rose of Troy, New York and facilitated by Sheila LeGeros of Minnesota, who served as lead facilitator, and assisted by facilitators Lois Saboe of Connecticut and Sandra True of New York.

The twenty-five participants included individuals from the Troy community who are concerned with the issues surrounding poverty and its persistence into the twenty-first century. Among the participants were residents and managers of a model homeless shelter in the Troy community. ICA-USA staff and Board participants included Nino Tillman, Executive Director of ICA-USA, and Timothy J. Duszynski, Director of National Programs, and Sandra True, ICA-USA Board member. Two representatives of ICAI, based in Montreal, Canada, also participated—Lambert Okrah, ICAI Executive Director, and Michael Watson, ICAI Policy Director.

The setting for the Pre-Conference Workshop—Christ United Methodist Church, the oldest Methodist Congregation in Rensselaer County founded in 1804—allowed for the comfortable participation from all.

Pre-Conference Workshop Program

Like the Chicago Pre-Conference Workshop in July, the Troy Pre-Conference Workshop featured several structured activities designed to engage participants in Focused Conversation about the *Persistence of Poverty* (see page 31).

The Workshop Design was comprehensive—following the ICA ToP[®] Facilitation Methods and leading to consensus. In terms of overall Workshop Design, it is noted that, unlike the Chicago Pre-Conference Workshop, the Troy Pre-Conference Workshop featured a Success Story Study using Case Examples

(see page 48) instead of the World Café Chicago Exercise. The four-hour workshop followed the established timeline design to reach a logical close—Key Questions for Poverty Alleviation.

Key Questions for Poverty Alleviation

Following from the activities throughout the Troy Pre-Conference Workshop, several questions surfaced that were considered key to developing an approach to understanding the *Persistence of Poverty*:

- What do we need to explore deeply in order to move from the current reality to push change forward?
- How can poverty be added to the national agenda (of nations)?
- How can we make poverty part of the solution?
- If it were within my purview to control and alleviate poverty, and I didn't know everything I needed to know to be able to do that, what are the key questions I'd want to have answered?
- How do we work with people's compassion to move things forward so we are not sentimentalizing (e.g., "oh, you poor thing...")?
- If we have found a way to make eliminating poverty profitable, to what extent would we start pursuing it?
- What are the most effective strategies for breaking the path of dependency?
- How can we determine who gets more US tax support: the rich or the poor?
- How do we make alleviation of poverty the priority of government?
- What is poverty? Absolute? Situational? Relative?
- Does economic mobility still exist?
- How can we prevent environmental determinism from determining our lives?
- How can basic needs be met for those without a voice?
- What is the measure of a "rich life" versus a "poor life"?

- How can the US government become more efficient in aiding other countries?
- How can attitudes about poverty be shifted (i.e. supporting the fundamental notion that poverty must be eradicated and that it need not persist)?

These Key Questions, like those generated in the Chicago and Sausalito Pre-Conference Workshops, were considered in formulating the Key Questions for Poverty Alleviation, which were forwarded to ICAI for inclusion in planning for the 7th Global Conference on Human Development.

Third Pre-Conference Workshop

Sausalito, California

October 4, 2008

The third of three Pre-Conference Workshops in the US leading up to the ICAI 7th Global Conference on Human Development (November 17-21, 2008 in Takayama, Japan) was held on October 4, 2008 in Sausalito, California in the home of Marcia Jaffe, President of the Bali Institute for Global Renewal.

Like the Chicago and Troy Pre-Conference Workshops, the Sausalito pre-Conference Workshop examined the *Persistence of Poverty* topic, one of the Ten Central Challenges that will serve as starting points for preparatory conversations in support of the theme of the Global Conference: *Unlocking the Potential to Create a New World Together*—and its central question: *Why have the efforts to address development challenges failed to broadly realize the changes we wish to see?*

The Sausalito Pre-Conference Workshop was hosted by Marcia Jaffe, Lela Jahn, and Don Bayer of California. The Pre-Conference Workshop lead facilitator was Kathy McGrane of Minnesota, who was assisted by facilitators Jane Stallman of California and James Weigel of Arizona.

The twenty-one participants included individuals from the local California community who are concerned with the issues surrounding poverty and its persistence into the twenty-first century in addition to ICA-USA staff members Nino Tillman, ICA-USA Executive Director, and Cheryl Zaleski, ICA-USA National Program Manager, and members of the ICA-USA Board of Directors Carolyn Antenen, ICA-USA Board President, Suganya Sockalingam and Susan Henderson.

The residential setting for the Pre-Conference Workshop provided a casual and informal environment, allowing comfortable participation from all who attended.

Pre-Conference Workshop Program

The Pre-Conference Workshops held in Chicago and Troy informed the Workshop Design for Sausalito Pre-Conference Workshop. The basic Pre-Conference Workshop Design (see page 32) was for a four-hour event that leads to a Consensus Workshop on the Key Questions for Poverty Alleviation. The Sausalito Workshop Design more closely followed the Troy Pre-Conference Workshop than the Chicago Pre-Conference Workshop in that, instead of having a World Café Exercise (see page 40), the Pre-Conference Workshop in Sausalito held a Success Story Study with Case Examples (see page 57).

Key Questions for Poverty Alleviation

Several questions surfaced throughout the activities of the Pre-Conference Workshop, which were considered key to developing an approach to understanding the *Persistence of Poverty*:

- How much is enough? How do we rethink the assumption that “more is better”?
- How do we create a culture of sharing and conserving resources?
- How do we create more catalytic, lifelong caring leaders?
- Why should I care [about poverty]? Where is the greater joy in these efforts?
- How do we foster transitional leadership from visionary founders?
- How do we ensure that local wisdom informs policies?
- How do we build a consensus between the priorities of solving poverty and saving the environment?
- How do we determine and share the true costs of poverty? How do we create a new way to “measure”?
- How do we create an efficient and accountable civil service system?
- What are the programs that will birth cooperation among the public, private, and NGO sectors in addressing global poverty?
- How do we ensure health insurance and a quality education for all?
- What if parent training for parents of children age 0-3 became the highest development priority?

These Key Questions, like those generated in the Chicago and Troy Pre-Conference Workshops and in the Washington, D.C. Poverty Conversation, were considered in formulating the Key Questions for Poverty Alleviation, which were forwarded to ICAI for inclusion in the preparations for the 7th Global Conference on Human Development.

Poverty Conversation Summary

House Church, Washington, D.C.
September 21, 2008

The monthly House Church meeting in Washington, D.C. on September 21, 2008 was the setting for colleagues to meet and elicit input towards the upcoming ICAI 7th Global Conference on Human Development and for the group to participate in the symbolic life of Order: Ecumenical. Marie Sharp hosted the gathering at her home in Washington, D.C.

