



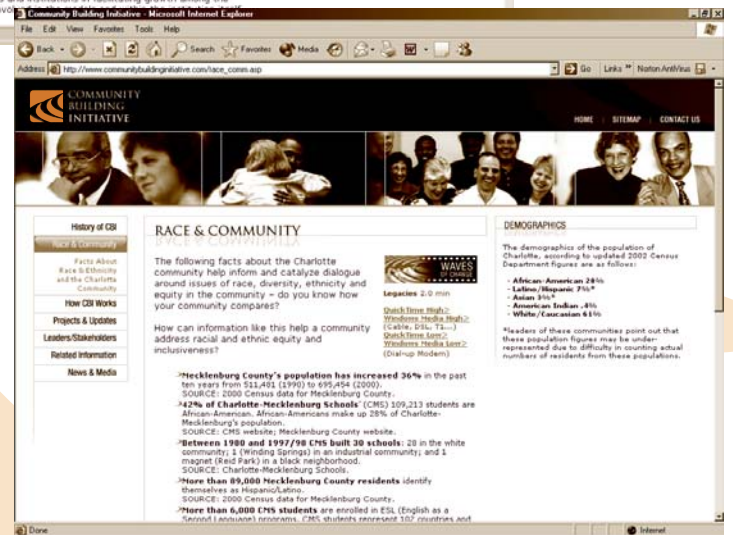
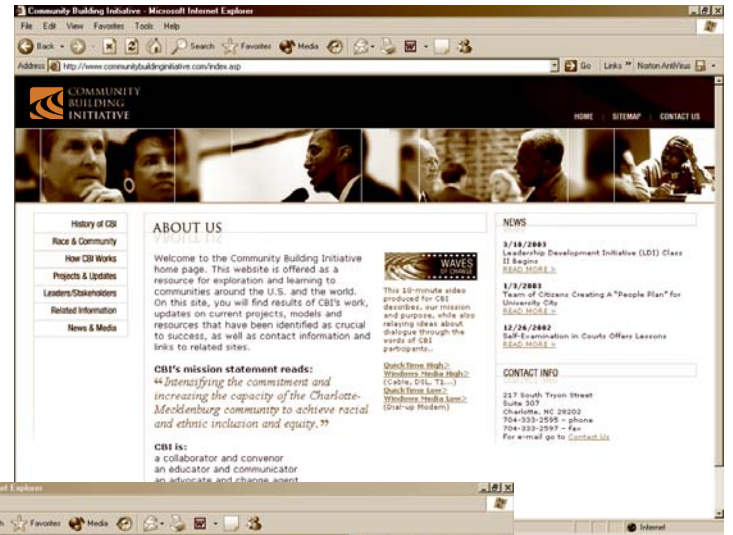
## CHECK OUT CBI'S WEBSITE

The CBI website was unveiled at the end of 2002 and can be accessed at [www.communitybuildinginitiative.org](http://www.communitybuildinginitiative.org). The site is designed as a local and national resource for individuals, organizations and institutions that can benefit from and use CBI models, resources and lessons learned.

The site's design and construction was underwritten by the Duke Energy Foundation to promote utilization of CBI methodology in other communities. The site features photos of CBI initiatives and contains the following sections:

- **History of CBI** — Background on formation of the Community Building Initiative, plus reports from the first three phases of the Community Building Initiative's work.
- **Race & Community** — Demographic information on the Charlotte community, as well as pertinent facts and statistics that tell the story of race and ethnicity in the community.
- **How CBI Works** — Models used by CBI in its work, as well as critical components that must be in place in a community in order for work of this type to succeed.
- **Projects & Updates** — Current initiatives of CBI and its partners in the community and updates on projects and the people involved.
- **Related Information** — A virtual library of web links, books and resources that can help educate and inform those who care about building capacity for racial and ethnic equity and justice.
- **News & Media** — A directory of staff, press releases and contact information for CBI.

Community Building Initiative wishes to thank the Duke Energy Foundation for its support of the website development program and offers this site to the community at large as a source of continuing information, learning and sharing on issues of race, ethnicity, inclusion and equity.



(Shown top to bottom) The new CBI Website's Home Page, How CBI Works and Race & Community.

## UCCBP BUS TOUR HIGHLIGHTS DIVERSITY AND GROWTH

University City Community Building Project (UCCBP) Resource Team members boarded a bus for a guided tour of the University City area to learn more about the area's ethnic, cultural and historic underpinnings, and to take a first-hand look at trends that will shape its future. The bus tour is the first of three events tied to the UCCBP process.

