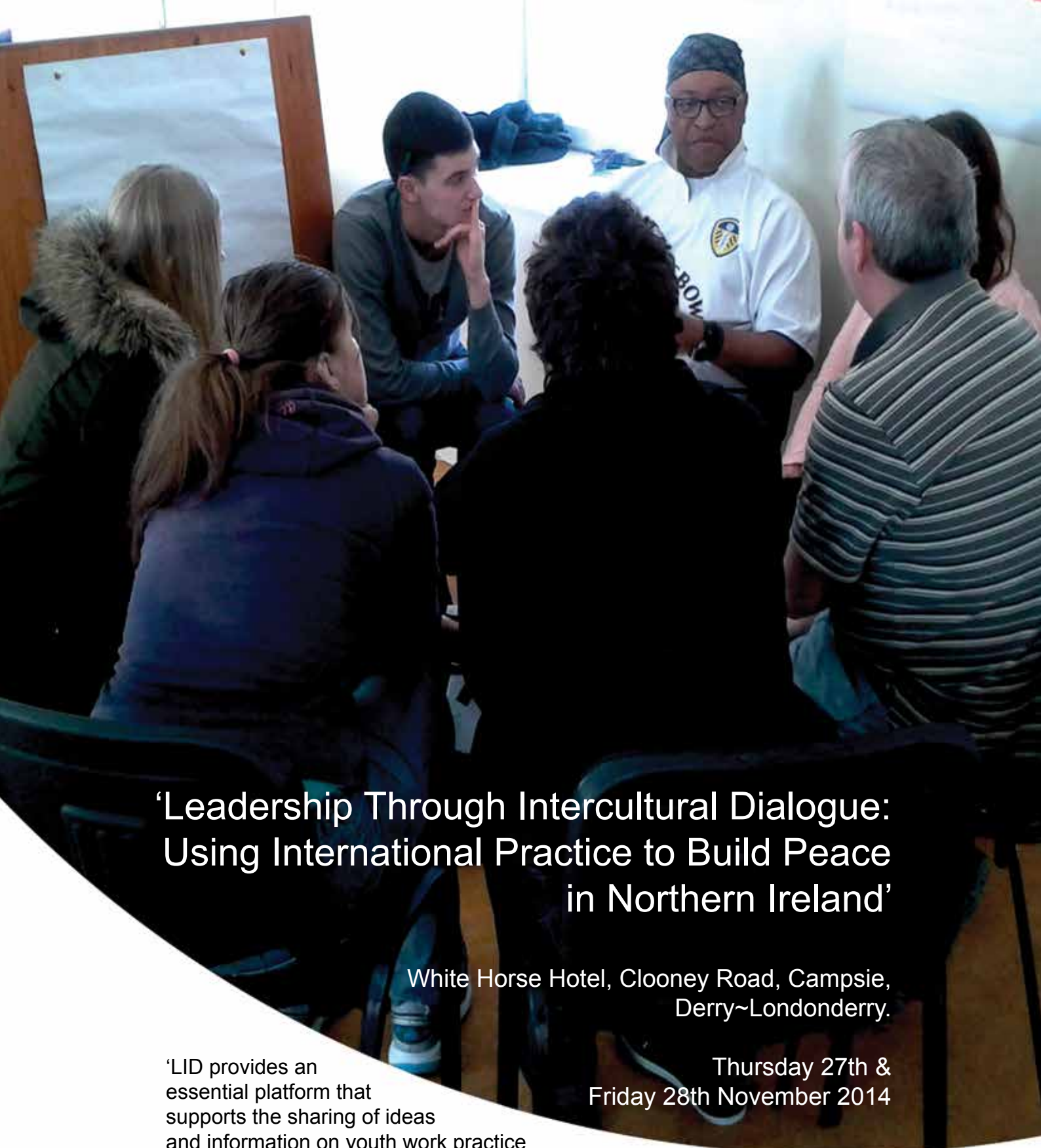# the LID programme

inside-out

COMMUNITIES

Leadership through Intercultural Dialogue:
Using International Practice to Build Peace in Northern Ireland

Conference Report, November 2014

Leadership through Intercultural Dialogue (LID) Programme

the LID programme

'Leadership Through Intercultural Dialogue:
Using International Practice to Build Peace
in Northern Ireland'

White Horse Hotel, Clooney Road, Campsie,
Derry~Londonderry.