The time prior to the House Church celebration was designated for study and to report on the upcoming November 17-21, 2008 7th Global Conference on Human Development in Takayama, Japan and to continue the conversation about alleviating the *Persistence of Poverty*, which is one of the themes of the Global Conference in Japan. Nino Tillman, Executive Director of ICA-USA, gave a report of previous Pre-Conference events; then Lynda Cock led the discussion about alleviating the *Persistence of Poverty*.

The many years of ICA wisdom and experience—supplemented by current local endeavors—in human development projects in cities and villages around the world formed the backdrop of the conversation. Dwala Ferrell (former ICA Board member) and Mike Watson, a husband and wife clergy team, shared of their work with the Pathways organization in Petersburg, VA—one of the poorest cities in Virginia. Pathways is a multi-faceted community development project whose motto is “Building Lives-Awakening Hope”. Susan Fertig-Dykes spoke about her experiences working with USAID in third-world countries. Jack Ballard spoke about his work with the immigrant community in Baltimore, MD. Marie Sharp shared stories from her work with job training and Bill and Nan Grow spoke about their community work in Pennsylvania.

Signs of Hope

- Changed perspectives brought about by Habitat homes
- Dramatic earthquake recovery work through ICA-Peru
- A sustainable home provides long-lasting benefits
- The power that micro credit has provided
- Younger people are willing to take on the challenges of poverty
- The Ballard's son Chris and his family in Kyrgyzstan
- The work of Su E Kim's nephew in Nicaragua
- The ministry work of Lynda's cousin in Haiti
- Lindsey Buss's work with Martha's Table in Washington, D.C.

Examples of Keys to Working Effectively with Poverty

- USAID set up an American University branch in Bulgaria. Money was repaid which allowed for reflow of money. Educational endeavors contribute to the economic health of the nation.
- “Educate a girl and the rest will be taken care of” is the theme of one self-help organization.
- When sufficient base needs are met (i.e. food, water, and housing) opportunities exist for increased health. The “have nots” suffer health wise, which spirals into other arenas.
- Building relationships is key—what we do together and providing opportunities for setting goals on a regular basis.
- Work for visible changes in local area.
- Empowerment through voting, awareness of the rules of the city, and working to get disenfranchised people registered.
- Building on assets versus needs.
- Culture makes a difference on how people “make it”—individual / consumer versus a communal culture where taking care of each other is key.
- Working *with* people, not doing it for them.
- YouthBuild organization—for youth between 16 and 24 years old—educates and gives job skills that apply to their community (e.g. lead abatement).
- Public—private partnerships (e.g. Hewlett-Packard and schools).
- USAID partnerships with extractive organizations and trafficked women in Angola is mutually beneficial.

Summary of Wisdom for Effectively Working with Poverty

- Multi-faceted
- Partnerships
- Relationships
- Culturally-based
- Community-based
- Representational
- Mutually beneficial
- Reducing the standard of living in the USA is required in order to raise the poverty line in China.
- How many earths would it take if everyone lived at your lifestyle?
- *“Self-sacrifice on behalf of has made the 14 billion years of the universe possible. Likewise, we humans are and will be effective to the extent we enter the “sacrificial mode” of the universe.”*
-Thomas Berry

The group was then invited to continue their conversation on the ICAI interactive WIKI.

Appendix A

Pre-Conference Workshop and Poverty Conversation Participants

Pre-Conference Workshop Participants
Chicago, Illinois
July 24, 2008

Roger Alexander	Elaine Stover
Carolyn Antenen	Manny Tandong
Cheryl Brooks	Fara Taylor
Victor Chears	Nino Tillman
Victoria Chears	Sunny Walker
Timothy Duszynski	Pamela Wilcox
Ed Feldmanis	Karin Wimbley-Brodnax
Bob Ford	Cheryl Zaleski
Jaclyn Fortini	
Reva Freedman	
Ruth Gilbert	
Michelle Gonzalez	
Ann Hudson	
Heidi Kolbe	
Sheila LeGeros	
Kathy McGrane	
LaToya Myles	
Hai Minh Nguyen	
Hannah Otto	
John Perkins	
Larry Philbrook	
Lela Philbrook	
Leroy Philbrook	
Marge Philbrook	
Jewel Roberson	
Karen Sims	

Pre-Conference Workshop Participants
Troy, New York
September 20, 2008

Cayla Cahoon
K. Campbell
Chris Carey
Sharon Chaines
Timothy Duszynski
Lynn Gardner
Dick Howie
Ellen Howie
Sheila Lois
Paul Marano
Kevin O'Connor
Lambert Okrah
Alice Rose
Dorcas Rose
Kea Rose
Sarah Spris
Nino Tillman
Sandra True
Janice Ulangca
Michael Watson