**Mike DeVaul, Executive Director of the University City YMCA**, comments that, "The University City Community Building Project is not a business plan; it's a People Plan. It's about 28 forward-thinking faith, neighborhood and business leaders who've agreed to spend a significant amount of time taking an honest look at diversity and building a sense of community within University City. Ultimately, the goal is to develop an action plan allowing all of us to relate to one another professionally and personally, regardless of the color of our skin, the money in our wallet, the food we eat, or the holidays we celebrate." DeVaul is chairing the UCCBP team with **Ann Clark, Regional Superintendent for High Schools, Charlotte-Mecklenburg Schools**.

Diversity has always been a part of the area's history, according to historian and UNC-Charlotte professor Dan Morrill. He noted that a large African-American population worked on the area's plantations and

**Story continued on page 2**

### CBI STAFF:

- DIANNE ENGLISH (EXECUTIVE DIRECTOR)
- CHRISTI LEE (PROGRAM COORDINATOR)
- ANNETTA FOARD (ADMINISTRATIVE COORDINATOR)

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## CBI POSTINGS

Scenarios of the city's future developed by the Civic Lab Steering Committee will be released on-line at [www.communitybuildinginitiative.org](http://www.communitybuildinginitiative.org) by the end of July, 2003. Readers will have the opportunity to comment and respond electronically to each of four scenarios describing possible futures in Charlotte-Mecklenburg in 2015. The scenarios will be based on the impact of community trends and uncertainties that will impact issues related to access, equity, inclusion and trust.

Look for upcoming community events on the CBI website under the NEWS section. Announcements of events will be updated weekly and will focus on educational programs related to CBI's mission.

# CBI'S LEADERSHIP DEVELOPMENT INITIATIVE CLASS II BEGINS

The second class of CBI's Leadership Development Initiative (LDI) has begun, with the majority of participants coming from non-profit boards. This focus on non-profit organizations was developed to increase organizational capacity for achieving racial and ethnic inclusion in the Charlotte community.

Class II will meet for nine sessions throughout 2003 and will focus its work on five key areas:

- Racial and Ethnic Inclusion and Equity:  
A Conceptual Framework
- Charlotte-Mecklenburg: Historical, Current and Future Challenges
- Leadership Skills: Personal Assessment, Styles of Leadership, Inclusive Meetings, Mentoring
- Non-Profit Boards: Strategies for Promoting Inclusion and Equity
- Relationship Building: Interest, Support and Challenge among participants to build understanding, support and trust

"The leadership development model used by CBI works at four levels — the personal, the group, the organizational, and finally at the community level. LDI participants learn from each other and from the information we present and then take their knowledge and apply it at work, at home, and in their volunteer commitments," says CBI consultant Octavia Seawell.

## CLASS II PARTICIPANTS AND ORGANIZATIONS REPRESENTED

<b>Children's Law Center</b>	Bill Underwood
<b>Foundation For The Carolinas</b>	Diego Anselmo Sallie Lowrance Laura Meyer Mattye Silverman Michael Watkins
<b>Hispanic Outreach Task Force</b>	Ana Flynn
<b>Hornets Nest Girls Council</b>	Felicia Hall
<b>International House</b>	Raquel Lynch Daniel Jaouiche
<b>Latin American Coalition</b>	Jan Kraemer
<b>Levine Museum of the New South</b>	Astrid Chirinos Bridget-Anne Hampden Rob Harrington Cammie Hauptfuhrer
<b>March of Dimes</b>	Ken Bernardo
<b>McColl School of Business</b>	Johnny Taylor
<b>Mecklenburg County Bar Association</b>	George Hanna
<b>NC Dance Theatre</b>	B.E. Noel
<b>Urban League of Central Carolina</b>	Robert Bush
<b>Vietnamese Community</b>	Hien Le
<b>Voices &amp; Choices</b>	Darrel Williams
<b>YMCA</b>	Omega Autry David Head George Hanna James Williams

## UCCBP BUS TOUR HIGHLIGHTS DIVERSITY AND GROWTH

### *Continued from page 1*

farms prior to and after the Civil War. Morrill served as a tour guide with UNC-Charlotte professor Bill McCoy. The University City area, Charlotte's fastest-growing population center, now includes significant numbers of Hispanic and Asian residents.