Thursday 27th &
Friday 28th November 2014

'LID provides an
essential platform that
supports the sharing of ideas
and information on youth work practice
across Europe and a platform for developing longer
term strategic and practical links. Many of our more radical developments in
practice models have come from an idea or practice encountered through the
LID programmes that provided the essential stimulus in practice development.
For us in Ireland, the professional link to practice development seminars has
a great impact in overcoming our physical isolation from
other European countries. Money well spent!'

the **LID** programme

Leadership through Intercultural Dialogue (LID) Programme

Contents

Preface

As Co-ordinator of The Inside Out Programme in Claudy it gives me great please to welcome this report which documents proceedings and findings from the **'Leadership through Intercultural Dialogue: Using international practice to build peace in Northern Ireland'** Conference which took place at the White Horse Hotel, Derry in November 2014.

The conference was a follow-up activity to an evaluation of The LID (Leadership through Intercultural Dialogue) Programme which has been providing international learning opportunities for young people, young leaders, youth workers and other practitioners with a remit for young people from across Northern Ireland (primarily) for almost 6 years.

The LID Programme is the product of a commitment undertaken by Inside Out in Claudy as part of the Year of Intercultural Dialogue in 2008. Working in partnership with a range of partners from many European countries we have provided international opportunities for 152 individuals from 55 different organisations to attend 70 theme-based programmes in 23 countries between April 2008 and July 2014.

The purpose of LID is to develop participants skills base, increase their knowledge and affect attitudinal change which in turn enhances their capacity and that of their organisation and ultimately the communities they work in to contribute to the continued development of a shared society in Northern Ireland.

The rationale comes from the belief that 'the international' provides a much stronger context to explore and learn from with regard to building relationships between diverse communities in Northern Ireland.

One of the recommendations from the evaluation of LID was to provide more opportunities to meet and reflect on international experience. This was an attempt to meet that recommendation and by all accounts has proven to be a very successful one. I would like to take this opportunity to publically thank CFNI (Community Foundation for Northern Ireland) and CRC (Community Relations Council) for making this possible.

I am convinced that the benefits to be had from international experience can have a very positive influence on Good Relations in Northern Ireland. I am also quite aware that this is quite a boast and in an effort to ensure that both the evaluation of the LID Programme and the LID Conference were not unduly influenced in any way by my own bias or pre-conceived ideas I ensured that I formed no part of any of the formal discussions.

I am pleased to discover that the findings from the conference echo those of the evaluation. However, I'm acutely aware that the opportunities we have provided so far alongside the evaluation and the conference only form part of an on-going journey and there is still much work to be done in making the case for 'the international' supporting the development of Good Relations in Northern Ireland.

In closing I would like to thank Cassie Riggs for the work she has done in providing a detailed account of the LID Conference. I would also like to thank the team of international facilitators, Matthias, Elisa, Luiza and Anita who supported that process.

Fergal Barr
Co-ordinator, The Inside Out Programme

Overview

On Thursday 27th and Friday 28th November 2014, the 'Leadership through Intercultural Dialogue: Using international practice to build peace in Northern Ireland' conference (#LidConf) took place at the White Horse Hotel, in Campsie, Derry-Londonderry. This conference was made possible thanks to the design and coordination efforts of Fergal Barr at The Inside Out Programme, and through funding from both the Community Foundation for Northern Ireland (CFNI) and the Community Relations Council (CRC).