Pre-Conference Workshop Participants
Sausalito, California
October 4, 2008

Carolyn Antenen

Don Bayer

Maxine Butcher

Roger Butcher

Raines Cohen

Helen Heal

Susan Henderson

Marcia Jaffe

Lela Jahn

Kit Krauss

Margaret Krauss

Kathy McGrane

Betsy Morris

David Rebstock

Suganya Sockalingam

Jane Stallman

Nino Tillman

Deborah Vazirani

Kim Weichel

Jim Wiegel

Cheryl Zaleski

Poverty Conversation Participants
Washington, D.C.
September 21, 2008

Jack Ballard

Louise Ballard

Peter Ballard

Lynda Cock

Carl Ennis

Dwala Ferrell

Susan Fertig-Dykes

Bill Grow

Nan Grow

Su E Kim

Lois Leggett

Walt Leggett

Jobe Martin

Helen Newkirk

Marie Sharp

Nino Tillman

Mike Watson

Appendix B
Pre-Conference Workshop Designs

Event Design: Persistence of Poverty Pre-Global Japan in Chicago1-24-08			Participants: ICA-USA invitees Facilitators: Larry Philbrook, Sheila LeGeros, Kathy McGrane, Ed Feldmanis		
RA: document input on 10 Global Development Questions while digging more deeply in "What is Sustaining Poverty?" World Café; Video & Reflection; Wave-dynamics of group's perception of poverty; Forming the questions: crafting as teams, the key questions that may help us perceive what is required to shift the system. Enhanced Capacity: Help people improve their ability to look at poverty as a system, and to perceive themselves as being part of that system.			Experiential Aim: diverse expression of views with opportunity for connections and alliances to develop based on common understanding. Image Shape: 1. Global and local development: Moving from blame and guilt to perceiving the system so that options can be from a broader perspective – Gender equity bias is only peripherally about women. 2. Poverty Alleviation: Moving from the image of repair to transformational healing. Western medicine traditionally cuts first and hopes the hole will heal. Eastern medicine tries to support the rest of the system to change such that the healing happens naturally.		
1:00 pm- 1:30p	1:30- 2:30	2:30	2:40 – 3:10	3:10 – 4:15	4:15 – 5:00 p
<p>Welcome— Clarification of Purpose Nino Tillman</p> <p>Larry Philbrook, Lead Facilitator</p> <p>Context: Today we will Build Awareness:</p> <p>Comprehensive Perspective – World to Local – Key development challenges</p> <p>Motivation: Short focused conversation of the experience of poverty</p> <p>Message: Build our knowledge of (Wave) what is holding poverty in place?</p> <p>Exercise/ability: What are the focus questions (dialogue/ORID/AI) Trusts them to follow where they are moved to flow?</p> <p>Evaluation: Closing and conference introduction</p>	<p>World Café Larry Philbrook</p> <p>Explore & Share topic together:</p> <p>"What are the KEY development challenges the world is facing today?"</p> <p>Each table is a café 10 Topic hand-out</p> <p>READ What is a local issue or initiative in this arena as an illustration or share one yourself.</p> <p>Café Etiquette: -Focus on what matters</p> <p>-Contribute your thinking & exp</p> <p>-Listen to understand</p> <p>-Connect ideas</p>	<p>BIO B R E A K</p> <p>10</p> <p>MI N.</p>	<p>Focus on Poverty Sheila LeGeros</p> <p>Introduction of Participants:</p> <p>Name</p> <p>Organization / connection to the ICA</p> <p>• One word for your state of being right now</p> <p>Context: Our focus is on alleviation of poverty. We start with two quick video clips from Bangladesh</p> <p>"Poverty: A human condition characterized by the sustained or chronic deprivation of the resources, capabilities, choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural, economic, political and social rights."</p>	<p>WAVE exercise Kathy McGrane & Sheila LeGeros</p> <p>CONTEXT: 1st step Collective Perception -See what don't have -See what we do have (example: like when I say pay attention to your body at this moment what do you notice? Do notice your little finger? How does it feel today and how is it doing? Our task is to look at the arena of poverty what is and describe it)</p> <p>"What we are going to do is to feel every part of Poverty Reality and Alleviation: What is working and what is not"</p> <p>Take a moment and write. Someone please give me an example? Are you clear what is? If not what could we say that would make it clear?</p> <p>Ind. Brainstorm statements: On paper - How poverty is being experienced right now or what subjectively is affecting poverty at this time.</p> <p>Write: facts, events, accomplishments, potential, objective, size, growth, policies (gov't or UN) As many as you can think of to describe POVERTY LOOKING at what is here, reality, right now, + & -, SPECIFIC</p> <p>5Minutes to write Example: someone share situation</p> <p>Sm Grp of 5 share ind. list, Please write at least 8-10 items. Think about within your local context but also national and global if you can. Write BIG; DARK MARKERS; One Idea /card</p>	<p>Dialogue Provocative Questions Larry Philbrook</p> <p>Guidelines: reminder read again</p> <p>Walk Around 5 Min reflect we are focusing on content – looking for focus question for Japan. What will lead us toward the new paradigm of development?</p> <p>OK now our dialogue. Listen for the AHA- that is the question!</p> <p>Return, Sit, Silence, speak</p> <p>20 Min. flip chart and Ask ?s you said or heard most that are most critical</p> <p>Task: recommend questions used to determine focus groups at Japan conference and ultimately task & Action groups around the world. Consider all areas needing examination to fully understand the system of poverty and transform the reality not just fight it.</p>

<p>Focus Question: What are the KEY focus questions to be forwarded to the 7th Global Conference on Human Development?</p> <p>Introductions of other facilitators</p>	<p>-Listen Together for patterns, insights & deeper questions</p> <p>-Play, Doodle, Draw</p> <p>10 Arenas (8 Min per round)</p> <p>– (5-6 participants per table))</p> <p>1. Describe your involvement/passion in any arena</p> <p>2. You feel ____ sustains conflict/pain?</p> <p>3. What are signs of hope?</p> <p>4. Back Home: (On Flip Answer) What are KEY development challenges the world is facing today?</p> <p>Present to large group</p>	<p>Share web sites in a handout so participants may take to their small groups too.</p> <p>O: What words or scenes do you remember?</p> <p>R: What feelings as you watched?</p> <p>What did you feel like saying yes to?</p> <p>What were some connections to your own life or experience?</p> <p>I: Of these ideas in the video, which seemed most easily achievable or effective to you?</p> <p>Which posed the greatest challenge for you as an individual OR for the world?</p> <p>Focusing on Alleviation of Poverty – Any insights?</p> <p>D: What are the elements that sustain Poverty?</p>	<p>Once the cards are written I want to ask you to do one other step. Our Current reality is never static; it is dynamic and changes as we speak. We have found it helpful to use the image of a wave, a shape that changes constantly. We will use this big wave to plot your cards after my briefing. I want your groups to use your intuition re: your cards and then group your cards.</p> <p>Briefing for categories: Post large colored cards for group to look back at</p> <p>Emerging: For statements that symbolize “taking shape”, sense that they may gain energy and sense of initiation</p> <p>Swell: Cards/ideas that are getting positive results and you experience constantly learning/growing from that aspect.</p> <p>Crest: Ideas that are still producing a great result but deep down you know there is not much energy left and growth is limited.</p> <p>Trough: for things that are sending you unclear/confusing image and you feel anxious. One day it seems the results are positive and the next negative. Like relief supplies they keep people alive but often create dependency</p> <p>Undertow: Patterns that might have brought you success in the past but it is causing you trouble and you know if this continues the whole situation is going to be sucked down like a titanic.</p> <p>Reflection:</p> <p>O: Which arena has the most data?</p> <p>Where did your small group have the most or least cards?</p> <p>Read one section and at a time: for each section ask the group to select the 2-3 cards that represent it/Most powerful?</p> <p>R: Where do you feel sorrow or fear as you look at this data? Where do you feel energized?</p> <p>I: Looking at the whole picture what does it tell you? What is holding poverty in place?</p> <p>D: How do we share this with our colleagues?</p>	<p>Questions?</p> <p>Ex: Micro lending – then develop questions from there.</p> <p>Write several questions</p> <p>Anything else before we close the dialogue?</p> <p>4:45 Closing Evelyn Kurihara Philbrook – ICA staff Taiwan Close session today</p> <p>Last word: Say something about our time together</p>
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Design for ICA Pre-Global Conference Workshop on The Persistence of Poverty
Troy, New York, September 20, 2008

