



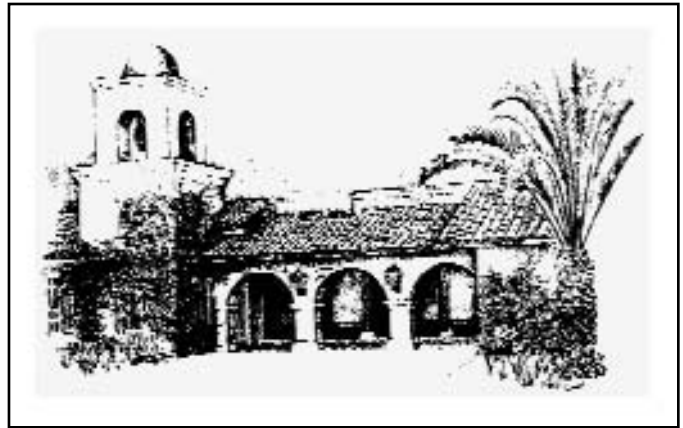
You are invited!

Mark your calendar to join us at the beautiful Michel-Schlumberger Wine Estate for

Wine, Summer & Song!

Saturday, August 25th
5:00 - 8:00 p.m.

Delectable appetizers, operatic entertainment, lively auctions, and fine Michel-Schlumberger wines all blend to create a spectacular late summer sunset experience.



NEW: Diversity & Inclusion Program for the Workplace

Listening for a Change is proud to launch *Diversity & Inclusion*, a program for businesses, nonprofits, and government agencies. *Diversity & Inclusion* in the workplace merges Listening for a Change's mission of "promoting understanding and acceptance of human diversity" and the need for employees to learn active listening skills to interact more effectively within their own work culture and with clients, customers, and patients served.



Diversity & Inclusion introductory lunch, Petaluma, Apr 19. Professor Art Warmoth, SSU; Marjorie Helm, Creative Connection; Christyne Davidian, LFC Board, Motorola; Dean Ofelia Arellano, SRJC Petaluma Campus

The program teaches attentive listening skills and cultural awareness through a wide variety of interactive activities. Self examination and acknowledgement of cultural assumptions is one aspect. The second component focuses on active listening that includes body language, tone of voice, open-ended questions, follow-up questions, and much more. Becoming an active, respectful listener is a valuable tool in the workplace as well as in the personal and community life of employees.

As participants spend time interacting with each other and discovering similarities and differences, they gain a broader outlook and valuable insight into how others see and approach work situations. In the process, participants become aware of their own assumptions, thereby helping them communicate more consciously and effectively.

Listening for a Change intentionally cross integrates participants and encourages managers and employees to do the same when forming task forces, staff meetings, project teams, trainings, or conferences. This offers the staff opportunity to build common ground and breaks down barriers among groups and individuals. *(continued on Page 2)*

Community Listening Project Update

Our successful alternate month *Community Listening Project* workshops continue and are scheduled through June. These workshops are available to the public thanks to a grant from PG&E. If you, or someone you know, would like to attend please contact our office. Participants self examine their cultural lenses and learn to take oral histories of neighbors they don't know well, allowing boundaries to be crossed and fostering the creation of extended community.

Thank you to Rayne Wolfe at the *Press Democrat* for helping publicize these workshops to a broader audience.

This is the third year that we've offered a unique all day workshop to the Petaluma Leadership members in collaboration with the Healthy Community Consortium. In the morning participants attend a *Community Listening Project* workshop and after lunch they go in pairs to conduct interviews in the Petaluma community with neighbors from diverse backgrounds. Later in the afternoon the group reassembles to reflect upon their experience. This is a wonderful way to reach out into one's community.

Thomas Burke of Dominican University invited Phyllis down to conduct a *Community Listening Project* workshop with his Alternative Lifestyles class on Saturday, February 10th. This class is involved in a Service-Learning Project to conduct interviews of the founders of Spectrum in honor of their 25th anniversary. Thank you to Paula Pilecki for inviting us to be a part of this important project. Spectrum is a Marin County nonprofit whose mission is "Promoting acceptance, understanding and full inclusion for lesbian, gay, bisexual and transgender people in the North Bay since 1982."

NEW Diversity & Inclusion Program for the Workplace

(continued from Page 1)

Two, four, or eight hour workshops are being offered. Please contact our office to receive a brochure and fee schedule information. Contact us to schedule your workshop!

New! Committee is Creating a *We Listen* Booklet

By Ellen Boneparth, Committee Chair

Many of us in Sonoma County take pride in the idea that we live in a progressive community with a high acceptance of diversity. At Listening for a Change, we are examining that idea by reviewing more than 150 oral interviews we have done through the *Community Listening Project*.

These interviews feature people from different ethnic groups, occupations, ages, religions, sexual orientations, and nationalities. What do our interviewees have to say about Sonoma County? How much acceptance do they actually experience? What could we all do to make our community more welcoming?

When our working group (Ellen Boneparth, Debra Sands-Miller, Ellen Mundell, Francie Dowd, and Phyllis Rosenfield) has completed its review, it will issue a report to the general public, government agencies, nonprofit organizations, and service groups.

Our goals are to:

- 1) Project Sonoma County individual and group experiences to the community at large through the media and through local organizations, such as neighborhood associations, community activities, and religious groups; and
- 2) Suggest to county leaders and decision-makers ways to bring diverse groups more effectively into community life.

Fall Schedule for Interviewer Workshops

Saturday, June 2nd, 9 A.M.-1 P.M.
Saturday, October 6th, 9 A.M.-1 P.M.
Saturday, December 8th, 9 A.M.-1 P.M.

The above workshops are held at the Volunteer Center of Sonoma County, 153 Stony Circle, Suite 100, Classroom A, Santa Rosa.