The conference was designed on the back of an external evaluation in January-March 2014 of The LID (Leadership through Intercultural Dialogue) Programme, which looked primarily at the extent to which participation in international work impacts on good relations practice in Northern Ireland, as well other outcomes relating to the broader impact of 'the international.' There were a number of key findings and recommendations within that report, which served to underpin the format and themes of the LID Conference. These were:

Findings of the LID Report (March 2014):

- **LID is a significant contributing factor to enhanced cultural diversity, Interculturalism and good relations;**

- **LID is seen as good model for improving 'good relations' within local/home communities on 4 levels: personal, interpersonal, as role models, and as community leaders;**

- **The role a person has within their community – be it personal, voluntary or professional – determines the range of learning from the LID programme upon their home communities;**

- **Participants would benefit from increased connectivity within one another upon return to home communities in order to continually share learning and develop ideas.**
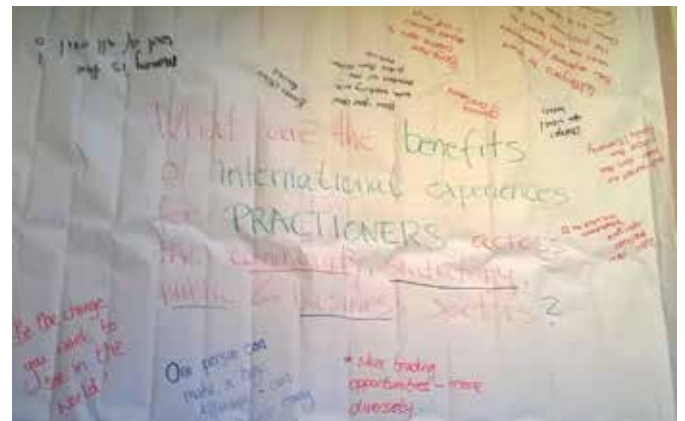
Recommendations in the LID report fell under four headings:

- **Logistics**

- **Funding**

- **Networking and Sustainability**

- **Monitoring and Evaluation**

Conference Aims

With these Findings and Recommendations as the foundation, the LID Conference aimed to:

1) **'Test' the findings from the evaluation among a much larger and more diverse audience;**

2) **Build a wider and 'more concrete picture' of how international work contributes to the development of a shared society, peace-building, reconciliation and conflict transformation in Northern Ireland;**

3) **Facilitate discussion among stakeholders/participants around the exact nature of the contribution that international practice makes to a shared society and/or peace-building in Northern Ireland;**

4) **Inform policy and practice through a series of conclusions;**

5) **Make recommendations that act as a catalyst for the development of a more pro-active strategy towards international practice across all sectors;**

6) **Document examples of good practice;**

7) **Provide opportunities for stakeholders to connect and network with a view to participation in further international practice.**

This document uses the conference to provide an overview and summary of the discussions at the LID Conference, drawing comparisons with the findings of the LID Report of March 2014.

Conference Overview and Outline

#LidConf bought together 47 people from across a range of sectors[1] to focus discussions around the values and benefits of 'the international' and how such engagement can impact on good relations and peace building in Northern Ireland.

Only 4 of the delegates had previously been participants in the LID programme and the aforementioned evaluation process, helping to ensure the first aim was met by bringing together "a larger and more diverse audience."

The delegates were enthusiastic, passionate, experienced and proactive individuals whose discussions were supported by facilitators from Italy, Germany, Poland and Portugal.

This international facilitation team added a vibrant dynamic to the conference and set the scene for a depth of connection with many of the themes and issues relevant to the conference programme: delegates were compelled to actively employ some of the skills that international work can nurture, such as improving listening skills and respecting difference. Their diversity of experience, their humour and their passion were refreshing and they should be applauded for their great work in teasing out some honest and focussed reflections from those present.

The Conference ran over two days, with a different keynote speaker opening the proceedings on each day, and a series of questions and themes explored using the 'World Café' format. The meeting space was set up as a 'Market Place' for all the organisations present who wished to showcase their work and open networking opportunities with others.

[1]See Appendix for full list of sectors and organisations represented.

Conference Programme
Thursday 27th November

Registration, Lunch and 'Market Place' An opportunity for representatives to showcase the work of their organisations and for delegates to engage with the stands, materials and other delegates.

GUEST SPEAKER: Rukiyah Khutan, Programme Manager, Youth and Inclusion with the Tutu Foundation UK.

SESSION 1: World Café Format (participants rotating around each table.
4 rounds of 15 mins each)

1) ATTITUDINAL IMPACT OF INTERNATIONAL EXPERIENCE
- What are your thoughts on immigration and integrating other nationalities into our culture/s and communities?