Audience	Rational Aim	Experiential Aim	Enhanced Capabilities	Image to Shape	Outcome /Product
<ul style="list-style-type: none"> • Staff and volunteers from the arena of poverty alleviation • People who have experienced poverty 	<ul style="list-style-type: none"> • Craft key questions which help us perceive what is required to shift the system that holds poverty in place around the world 	<ul style="list-style-type: none"> • A safe container in which diverse views are honored and welcomed • Opportunity to create new connections and alliances • Participants depart more optimistic than when arrived 	<ul style="list-style-type: none"> • Enable people to look at poverty as a system, and to perceive themselves as being part of that system 	<p>Shift From:</p> <ul style="list-style-type: none"> • Blame, guilt, despair • Let's fix the problem of poverty <p>Shift To</p> <ul style="list-style-type: none"> • Hope • Let's transform the system of poverty 	<ul style="list-style-type: none"> • Submit a list of questions for further discussion at the 7th Global Conference on Human Development, November 17-21, 2008, Takayama, Japan
OVERARCHING FOCUS QUESTION	ATTENTION (AWARENESS)	MOTIVATION (DESIRE)	MESSAGE (KNOWLEDGE)	EXERCISE (ABILITY)	EVALUATION (REINFORCE)
What are key factors for transforming the system of poverty?	<ol style="list-style-type: none"> 1.Welcome -- clarification of purpose, Nino Tillman 2.Introductions 3.Meeting Objectives/ Agenda/Ground Rules 4.Focused Conversation to build awareness about poverty 	<ol style="list-style-type: none"> 1.Review 3 to 4 poverty alleviation success stories 2.Focused Conversation to draw out the common denominators of success 	<ol style="list-style-type: none"> 1.Break (15 minutes) 2.Wave Workshop 	<ol style="list-style-type: none"> 1.Question Generation Workshop 	<ol style="list-style-type: none"> 1.Meeting Evaluation 2.Promote the Japan Conference 3.Closing Reflection
Timing	1:00 pm -- 1:40 pm	1:40 pm -- 2:25 pm	2:25 pm -- 4:00 pm	4:00 pm -- 4:45 pm	4:45 pm -- 5:00 pm

ICA USA Pre-Global Conference Workshop on Human Development

CHALLENGING THE PERSISTENCE OF POVERTY IN OUR WORLD:
KEY QUESTIONS TO ADDRESS

Sausalito, California USA Saturday, October 4, 2008 1:00 - 5:00 PM Pacific

Facilitated by: Kathy McGrane, Jane Stallman, & Jim Wiegel, Technology of Participation (ToP)® Trainers & Facilitators

Audience:			Experiential Aim:			Image to Shape:		
About 25 people: -ICA USA Staff 2 & Board 3; -3 ToP Facilitators; -Host Team (3) and friends (14): (UN employees, etc.)			A safe container in which diverse views are honored and welcomed; -Opportunity to create new connections and alliances; -Participants depart more optimistic than when arrived			Shift From: -Blame, guilt, despair; -Let's fix the problem of poverty: Shift To Begin: -Hope; -Let's transform system of poverty		
Outcome/ Product:			Rational Aim:			Enhanced Capabilities:		
-Submit a list of questions to discuss at the 7 th Global Conference on Human Development, Unlocking the Potential to Create a New World Together			-Craft KEY questions which help us perceive what is required to shift the system that hold the poverty in place around the world			-Enable people to look at poverty as a system, and to perceive themselves as being part of that system		
Overarching Focus Question:								
<i>What are the KEY Questions to be addressed if we are to effectively challenge the persistence of poverty in our world? (to be forwarded to ICAI's 7th Global Conference on Human Development)</i>								
Background Materials:								
<i>UN definition of Poverty; 10 Issues for Japan conference (1 persistence of poverty): Poverty Fact Sheet national and international; Grameen Bank video: 6 Case Studies: Chicago and Troy Waves: Cases of Poverty Efforts: Grameen Bank, 5 other materials; 1 page handout on the wave . . .</i>								
Movement		Activity		Steps				
Final Prep				Set the space, prepare flip charts, facilitation tools, snacks, handouts				

Welcome and Overview Attention (Awareness) 1 - 1:40/40 Min	ICA Welcome Nino Tillman -	Welcome: Thank Host; explanation/clarify -ICA USA; -ICAI; -Japan Conference, -workshop purpose Handout - 10 TOPICS; Poverty Facts Sheet
	Introductions and overview Kathy McGrane	Intros - -Name; -Org connection to ICA; -one word for your state of being right now Meeting Objectives/Agenda Ground Rules: (flip) -Listen with respect to yourself & others; -Share Air Time; -Our task does not require agreement it does require understanding; -There are no wrong answers; -HAVE FUN!!
	Build Awareness about Poverty Kathy McGrane -	Everyone has their own definition of poverty. Let's expand our minds about what poverty is. Close eyes and imagine - What is poverty? 1-Min O-Describe what you see, hear, touch, smell, taste? R-What emotions came up for you? I-What is the significance? O-READ - On flip: UN Def of Poverty - "Poverty: A human condition characterized by the sustained or chronic deprivation of the resources, capabilities, choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural economic, political and social rights." R-What emotions I-What is missing in this def. of pov. That you would like to add? Is there anything you would like to subtract or remove from this definition? D-How closely does this definition match your observation about poverty? (1 or2 stories) Now that we have a definition and each of may have expanded on what we started with or changed our original idea after listening to others and taking in new info we are ready to look at our <u>Current Reality of the Persistence of Poverty</u>