"It's just as important for me as an African-American to understand our past as it is for whites to understand my perspective on that history," said Resource Team member Bill Scurry while reflecting with the group after the tour.

While the area's rich history was one theme that figured prominently in the tour, growth and its impact were also significant topics of discussion. "It's up to groups like this to figure out what they want this community to look like in the future — look around you, it's growing every single day, so it's important to preserve the pieces we think are valuable and to plan for future growth — it's not a question of when, but how," said Morrill.

Historic tour highlights included one-room school houses called Rosenwald Schools, so named for philanthropist Julius Rosenwald, who built many schools throughout the Southeast for African-Americans in the late 19<sup>th</sup> century. Other highlights included Historic Rosedale, the Sugar Creek farming area, the Newell and Derita communities, the Mallard Creek area and the Alexander House.



*The UCCBP Resource Team prepares to board for a tour of the University City area. Learn more about the project at [www.communitybuildinginitiative.org](http://www.communitybuildinginitiative.org) under the "Projects & Updates" section.*

Contrasting the historic sites, which were new discoveries to most tour participants, were the more familiar Highland Creek development, new construction at UNC-Charlotte, and scores of new housing developments that are rapidly overtaking this formerly rural area.

Participants used cameras and journals to record their observations and then shared their thoughts and feedback during a Resource Team meeting after the tour.

The goal of the UCCBP project is to "Build on the strength of the diversity in the University City area to develop an action plan for enhancing the sense of community among those who live, work, learn, play and worship in the area." Team members have been meeting over the last 14 months to gather data on the area and formulate an action plan which will be complete this summer. Team members conducted interviews with University City and Greater Charlotte civic leaders to gather attitudinal and qualitative data, while quantitative data has been collected by UNC-C's Urban Institute through a 400-person telephone survey and the Institute's Annual Survey. Focus groups are also underway. The UCCBP process has been designed and is being facilitated by CBI in partnership with the Lee Institute and the University City YMCA.

## CBI FACILITATES SOCIAL CAPITAL CIVIC LAB

Community Building Initiative is guiding a process to launch a community project in response to the Social Capital Benchmark Survey conducted in 2000. The survey showed that the Charlotte region has high levels of social capital within faith-based organizations but ranked next to last of 40 communities surveyed in levels of inter-racial trust. "Social capital" is defined as the "connections among individuals — the social networks and the norms of reciprocity and trustworthiness that arise from them."

The initiative, called the Social Capital Civic Lab, is being led by a Steering Committee made up of directors and representatives of community organizations and institutions as well as community volunteers, with CBI providing overall coordination and oversight. The initiative was originally a part of a national effort being led by Harvard University professor Dr. Robert Putnam, who conducted the national Social Capital survey of 40 communities (for more information on the survey, go to [www.communitybuildinginitiative.org](http://www.communitybuildinginitiative.org).) When funding for the national project failed to materialize, the Social Capital Subcommittee of Foundation For The Carolinas committed to moving forward in Charlotte and to maintaining contact with other US communities that also have chosen to move forward with local initiatives.

The process has begun with a "Discovery Phase," in which the Steering Committee will create three to four possible scenarios of the community's

future and disseminate them throughout the broader Charlotte community for feedback. The discovery phase is being funded by a \$75,000 grant from the **John S. and James L. Knight Foundation**.

Committee members will craft these scenarios in response to the core question, "What course will Charlotte-Mecklenburg chart over the next 10 years as we deal with issues of access, equity, inclusion and trust in the social, political, economic and cultural life of the community?"

The Civic Lab Steering Committee will use these scenarios to identify possible sectors in the community for a social capital enrichment project and will make a recommendation for such a project in late 2003.

"The work of the committee is progressing along two vectors — one is building social capital within the group itself, and the second is creating scenarios and identifying a possible project for community-wide implementation," says CBI Executive Director Dianne English. "The effort is an ideal example of collaborative action on the part of individuals and community organizations," she concludes.