- How might international experience affect your perceptions of others?

2) DOCUMENTING EXPERIENCES
- What are some of your different experiences of international work / training / volunteering? How have these experiences met with your expectations?

3) LEARNING / SKILLS
- What specific skills (hard or soft) can be acquired through international experience?

- Does a focus on 'the international dimension' enable individuals to reflect on themselves, or is it more about looking at 'others'?

- LID posits that international experience can "enhance Cultural Diversity, Interculturalism and Good Relations." What is your understanding of each of these terms - what are we actually talking about and how do these relate to issues in your community?

4) BARRIERS
- What are the barriers to participation in international work?

SESSION 2 Participants invited to pick a theme and stay at that table for the duration.

1) What are the benefits of international experience for **PRACTITIONERS** across the community, statutory, public and business sectors?

2) What are the values and benefits of international experience in terms of **POLICY** development:
   - **a)** within your own organisation, **b)** at the wider local / national levels?
   - Which organisational policies could be developed or reviewed and more effectively shaped as a result of international experience?

3) What are the benefits to **INDIVIDUALS** who have participated in international work?

4) Benefits of international experiences for **COMMUNITIES**?

Conference Programme
Friday 28th November

GUEST SPEAKER: Duncan Morrow, 'Northern Ireland: Eternally at the Periphery?'

SESSION 3: **World Café Format** (participants rotating around each table periodically)

1) Putting international work on the Good Relations agenda – recommendations for policy and practice:
• How can we develop a more proactive strategy towards international practice across all sectors?

2) How can international work contribute to the development of a peaceful society in Northern Ireland?

3) Sharing the learning: give examples of good practice in international work

4) Connecting and Networking – increasing participation in international work

Summary

Radiating from the testimonies throughout the conference was a universal endorsement for the personal and attitudinal benefits of involvement in any kind of international work, learning, volunteering and exchanges. However, the issues arising were around how better to implement any learning locally.

But the resounding message was to just, "Go somewhere!" "Speak to people!" Even for those who are unable to travel and work overseas, there are immense advantages in exposing yourself to something new, something different, adopting a 'Glocal' attitude – incorporating a global perspective into the local.

In terms of its aims, the conference can be seen as a great success and hereafter is more detail outlining the conversational outcomes under each aim.

Aim 1) Testing the Findings of the LID Report

"When you're always with same people you see sameness, getting out of that helps you to reflect on the bigger picture."

The discussions that took place during the two day #LidConf substantiated the findings of the initial LID report, particularly in regards to findings (i) and (ii) concerning the impact of international experience (IE) on Cultural Diversity and Interculturalism and the four levels at which IE can be seen as a good model for improving 'good relations' within local/home communities: personally, interpersonally, as role models, and as community leaders.

Delegates were asked to discuss how they felt international experience could impact on **Immigration, integration, and perceptions of 'others'**. Feedback which alluded to an improved sense of Cultural Diversity and of Interculturalism resulting from international experience included:

- **"[it] opened my mind to acceptance of others;"**

- **"my ignorance was reduced and my education and knowledge were increased;"**

- **"I don't think I was closed minded before, but international experience has definitely made me actively seek out other cultures."**

- **"Getting to know individuals not just groups of people based on their community backgrounds"**

- **"I would have previously thought the Chinese and Indian communities isolated themselves. Now [I] see great work ethic, no drinking, education and family, an interest in other cultures… They were actually afraid of mixing."**

- **"NI has insular way of thinking, immigration can provide a break on this."**

- **"[a new understanding that] what to me seemed like triumphialism was seen as culture by the PUL community."**

The Benefits of International Experience

Many of the values and benefits of international experience that were captured at the conference echoed those shared by LID participants during the evaluation process in January 2014, all of which develop 'enhanced cultural diversity, Interculturalism and good relations.' #LidConf Delegates additionally talked about individuals benefiting by an "obligation to be open," and by "creating more inclusiveness, not all about [being] individualistic."