Movement	Activity	Steps
Look at the Current Reality: The Persistence of Poverty Jane Stallman/ Jim Wiegel Motivation (Desire) 1:40-2:25/40-45 Min	Context on Current Reality	<p>Set up Current Reality of Persistence of Poverty (2 sticky walls - ½ grp at each wall) [Could include both Chi/Troy or one Troy one Chi]</p> <p>Explain: In this process our purpose is to try to get a Collective Perception. Usually we notice what we do not have. Today let's SEE what we do have. (Ex. When I say pay attention to your body at this moment what do you notice? Do you notice your little finger? How does it feel today and how is it doing?) Our Task: look at the topic of PERSISTENCE OF poverty and WHAT IT IS? & DESCRIBE IT</p> <p>WE will share with you the WAVE results from Chicago & Troy, NY Poverty sessions.</p>
	Explain the Wave image	<p>1st let's talk about the WAVE: It is a picture in time – thus our Current Reality. That reality will change the minute we stop talking about it, like a Wave coming onto shore. There will be another wave and yet not the same wave. The WAVE is always changing dynamic not static.</p> <p>2nd Parts of the WAVE - demo on sticky wall and ask someone to read the posted wording. (Large colored cards are posted on WAVE on sticky wall with WAVE Analysis Exercise picture statements, these are read. Commentary on each: EMERGING: Realities that are "taking shape", sense that they may gain energy and sense of initiation SWELL: Realities that are getting positive results & you experience constantly learning/ growing from that aspect CREST: Realities that are still producing a great result but deep down you know there is not much energy left & growth is limited. TROUGH: Realities that are sending you unclear/confusing images and you feel anxious. One day it seems the results are positive & the next negative. Like relief supplies, they keep people alive but often create dependency UNDERTOW: Underlying currents that may be difficult to see, but are powerful and can cause trouble and suck creative initiatives down and drown them.</p>
	Review, add to, work in Troy and Chicago	<p>3rd Handout - Chicago & Troy WAVES. These ideas were developed from looking at Persistence of Poverty from local, national, regional and global perspectives. We want to build on this Collective Perspective. We will go through each step of the WAVE, one at a time. Emerging, Swell, Crest, Trough, and Undertow: read through both Chi & Troy. Then ask: What is a concern for you? What is missing? What would you add? Participants in groups of 2-3 write 2 cards and Pass up, post & read. Clarity?</p> <p>D-Go back over each step and Read answers section one at a time Mark w/ RED star 2-3 cards Ask group what represents the step of the WAVE most powerful? What implications do you see? What is this telling us about the Persistence of Poverty?</p> <p>Following the break we will explore success stories.</p>
BREAK 15 Min 2:25-2:40		Ask them to go look at input of other small group
Movement	Activity	Steps
Success Story Study: Message (Knowledge) Kathy McGrane	Set context with Grameen Bank Video	<p>What successes do we see in Poverty Alleviation?</p> <p>2.)Show Video Grameen Bank Video Bangladesh: O-Words scenes do you remember; R-What emotions did you have as you watched?; Where did you want to say yes?; What connections to your own life?; I-Of the ideas in the video, which seemed most achievable or effective to you?; -Which posed the greatest challenge for you as an individual OR for the world?; - Focusing on Alleviation of Poverty - Any Insights</p> <p>D-What are the elements that sustain Poverty? What elements are unlocking the potential to create</p> <p>Divide into groups, review case studies and report:</p>
	Review case studies in small groups	<p>3.)Case Studies-</p> <p>3 - 4 cases & groups: Case #1 Brazilian Sewing Co-op; Case#2 Micro-lending Bangladesh; Case #3 Creative Strokes Connecticut; Case #4 Delancey Street Foundation. For each case study, create a Walk Thru chart each small group fills in their responses. Each</p> <p>Small group takes their corresponding flip to meeting space. 15 Minutes to complete and report back. Small group</p>

<table border="1"> <tr><th colspan="2">CASE EXAMPLE</th></tr> <tr><td>Key Facts</td><td></td></tr> <tr><td>What gives hope?</td><td></td></tr> <tr><td>Factors of Success</td><td></td></tr> <tr><td>Lessons learned</td><td></td></tr> <tr><td colspan="2"> </td></tr> </table>	CASE EXAMPLE		Key Facts		What gives hope?		Factors of Success		Lessons learned				<p>instructions: -Read Case Study; -Discuss the study; -Put answers on flip: Key Facts; What gives hope?; Factors of Success; Lessons Learned. Assign reporter to -Report back to large group</p>
	CASE EXAMPLE												
	Key Facts												
	What gives hope?												
	Factors of Success												
Lessons learned													
<p>Large Group Report Out</p>	<p>Each working group reports their findings.</p> <p>Questions of clarity after each</p> <p>Conversation with whole group: what would you add? what other successes are you aware of re: alleviation of poverty?</p>												
<p>SHIFT: 2:40-3:15/40 Min</p>													

Movement	Activity	Steps
<p>Question Generation Workshop - Challenging the Persistence of Poverty</p> <p>Exercise (Ability) 3:20-4:30/70 min Jim Wiegel</p>	CONTEXT:	Looking at our current reality in the broad, in the particular and in our own experience, What are the issues, concerns and questions we need to address if we are to effectively challenge the continued persistence of poverty in our world?
	BRAINSTORM:	-Each participant is given 2 cards: one <u>pink</u> for HOPEs (optimistic) & one <u>yellow</u> for CONCERNS (confused, pessimistic) With 20 people we would end with 20 cards for each area on the sticky wall. -Each small group Brainstorm 5-7 KEY Questions for the Japan group to get answers to what to do, to relieve our concerns.
	CLUSTER:	-cluster into groups and give a Tag Name
	NAMING:	-divide participants into small groups one group for each cluster. Each small group of participants would get one cluster. Task is to name the key question that must be addressed: If we are to challenge the persistence of poverty in our world a key question we must address is: _____ This includes the following issues and sub questions: Addressing and answering this question will have the following benefits: Small groups write their question on a flip chart and return to the whole group
RESOLVE:	Gather back. Each small group reads out their question. After all are read, lead a short reflection: Questions of clarity? Additions or clarifications you suggest? Suppose these questions were addressed, what difference would that make? for your work? for the work of ICA's around the world? What can we do to start answering these?	
Movement	Activity	Steps
<p>Reflection (Learning) Jane Stallman 4:30-5:00 / 30 Min</p>	Meeting Evaluation - written form	(I sent this in the list of attachments earlier- create a new one if you want to)
	Reflection and Closing	Short list of implications for ICA USA? for us?
AFTERS		Is there a reception? time to visit and chat?? Clean up, document the work, pack up. celebrate with host team, reflect on the experience

1. *Effective Governance and Protection of Human Rights*
2. *Persistence of Poverty*
3. *Environmental Degradation and Climate Change*
4. *Sustainable Agriculture and Livelihoods*
5. *Violent Conflict and Social Disintegration*
6. *Access to Healthcare and Preventing the Spread of Disease*
7. *Literacy and Education*
8. *Consumerism and Over-Consumption*
9. *Disconnectedness and Barriers to Engagement*
10. *Private Sector Collaboration*

Appendix C

**Chicago Pre-Conference Workshop
Feedback / Input**

APPENDIX C

Feedback / Input from Chicago, IL
July 24, 2008

The following is a record of the feedback and input from participants at the Pre-Conference Workshop in Chicago. The material is presented as it was developed and written in the group session.

Outcome of the Pre-Conference Workshop

Create a list of questions to be used at the 7th Global Conference on Human Development.

Guidelines

- Participate fully
- Listen deeply
- Share the time
- No right / wrong
- Silence cell phones

Overarching Focus Question

What are the key factors for transforming the systems that perpetuate poverty?

Definition of Poverty

A human condition characterized by chronic deprivation of the resources, capabilities choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural, economic, political, and social rights.

Question Generation Workshop

What do we need to explore deeply in order to move from the current reality to push change forward?

Data

- Bridge building between groups
- Takes “haves” and “have nots”
- Genuine concern
- Do not give up
- Local specificity

Problems

- Funding
- Consensus on problem to solve not established
- Poverty not my problem
- People do not have voice
- Factors outside one’s control
- Issue of right versus right (choices)
- Complexity of choices—leads to issues—interdependent

Brainstorm Considerations

- Who is living / operating in the arena of poverty?
- How is poverty being experienced?
- What is working? What is not?
- What is affecting poverty?
- What needs to change?