### **Members of the Civic Lab Steering Committee include:**

- Donna Arrington**, United Way of the Central Carolinas
- Andy Baxter**, Mecklenburg Ministries
- Eric Becoats**, Charlotte-Mecklenburg Schools
- Deborah Bright**, Mecklenburg County Office of Minority Affairs
- Dianne English**, Community Building Initiative
- Madine Fails**, Urban League of Central Carolinas
- Jose Hernandez-Paris**, International House
- Paulette Higgins**, H.E.L.P (Helping Empower Local People)
- Nyala Hunt**, NCCJ
- Don Jonas**, Foundation For The Carolinas
- Sallie Lowrance**, Community Volunteer, Foundation For The Carolinas Board Member
- Todd Mansfield**, Crosland Properties
- Sharon McNeal**, WTVI TV-42
- Angeles Ortega**, Latin American Coalition
- Gloria Pace King**, United Way of the Central Carolinas
- Susan Patterson**, John S. and James L. Knight Foundation
- Willie Ratchford**, Community Relations Committee
- Deidre Reid**, Foundation For The Carolinas
- Ruth Samuelson**, Mecklenburg County Board of Commissioners
- Anne Udall**, The Lee Institute
- Bill Vandiver**, Community Volunteer, Bank of America (retired)
- Nina Wright**, Charlotte-Mecklenburg Police Department
- Emily Zimmern**, Levine Museum of the New South



*The Charlotte area's levels of Social Capital have roots in the past. Civic Lab Steering Committee members learn about this history during a guided tour of the permanent exhibit at the Levine Museum of the New South with Museum Historian Dr. Tom Hanchett.*

## JLDC BUILDS ON COURTS PARTNERSHIP

Judicial Leadership in a Diverse Community (JLDC) was designed to engage a racially and ethnically diverse group of district and superior court judges around issues of race, ethnicity, fairness and equality in the courtroom and in the community. The project goal was to develop knowledgeable judicial leaders who were better prepared to address the challenges of a multicultural society and who would serve as models of fairness.

Through JLDC, judges engaged in a year-long process of participatory inquiry. Participants probed issues of race and equality in the context of their personal experiences, the judicial system and American society. Their experience included data analyses, educational forums, panel discussions, facilitated group exercises, and frank personal dialogue.

A post-project survey revealed that 100% of respondents have begun to observe or do things differently as a result of JLDC. In addition, all said they would recommend the experience for other groups of judges. Participants agreed that continued dialogue among judges and educating the public were the most important contributions that they could make in meeting the challenges of a multicultural society. They also noted that the most valuable parts of the experience were the opportunity for collegial dialogue and greater awareness of issues of diversity. Nearly 80% stated that the project significantly broadened and strengthened their current relationships and connections with colleagues in the court system.



*Dialogue among judges is a key part of the JLDC experience. Superior Court Judge Gentry Caudill and District Court Judge Rickye McKoy-Mitchell share their thoughts in open discussion.*

## Z. SMITH REYNOLDS FOUNDATION AWARDS GRANT TO CBI

**C**ommunity Building Initiative has been awarded a \$20,000 grant by the **Z. Smith Reynolds Foundation** to continue work in Phase II of a partnership with the 26<sup>th</sup> Judicial District. The goal of Phase II is to “support the 26<sup>th</sup> Judicial District in strengthening its capacity for and commitment to racial and ethnic inclusion and equity among its personnel and the public it serves.”

Phase II work has the following four outcome goals:

- A deeper understanding among court personnel of data from the court system and individual departments, with an emphasis on corresponding implications and identified perception gaps between court personnel and other research participants in Phase I;
- An environment within the departments where issues of race and ethnicity can be addressed;
- Increased collaboration within and among department heads and other judicial district leaders; and
- Demonstrated commitment by departments to sustain the work initiated by this project.

CBI staff and consultants will work with three departments to implement Phase II, including the District Attorney’s Office, the Trial Court Administrator’s Office and the Community Corrections Office.

Both Phase I and Phase II of the partnership support the 26<sup>th</sup> Judicial District’s 2005 Strategic Plan, which calls for “developing a mechanism to capture real or perceived disparate treatment and discrimination — especially those based on race, ethnicity and gender — by any person who has the ability to discriminate.”

Phase II will go beyond this focus to address service to the Hispanic/Latino community and other non-native English speakers, to provide public education and information, and to enhance system entry and maneuverability for those in contact with the system.



*(Above) A \$20,000 grant from the Z. Smith Reynolds Foundation will help continue CBI’s work with the 26<sup>th</sup> Judicial District. Pictured is the Resource Team from Phase I of the partnership in a working session.*



*(Left) George Hanna and Omega Autry are members of Class II of CBI’s Leadership Development Initiative. Look on page two inside for more details on this program.*



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connections  
Intensifying the commitment and increasing the capacity of the Charlotte-Mecklenburg community to achieve racial and ethnic inclusion and equity.  
~CBI Mission