Practitioners were seen to benefit by "thinking outside of the box, knowing that one person can make a change," and for example in the Statutory sector, a broader "acceptance and accommodation of other languages also comes from the confidence built through international work."

It was also suggested that international work can help Practitioners to "…feel less threatened and more aware that we all make a contribution, we are better together, and we all bring different things to the table. Doing international work gives you the confidence not to be competitive with your colleagues and peers but to instead be inclusive." As another delegate put it, "[i]f we are ever going to make a difference in this community we need to work together and look outwards."

Furthermore, the benefits for organisations and communities were seen as extensive, with the former benefiting from: "new working methods learned from foreign practices…; organisational support from other partners in Europe…; new local, national and international allies/partners; [as well as] networking opportunities."

Quite a number of people made reference to a "broadened perspective" international experience can bring in relation to the conflict in Northern Ireland and how "[b]eing away helps you reflect on your own country," and repeated reference to an "increased confidence to talk openly when away from [one's] home community," or "freedom to talk openly in a safe space." This is a powerful benefit for Good Relations, since people are often blinkered and/or muted within their own communities when it comes to free and open discussions around identity issues in Northern Ireland.

One poignant example came from a participant who had visited Israel and Palestine and shared two key thoughts coming out of that visit. Firstly that "we are not as bad here" in terms of violence and division, but that it also affected their views regarding the common alignments made in Northern Ireland between Israeli / Loyalist politics and Palestinian / Republican politics, concluding, "I came home more confused about my own identity;" and as another person reflected, "your own life patterns could be destroyed when your own thinking is challenged." While this may initially seem unnerving, it is in fact a critical foundation for improving good relations: beginning to deconstruct our own fixed views about our own identity, and thereby understanding our own prejudices enables us to better understand and empathise with the fixed views and the prejudices of others.

This sort of engagement at the international level is thus particularly valuable for a peaceful future for Northern Ireland. Engagement that gives people confidence to connect with, share with, and progress with people whom they have traditionally considered 'the other'.

Duncan Morrow, in his keynote speech on day two, noted that coming out of the Good Friday Agreement the Stormont players learned how to speak to the London and Dublin governments, but did not learn how to speak with each other, that "the Political negotiation culture was top-down, and not between unionists and nationalists." He continued, that for Northern Ireland Politics to move away from being about 'enemies', examples of good, effective practice can be taken from the community sector but that crucially, the change requires willingness, risk-taking and good support structures in place.

When you consider these critical elements for peace in relation to the impact of international experience, one of the commonly-cited barriers to participation in international work included a fear of how participants would be perceived in their home communities upon return and the risks associated with being 'outward looking'. However, coming out of the LID report and the LID Conference is evidence that returnees are demonstrating the precise leadership qualities that, according to Duncan Morrow, are requisite for peace: a willingness and preparedness for risk-taking. Participants show increased confidence, enthusiasm and willingness for engagement and have already taken the first 'risk' by participating.

Echoing the Political level, however, the shortcoming in terms of the impact international experience can have on social change, seems to be around the structures that are in place to facilitate roll out upon return, which brings us to the latter two key findings in the original LID Report: iii) The role a person has within their community – be it personal, voluntary or professional – determines the range of learning from the LID programme upon their home communities; and iv) Participants would benefit from increased connectivity with one another upon return to home communities in order to continually share learning and develop ideas.

There were a couple of issues identified here, all of which supported the LID report findings. People whose work already addresses the Good Relations agenda, or people who are actively involved in projects within their own communities, were able to identify clearer examples of the ways in which their own, or the prospect of, international experience could have a broader impact upon return. We had examples from the statutory sector with PSNI representatives who discussed an exchange with Polish police where the learning could be directly rolled out to colleagues upon their return, for example.

By comparison, the participants whose own personal development was the foremost outcome from their experiences, often faced difficulties in broadening the impact despite their enthusiasm, sometimes for "fear of isolation in [their] home community," and at other times because they saw no avenues for affecting direct change. Better planning for implementation in advance would be advantageous but more emphatically noted was an enthusiasm for increased networking upon return to home communities, which is explored in more details below.