World Café Chicago

Café Etiquette

- Focus on what matters
- Contribute your thinking and experiences
- Listen to understand
- Connect ideas
- Listen together for patterns, insights, and deeper questions
- Play, doodle, and draw

Reflective Questions

- Describe your passion or involvement in any arena.
- What do you feel sustains the conflict / issue or pain?
- What are signs of hope?
- What are the key development challenges the world is facing today?

Team Reflections

Team One	<ul style="list-style-type: none">● How do we restore hope?● Restoring credibility / trust to organizations● Our interconnectedness—what happens to you affects me, even a world away
Team Two	<ul style="list-style-type: none">● Education—repair / reform● Next generation—inspire?● A few people control wealth (oligarchy)● Negative impact of media● Transforming care into action

<p>Team Three</p>	<ul style="list-style-type: none"> ● Interactual understanding ● Developing compassionate listening ● Revitalization of community-level economics ● Positive role models ● Intelligent / positive / safe human sexuality ● Community building ● The ability to empower oneself ● Reversing government institutionalization of poverty ● Asking people to search what is the next ethical response to our world
<p>Team Four</p>	<ul style="list-style-type: none"> ● Believing we can change and that we can affect a positive outcome ● Overcoming feelings that overwhelm us—like fear, anger, despair, grief, hopelessness, blame—“I’m too insignificant to make a difference.” ● Over-reliance on government and politicians to do the work of the people ● Others believing “the locals can’t solve their issues.”
<p>Team Five</p>	<ul style="list-style-type: none"> ● Economic + political + culture ● Development= no common language + lack of trust ● Competition versus collaboration ● Imbalance in skills ● Disparity + despair-ity
<p>Team Six</p>	<ul style="list-style-type: none"> ● Unleashing peoples’ natural inclination to care into effective avenues of action ● Respect + exposure ● Universal media ● Peaceful transition to renewable energy for all people ● Break through to positive self stories + listen compassionately to each other for peace

WAVE Analysis Exercise-Chicago

Emerging

- Renewed youth activism
- Micro-loan programs that work
- Energy star homes (reduce the electric bill by 1/2)
- Integrating sectors (food, shelter, housing)
- Supportive housing
- Subsidized housing

Swell

- Early childhood education works-going to scale
- Collective cooperative systems
- Restorative justice program (youth + crimes)
- Belief that change is possible
- Encouraging personal down-sizing
- ICA ToP[®] methods

Undertow

- The poor have no voice
- Racism and discrimination
- No life skills in schools
- Imprisonment vs. treatment for drug abuse
- Short-sighted/self-centered/exploitation/loss of community/abuse

Crest

- Welfare: government policies
- Personal worth only defined in economic terms
- Recognizing personal limitations and ask for personal health
- Forced into hard choices
- Welfare reform

Trough

- Compassion burnout
- No concern = plan for elimination
- Accepting responsibility for self, family, and community
- Lack of outrage: Acceptance of 'what is'
- Large systems not working

Key Questions for Poverty Alleviation

- As a society, how can we disassociate a person's worth and their economic value?
- How can the stories of the poor be told so that interest in solving the problem is increased?
- How to move from victimization to cooperative self-help and life skills to break through?
- "The new" comes from "up" not from "down"
- How do you activate multi-generational consciousness to reach a conscious and affect positive social change after accepting "what is"?
- How do we create inclusive community where all voices are heard and valued?
- Why are the large systems (health care, FEMA, banking, education, etc.) not working?
- How can we each be the change we want to see?
- The "new" come from people, not from the power structure
- How to inject our education systems with poverty prevention?
- How to equalize education?
- How can we improve education on ALL levels?

Appendix D
Troy Pre-Conference Workshop
Feedback / Input

APPENDIX D

Feedback / Input from Troy, New York
September 19, 2008

The following is a record of the feedback and input from participants at the Pre-Conference Workshop in Troy. The material is presented as it was developed and written in the group session.

Outcome of the Pre-Conference Workshop

Create a list of questions to be used at the 7th Global Conference on Human Development.

Guidelines

- Participate fully
- Listen deeply
- Share the time
- No right / wrong
- Silence cell phones

Overarching Focus Question

What are the key factors for transforming the systems that perpetuate poverty?

Definition of Poverty

A human condition characterized by chronic deprivation of the resources, capabilities, choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural, economic, political, and social rights.

Question Generation Workshop

What do we need to explore deeply in order to move from the current reality to push change forward?

Concerns

- Poverty not just about money (data)
- Not enough people talking about poverty (especially the “haves” and the “have nots”)
- Competing local solutions for resources (etc.)
- Causes snowball--e.g., credit cards—scapegoat population and perpetrate it
- Won't get to root cause
- Focus on intervention (not prevention) (too small capacity for size of problem)
- Government listens to the rich

Data

- Bridge building between groups
- Takes “haves” and “have nots”
- Genuine concern
- Common concern
- Do not give up
- Local specificity

Problems

- Funding
- Consensus on problem to solve not established
- Poverty not my problem
- People do not have voice
- Factors outside one's control

- Issue of right versus right (choices)
- Complexity of choices—leads to issues—interdependent

Brainstorm Considerations

- Who is living / operating in the arena of poverty?
- How is poverty being experienced?
- What is working? What is not?
- What is affecting poverty?
- What needs to change?

Bangladesh Video

Key facts?	<ul style="list-style-type: none"> ○ age of marriage – 10 ○ wash 1 piece (garment) daily ○ \$10 loan (fear) / paid it back ○ brave protagonist ○ now has 3 meals/day (painful memory of the past—no food, utter deprivation)
What gives hope?	<ul style="list-style-type: none"> ○ a lot from a little ○ need to risk sometimes ○ God gave [protagonist] faith in herself
Factors of success?	<ul style="list-style-type: none"> ○ paid back loans ○ tried different strategies ○ loan, not handout ○ loans were available (created a safety net)
Lessons learned?	<ul style="list-style-type: none"> ○ don't give up or be a victim ○ shelter is basic ○ take risks—they pay off ○ relevant effort ○ a little bit of help goes a long way

Case Example 1 Micro-lending in Bangladesh

Key facts?	<ul style="list-style-type: none"> ○ started with famine—challenged ○ tremendous need ○ economics professional—Mohammed Yunus ○ preconceived ideas changed—small loans to women, eventually to 51,000 villages in Bangladesh (3/4 of population)
What gives hope?	<ul style="list-style-type: none"> ○ local small business success ○ economic empowerment ○ Yunus' mind changed—new patterns of thinking
Factors of success?	<ul style="list-style-type: none"> ○ great need met ○ percentage of country covered—easy to replicate ○ Yunus could mobilize resources ○ able to draw upon motivation, hope, perseverance, bravery ○ trust and responsibility
Lessons learned?	<ul style="list-style-type: none"> ○ small resources can lead to large results ○ one person can facilitate change