Thus far, the conference proceedings can be seen to support the findings of the LID Report. The same report made recommendations under four headings, the first two of which (Logistics and Funding) were specific to the

roll out of LID programme itself rather than international work more broadly, and thus there is nothing further to add. The latter two however (Networking and Sustainability, and Monitoring and Evaluation), were further explored during the conference.

Networking and Sustainability

That "participants [of international work/volunteering/training] would benefit from increased connectivity with one another upon return to home communities in order to continually share learning and develop ideas," was one of the more profound findings from the conference.

The need for ongoing networking opportunities, forums, shared spaces to continue the personal and professional development that international engagement fosters - the energy at the conference was a testament to this, participants were fervently animated about their work, ideas were shared and people made fruitful connections – bring vibrant people together and their vivacity burgeons!

However, the funding reality makes it difficult to organise such conferences on a regular basis, and so participants were asked to suggest ways that ongoing networking could be achieved at minimal costs. Suggestions included web forums, and the effective use of cloud technology to provide virtual space, as well as physical forums, conferences and meetings to enable people to share best practice, resources and to collaborate on programme deliveries and service provision.

A significant portion of people supported the development of a 'Working Tool Kit,' something that can continually be developed and added to as new ideas, connections, and opportunities are presented.

Monitoring and Evaluation

It has been argued that there can be a greater impact of international experience where participants are already in favourable conditions to implement the learning, i.e. they are community leaders or are in vocational or voluntary roles in which the learning can be directly applied. For some professionals and practitioners however, one of the barriers for participation was that the evidence and results around the impact of international experience is not always clear cut enough to illustrate the benefits and make a case to employers that participation is directly worthwhile to their work.

This emphasises the need to add to the anecdotal and retrospective evidence by factoring in monitoring when projects and placements are run. This would also be enhanced by better planning for sustainability – being clear about objectives for participation and setting time aside to both plan in advance and also review those objectives, and formulate ways to incorporate and build upon the new learning and ideas. In so doing, the structures are in place for better monitoring and more robust evaluation.

Aim 2/3): How does and how can international work contribute to the development of a shared society, peace-building, reconciliation and conflict transformation in Northern Ireland?

"You cannot change your society if you cannot change your breakfast!"

There is a range of ways international experience can be seen to contribute to peace in Northern Ireland. Not least through the ripple effect of personal change that occurs as a result of participation: such benefits as confidence building, being more open, improved Interculturalism and a recognition that every opinion has value and we are not torn apart when we reflect critically upon our own long-held beliefs. These shifts in values and attitudes are what enable individuals to come together to agitate for social change. It is predominantly at the personal level that this shift begins but many people at the conference raised the need for policy change as a foundation for enabling social change.

That while the bottom-up is greatly important, it is by legislating and creating improved policies that we give clear messages and build better structures that can enable change.

These discussions were focussed and stimulating, with people keen to deconstruct the question itself by asking, "What is peace, what does it look like? What is society? If society is an amount of individuals, then international work has huge impact as there are so many documented values for individuals." Some of the suggested starting points included:

• **"Urgent need to develop strategies for post-programme activities."**

- **"Women under-represented in decision-making process, particular need to support women to come together and network to speak up."**

- **"There are actors who will go out and do something with their learning when they come back. So there is a need to identify people to go on certain programmes who will have a remit / role on their return."**

- **"Need to promote a win-win situation: how do we change people's perceptions to move away from this idea of win-lose? International work!"**

Delegates were also specifically asked to consider the values and benefits of international experience in terms of **policy development**. Educational Policy was an important starting point for many, as regards:

- **"Teaching a better understanding of equality and equity and their importance in terms of peace, but also environmentally."**

- **"Division is ingrained in our institutions and an international perspective helps to alleviate the fears about otherness that can keep people divided."**

- **"The approaches that educational institutions take now, plant seeds for future approaches. If we continue to educate separately we continue to foster the message of 'them and us'."**

- **"Citizenship education, teaching avenues for influence, recognising that the democratic process enshrines the right to agitate peacefully for change. For example, approaching gatekeepers in ways we can see space to communicate."**

- **"Integrated education is not the only solution: other section 75 groups are not on the GR Agenda at all."**

But in addition, many delegates endorsed the case made by Duncan Morrow that Political leadership is failing the people or Northern Ireland in terms of good relations and that for example, "Politicians are presently using smaller issues and focussing attention on them instead of addressing the real issues," as well as "Politicians giving false hope regarding voting rights." Better awareness of the avenues for influence such as through improved citizenship education, sharing information and other networking ideas such as have been suggested could be ways to empower individual citizens to act to address what was referred to as Northern Ireland's "non-participative 'democracy'."

Emanating from these discussions was the need to engage leaders at all levels, be that Political, Community, Managerial, in international work in order to roll out the benefits more widely. If community 'Gatekeepers' are not connected or committed to the values of international work, there are great limitations placed on those who wish to impact change at a broader level.

Aim 4): Inform policy and practice through a series of conclusions;

1) International experience can build confidence in individuals to communicate and collaborate broadly without (or with less) fear of difference.

2) People who have participated in international experiences reflect that they are more open, more engaging, more actively seeking to work with others, embracing the value of diversity.

3) International experience brings a new, often fresh, perspective on issues that can reach an impasse when persistently viewed from the same standpoint/s. In the context of peace in Northern Ireland this is particularly pertinent and has the potential to offer new solutions.

4) When community leaders, decision-makers and 'Gatekeepers' participate in international experience, their capacity to actively implement learning upon their return surpasses the impact that individuals who are not in positions of influence can have.

5) Individuals who have participated in international experiences would benefit from greater opportunities for shared learning, project development and peer-to-peer support upon return to their home communities, be that through physical or virtual means.

Aim 5): Make recommendations that act as a catalyst for the development of a more pro-active strategy towards international practice across all sectors;

1) The values and benefits of international work are well documented, they are tangible but they need to be better monitored and more thoroughly evaluated through longitudinal research which, at the very least, incorporates baseline evidence. This will empower those who are promoting international programmes to deliver a robust evidence base to decision-makers.

2) Work needs to be undertaken to actively seek the participation of decision-makers at all levels and across all sectors in international programming.

3) There is a strong case for the development of a virtual forum for people who have engaged in, or wish to engage in, international work, volunteering, and/or programming. This should be accessible, informative, and user-led, written collaboratively by the people who use it, utilising wiki, or similar, technology to support the ongoing evolution of the forum.

Aim 6): Document examples of Good Practice.

A taster of some of the examples shared, which range from the very personal to practice at Council level, are:

Learning Circle: One woman who immigrated into Belfast from Ethiopia and had been volunteering with a local community group, identified a lack of basic literacy and numeracy skills among women aged 40+ who had left school early due to poverty. She set up an informal 'learning circle' with the women, sharing her skills to support and develop the women's literacy and numeracy skills. The group meet every week in a different woman's house, everyone contributes some food item and they learn together. She reports that their literacy and numeracy skills are developing exponentially, along with their confidence. The women talk, learn, and flourish and there are no costs involved.

Derry City Council's Community Relations Officer, Sue Divin, shared a number of examples of DCC being a leading example of how to support community dialogue regarding some of the contentious issues such as marching. For example, the work undertaken at a community and council level to engage Pipes Bands with the Fleadh

Cheoil na hÉireann, a traditional Irish music festival which was held in Derry-Londonderry in 2013. It was reflected that the, "protestant bands participating in Fleadh Cheoil na Irean were so proud and amazed at how they were welcomed, and their involvement greatly increased the participation of the PUL community in the Fleadh festivities." This energy to engage on a cross community level has reportedly led to Unionist bands being invited out to participate in the 2014 event also. Sue explains that the method is to approach individuals / organisations with a view that, "you're doing such great work, how can we take it on to a larger scale? What can we do?"

Technology Reaches Everybody: During one of the LID programmes in Estonia, the group created an NGO on the basis that "Estonia has no wifi blackspot! We learned the skills of the technology and how to mobilise people through that, during the course of the programme. We learned how to empower people to fully use the technology, we developed a practical, creative programme as the end product and even the marketing strategy was pulled together during the training programme. Technology reaches out to everybody." Use of modern and digital technologies were cited as valuable ways in which to make knowledge and information accessible to as wide an audience as is 'online' and IT literate.