Case Example 2
Delancey Street Foundation

Key facts?	<ul style="list-style-type: none"> ○ picking up the pieces of criminal justice re-entry—residential education, etc. ○ better their lives ○ self-sustaining ○ four year training—the ‘Harvard for losers’
What gives hope?	<ul style="list-style-type: none"> ○ people once supported can succeed ○ Mimi (founder) was willing to risk (started with \$1,000 and 4 people) ○ don’t have to depend on government funds
Factors of success?	<ul style="list-style-type: none"> ○ Mimi had hope in people ○ training in marketable skills, life training, GED ○ long-term (up to 4 years) ○ 65% of revenue comes internally—creates accountability to self
Lessons learned?	<ul style="list-style-type: none"> ○ local program that evolves over time ○ people exiting criminal justice/shelter/basic needs, skill-building ○ grassroots, bottom-up economic model ○ didn’t give up, even though 3rd generation ○ new community away from temptations ○ environment is key to impacting a person’s capacity

**Case Example 3
Creative Strokes (CT)**

Key facts?	<ul style="list-style-type: none"> ○ peers ○ volunteers ○ teamwork ○ ownership ○ no teacher at first (power to make mistakes) ○ positive reinforcement ○ autonomy
What gives hope?	<ul style="list-style-type: none"> ○ the outcome ○ life transformation ○ choose our stuff (rug, color of walls) ○ power to change something permanently ○ peers see hope, too ○ individual could do it ○ skill building ○ empowerment
Factors of success?	<ul style="list-style-type: none"> ○ skill building ○ pride of ownership ○ choices ○ investment (time, money) ○ community building ○ peer support ○ emphasis on change ○ welcoming home
Lessons learned?	<ul style="list-style-type: none"> ○ when you have hope, you can expect change ○ expect success before failure

**Case Example 4
Brazilian Sewing Co-op**

Key facts?	<ul style="list-style-type: none"> ○ female skilled seamstress ○ founder educated (bridged gap between upper and lower classes) ○ recycling program for fabric remnants
What gives hope?	<ul style="list-style-type: none"> ○ Rio's fashion world attracted to project ○ training younger females (next generation) ○ grew from a few to 150 women ○ supplemental income helpful ○ improved quality of life dramatically
Factors of success?	<ul style="list-style-type: none"> ○ used skills and materials readily available ○ relationship to empower rather than exploit ○ sharing knowledge and skills ○ products improved and changed ○ could work from home ○ used traditional techniques (niche market)
Lessons learned?	<ul style="list-style-type: none"> ○ synergy between "haves" / "have nots" ○ cooperative in structure ○ need outlet for products ○ training for future sustainability ○ integrated with other efforts

Solutions

- Funding
- Give a voice to the under-represented
- People need to be part of their own solution
- Tell stories of creative solutions to seeming insoluble problems
- Build consensus concerning priorities
- Support each other's programs
- Connecting each other to reality values

Summary

- Easier to identify problems than solutions
- Systemized success is key—scale up

Key Questions for Poverty Alleviation

- How do we work with people's compassion to move things forward (so we are not sentimentalizing—"oh, you poor thing...")
- Is quality of water a universal issue in terms of defining poverty?
- If we found a way to make eliminating poverty profitable, to what extent would we start pursuing it?
- Does economic mobility still exist?
- How can we prevent environmental determinism from determining our lives?
- Why does government give more to the rich than to the poor?
- How [can we] prevent poverty?
- How is it that basic needs are met for those without a voice?
- What is the measure of a rich life versus a poor life?
- How can the USA government be more efficient in aiding more countries?
- How do we add poverty to the top of the national agenda?
- How do we make poverty part of the solution?
- If it were in my authority and control to alleviate poverty and I don't know everything I need to know to be able to do that, what are the key questions I'd want to have answered?
- What are the most effective strategies to break path dependencies?
- How can we determine who gets more USA tax support, the rich or the poor?
- How do we make alleviation of poverty the priority of government?
- What is poverty? Absolute? Situational? Relative?

Appendix E

**Sausalito Pre-Conference Workshop
Feedback / Input**

APPENDIX E

Feedback / Input from Sausalito, California
October 4, 2008

The following is a record of the feedback and input from participants at the Pre-Conference Workshop in Sausalito. The material is presented as it was developed and written in the group session.

Outcome of the Pre-Conference Workshop

Create a list of questions to be used at the 7th Global Conference on Human Development.

Ground Rules

- Listen with respect to yourself and others
- Share airtime
- Our task does not require agreement, it does require understanding
- There are no wrong answers
- Have fun

Overarching Focus Question

What will empower people to move from poverty to the greatest collective potential?

Definition of Poverty

A human condition characterized by chronic deprivation of the resources, capabilities, choices, security and power necessary for the enjoyment of an adequate standard of living and other civil, cultural, economic, political, and social rights.

Brainstorming Considerations and Questions

- Why should I care? Where is the greater joy in these efforts?
- How to create a culture of sharing and conserving resources?

- What are some of the first world's misdirected good intentions?
- Why can't we just tax the rich and redistribute the wealth?
- Is that really "just the way it is"? rethinking assumptions that poverty can't change.
- How much is enough? Rethinking assumptions that more is better.
- How do we create more catalytic life-long caring "leaders"?
- How do we foster transitional leadership from visionary founders?
- How do we ensure local wisdom informs policies?
- How to break bureaucratic structures / barriers
- What is the role of research in challenging poverty?
- How to identify the needed marketable skills the third world can provide?
- What structures and tools are needed / useful to enable the replication / adaptation of successful local initiatives to other countries.
- How to translate local models / experience to other countries / areas.
- What are the programs that will birth co-operation between the public, private, and NGO sectors in addressing global poverty?
- How create an efficient and accountable civil service system?
- How do we build a consensus between the priorities of solving poverty and also saving the environment?
- What is the acceptable limit of income difference between top 10% and bottom 10%?
- How to determine and share true costs of poverty—new way to "measure"?
- How do we ensure health insurance and a quality education for all?
- What if parent training for parents of 0-3 year olds is highest development priority?
- What can be done to generate more social entrepreneurs and training programs to address the more critical issues?
- What would happen if there were a global massive marketing to birth control and condoms?

- Why do communities not feel empowered to deal with issues of poverty?
- How can the assumption be changed that poor people aren't smart / capable / honest / deserving, etc.?
- How to change stigma / fear of being with the poor
- What is the role of both business and government in transforming poverty?
- What is the role of government in addressing poverty in the USA?

**Case Example 1
Brazilian Sewing Co-op**

Key facts?	<ul style="list-style-type: none"> ○ 1981 started—now 150 women ○ skilled seamstress co-op ○ most work at home ○ office in Favela ○ recycles luxury fabrics—high end quilts, pillows ○ contract with European manufacturer—high end
What gives hope?	<ul style="list-style-type: none"> ○ lasted 27 years ○ women have increased skills now ○ started by school teacher ○ collective decisions; women fill all responsibilities ○ training next generation of young women to be leaders
Factors of success?	<ul style="list-style-type: none"> ○ unique product—connection to high end market ○ college educated founder; still active leader ○ skills already possessed ○ flexible—work at home ○ together, reached larger market ○ collective decision making (?)
Lessons learned?	<ul style="list-style-type: none"> ○ is this replicable? ○ the unique and small scale can work ○ grew slowly and organically with visionary leader—long term (28 years) ○ need marketable products ○ glue among people needed ○ 1 person can make a difference

Case Example 2
Micro-lending in Bangladesh

Key facts?	<ul style="list-style-type: none"> ○ focus on women as borrowers ○ \$4.7 billion loaned ○ 4.4 million families ○ based on poorest ○ 51,000 villages in Bangladesh—75%
What gives hope?	<ul style="list-style-type: none"> ○ emulated by 250 organizations ○ about self-employment—ownership / self-empowerment ○ bottom up, not top down ○ a belief they (women) can do something with their lives ○ so successful for families
Factors of success?	<ul style="list-style-type: none"> ○ mutual trust and accountability ○ works at grassroots level—bottom up economic development ○ went to a community to find out what really worked / needed ○ community building
Lessons learned?	<ul style="list-style-type: none"> ○ able to take concept to massive scale—thinking too small can keep poverty going ○ let the grassroots identify how best to use the resource—social entrepreneurship

Case Example 3
Creative Strokes (CT)

Key facts?	<ul style="list-style-type: none"> ○ mental health consumers de-clutter and fix 1 room ○ public / private partnership—all voluntary
What gives hope?	<ul style="list-style-type: none"> ○ learned variety of new skills ○ videotaping provided validation and training ○ formed new friendships
Factors of success?	<ul style="list-style-type: none"> ○ team concept / build support network ○ they did it themselves ○ leadership training
Lessons learned?	<ul style="list-style-type: none"> ○ client hands on and involved / own it ○ build on small successes ○ regular, systematic program ○ success on their context

**Case Example 4
Delancey Street Foundation**

Key facts?	<ul style="list-style-type: none"> ○ 4 locations ○ 14,000 graduates (1971) ○ residential 4 year education center ○ rehab—addicts, ex-cons ○ \$ through businesses—65% ○ grads—GED have 3 marketable skills
What gives hope?	<ul style="list-style-type: none"> ○ has continued—longevity ○ 65% of operating cost self-generated ○ can start with nothing, \$1,000 ○ place for hopeless ○ replicable
Factors of success?	<ul style="list-style-type: none"> ○ 3 marketable skills ○ before they leave; job / home—end for success ○ strength based model ○ business skill ○ org. models—what's needed for individual
Lessons learned?	<ul style="list-style-type: none"> ○ continuously adapting to new challenges ○ collective accountability and community ○ no throw away ○ persistence

WAVE Analysis Exercise-Sausalito

Emerging

- Building actions
- Gaining energy
- Fast learning
- Experiencing economic insecurity
- Small-scale technology for purifying water
- Less job security/unemployment
- Elderly and single moms population increasing
- Attitude towards the poor/invisible to care about

Swell

- In the flow
- Positive results
- Constant learning
- After school education
- Put people first, not profits
- Unequal rights, pay, and status
- Systematizing success/bring scale
- Volunteer income tax assistance/program works
- Micro-loans/credit

Undertow

- Deeply entrenched patterns
- Trouble in midst of success
- Can pull you under
- Privatized profits, socialized losses
- Disparate education, resources, and attitudes
- Blaming the victim undercuts safety net
- Our belief that the market will solve everything
- People who are one paycheck away from economic disaster
- DSS workers who don't seem to care
- Too many low-paying jobs
- Helping systems are broken
- Public assistance procedures that do not work (social services!)
- Physical and social isolation of haves and have-nots
- The very young and the very old and women caught marginalized
- Integrated and multi-layered mortgage system
- Unequal and unfair distribution of wealth and resources

Crest

- Best results
- Low energy
- Limited growth
- Values are upside down
- Political will pro/con
- Food pantry

Trough

- Limited success
- Unclear direction
- Confusing signals
- Impacts differently on different groups
- Greed/lack of corporate consciousness
- Business and common good
- Entitlement mentality
- Pro/con globalization
- Public policy changes
- Inadequate healthcare expense
- Great potential: Technology pro and con--purifying water

Key Questions for Poverty Alleviation

- How much is enough? How do we rethink the assumption that “more is better”?
- How do we create a culture of sharing and conserving resources?
- How do we create more catalytic, lifelong caring leaders?
- Why should I care [about poverty]? Where is the greater joy in these efforts?
- How do we foster transitional leadership from visionary founders?
- How do we ensure that local wisdom informs policies?
- How do we build a consensus between the priorities of solving poverty and saving the environment?
- How do we determine and share the true costs of poverty? How do we create a new way to measure?
- How do we create an efficient and accountable civil service system?
- What are the programs that will birth cooperation among public, private, and NGO sectors in addressing global poverty?
- How do we ensure health insurance and a quality education for all?
- What if parent training for parents of children age 0-3 became the highest development priority?

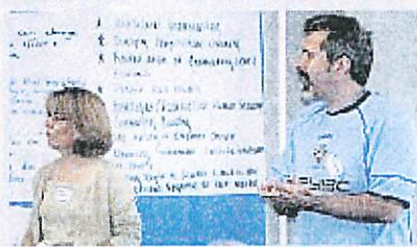
Appendix F

Chicago Pre-Conference Workshop Photographs

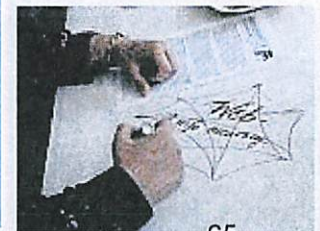
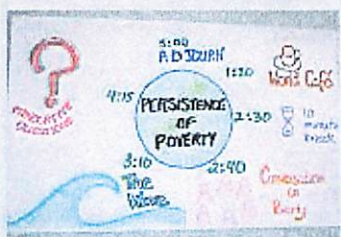
What Impacts Intergenerational Intractibility?
Can We Start With Our Colleges?

1:00 ADREN 1:30 Mind Cafe
9:00 MESSAGE OF PEACE 10:00





POVERTY
 A human condition characterized by chronic deprivation of the resources, capabilities, choices, security & power necessary for the enjoyment of an adequate standard of living.



Appendix G

Troy Pre-Conference Workshop Photographs



Appendix H

Sausalito Pre-Conference Workshop Photographs