There were other direct examples of good practice relating to individuals, organisations and the PSNI, for example, but to summarise a few key themes emerged:

- **"Not one proper formula."**

- **"Need for relationship building to ensure quality of experience."**

- **"There must be follow up to put practice into learning – take ownership of planning in advance."**

- **"Be innovative and utilise the many different ways to create interactions."**

- **"Being ignorant / unprepared for experiences can lead to unhelpful outlooks and, 'saving the world' attitudes."**

- **"Provide more opportunities to share learning ongoing."**

- **"The model for change starts with who you are."**

Aim 7): Provide opportunities for stakeholders to connect and network with a view to participation in further international practice.

This aim was met by the success of the conference itself, with participants engaging in meaningful, passionate discussions, making connections with one another and sharing information regarding further opportunities for international engagement.

With Thanks

I would like to thank Fergal Barr for organising such an enjoyable and engaging conference, and the Community Relations Council and Community Foundation Northern Ireland for funding it. Thanks also to Rukiyah Khutan and Duncan Morrow for their thought-provoking keynote speeches, which stimulated some detailed and reflective discussions. Thanks also go to facilitators Anita Silva, Luiza Czajkowska, Elisa Gallo-Rosso, and Matthias Schrenk, who were a joy to work with and provided great support in drawing out relevant and edifying contributions.

And finally, thank you to all of the conference delegates who took time out of their lives to converge in the Campsey Suite of The White Horse Hotel and share so many insights, encounters, observations and possibilities with a view to better understanding and further promoting the impact of a global perspective on peaceful living and improved relations in Northern Ireland.

Cassie Riggs

Appendix 1
Participants List

Barry Lafferty	Clady Cross Community Development Association
Berekt Aga	All Nations Ministries
Charmain Jones	Rural Community Network
Charo Lanao	Community Arts Partnership/Programme for Inter Cultural Arts Support (PICAS)
Ciaran Mc Lauglin	Suffolk Lenadoon Interface Group
Colm McGlone	Interaction Belfast
Danielle Bonner	Donegal Women's Network
Dorothy Stewart	North Armagh Women's Project
Emma McCabe	NOW
Frances Donaghy	Youth Justice Agency
Eileen Quinn	Killeeshil and Clonaneese Historical Society
Frances Shiels	FOCUS: The Identity Trust
Hannah-Chloe Magee	Youth Action NI
Isabel Jaeger	Public Achievement
Jenny McClelland	Derry City Council
Joe O'Donnell	Belfast Interface Project
Joe Thompson	Extern
Johnny Scanlon	HURT
Julie Moore	PSNI
Kirstein Arbuckle	St. Columb's Park House
Laya Barr	Extern
Marie Quinn	Killeeshil and Clonaneese Historical Society
Martin Mc Mullan	Youth Action NI
Martine Auzon-McConway	WELB Tuition Service
Mary Casey	Amelia Earhart Society
Nicola Hassan	Derry Youth & Community Workshop
Nicola Mitchell	Equality, Rights and Social Inclusion (ERSI)
Orla Devine	British Red Cross (now with the Centre for Global Education)
Pamela Shields	Oasis Antrim
Peggie Buchannon	All Nations Ministries
Rory McKittrick	Public Achievement
Roy Samuels	Ellis Manhattan Music
Ruth Patterson	North Armagh Women's Project
Sally Bonner	Donegal Education Centre
Sarah Honeyford	PSNI
Selina Quinn	Freelance - Glencree Centre
Stephen Todd	YouthAction Northern Ireland
Sue Divin	Derry City Council
Zhenia Mahdi-Nau	Tapestry of Colours Education/ZMN Creative Studio
Matthias Schrenk	Facilitator
Anita Silva	Facilitator
Elisa Gallo Rosso	Facilitator
Luiza Czajkowska	Facilitator
Rukiayah Khutan	Guest Speaker
Duncan Morrow	Guest Speaker
Fergal Barr	Conference Organiser
Cassie Riggs	Rapporturer