For additional information call 578-5420.

A Few Thoughts from Phyllis...



Board Member and Vice Chair Meg Alexander recently recommended a book by the Harvard Negotiation Project called Difficult Conversations—How to Discuss What Matters Most. When Meg makes a recommendation, I try to follow through. She's an ordained Buddhist Priest as well as a former city planner and is one of the wise women in my life and on our Board.

A few years back I remember reading one of their earlier books, Getting to Yes, & having lots to think about. I believe you'll find the same with Difficult Conversations.

In a time of seemingly deepening intractable cultural differences and insensitivity to the "other", it is uplifting to find a small book that makes concrete doable suggestions about how we can listen to one another more effectively and respond more appropriately whether it be with our family members, co-workers, clients, neighbors—basically anyone in our lives.

Each of us experiences a different "story". Part of the challenge is to "shift to a learning stance". Hearing another's story is the place to begin.

"Put simply, we all have different stories about the world because we each take in different information and then interpret this information in our own unique ways."

"In difficult conversations, too often we trade only conclusions back and forth, without stepping down to where most of the real action is: the information and interpretations that lead each of us to see the world as we do."

Open-minded curiosity and the capacity to hear another person's story without assuming intentions is not an easy thing to do. It is difficult to set aside our own perceptions. One of the authors' suggestions is to create a "third voice"—"The third story is the one a keen observer would tell, someone with no stake in your particular problem."

Listening for a Change's programs focus on hearing one another's stories - each person's personal truth through their lenses. Simply listening to stories won't solve all of our problems, but it's certainly a good place to start.

Phyllis

Essence of Acceptance Program for Secondary Schools

August 6, 7, & 8 Listening for a Change will again conduct a workshop with the Center for the Study of the Holocaust and Genocide at Sonoma State University. Titled "Exploring our Common Humanity—Integrating Genocide, Holocaust, and Human Rights into the Curriculum", the course is designed for secondary teachers. The Center's focus is on academic content around genocide and holocaust and *Essence of Acceptance's* is on how to teach human rights, oral history taking, conducting an oral history linked to classroom studies, and creating responsive service-learning projects. Academic credits are available and there is a \$50 stipend for participating teachers (see box). Instructors include: Dr. Myrna Goodman, Dr. Elaine Leeder, Jennifer Norton, Phyllis Rosenfield, and Caroline Chinn Gonsalves.

Plans are being made for additional regional workshops in Los Angeles, San Diego, and Marin. Please contact our office if you would like to attend a workshop in your California region and we'll keep you informed of venues and dates as they are scheduled.

If you attend the September 27-29th California Council for History Teachers workshop in Riverside, you'll have an opportunity to learn about our program through a presentation from executive director Phyllis Rosenfield and Santa Rosa High School teacher Regina Brennan.

The *Essence of Acceptance* curriculum notebook and video are available for teachers grades 8-12 and can be purchased for \$150. Please contact our office to order a set.

Exploring our Common Humanity

INTEGRATING GENOCIDE, HOLOCAUST, AND HUMAN RIGHTS INTO THE CURRICULUM

3 Day Professional Workshop
August 6, 7, & 8, 2007
9:00 am-3:00 pm at Sonoma State University
\$50 Stipend -Meals Provided
1-3 units of academic credit available
@ \$45/credit
Registration deadline is June 1

Contact: School of Extended Education at
(707)664 2394 for more information or to register.

To register online: go to www.sonoma.edu/exed and click on "Apply/Enroll"

South American Cuisine from the Gourmet Board Team



Ellen Mundell, Meg Alexander, Michael Mwangi, Elee Tsai, Phyllis Rosenfield and Vicky Mwangi

Below: The Spaulding McCullough & Tansil firm, front left to right: Roberta Delgado, Kevin McCullough, Cathy McCullough, Mark Spaulding; rear left to right: Mark Miller, Warren Dranit, Annette Holland, DJ Drennan, being served by Elee Tsai and Tamarya Hulme



Anne McGivern, Tamarya Hulme, Jessica Flores, Elee Tsai, and Ellen Mundell



Greg Spaulding, Tamarya Hulme, Mark Spaulding, DJ Drennan, Elee Tsai, Roberta Delgado



Anne McGivern



Elee Tsai

Spaulding McCullough & Tansil LLP were the lucky Live Auction winners of a catered LFC Board dinner, seen here being served. It's not certain who had the most fun - the Firm or the Board!

2006 Reverend James E. Coffee Human Rights Awards

In 2004 Listening for a Change was honored as the first recipient of the Sonoma County Commission on Human Rights Rev. James Coffee Human Rights Award, Community Organization Category.

In the following years we have co-sponsored the event with the Volunteer Center Sonoma County and the Human Rights Commission. In addition to honoring people and organizations in our county who are exemplary promoters of human rights, attendees have been welcomed with a special guest speaker including: Martin Luther King III, Dr. Samson Munn, and Assemblyman Mark Leno.



Left to right: Dawn Methany, Anne-Jeanne Rothchild, Helga Lemke, Cammie Weaver, Samantha Anderson, James Showalter-Garcia, Randy Hin, Laurie Reichek, Karen Erickson, Rev. James E. Coffee, Assemblyman Mark Leno, Ky Boyd, Phyllis Rosenfield, Shirley Gordon, Sara Lawrence, Shirlee Zane, Joanna Martinez, Marie Sparks, Phyllis Onstad

Please mark your calendar for the next event in the evening of Saturday, January 12th at the Mary Agatha Furth Center in Windsor. To submit award nominations of individuals, businesses, or nonprofits, contact the Commission on Human Rights office: (707) 565-2693 or cid@sonoma-county.org.



Board Member Jessica Flores

Board Member Jessica Flores is an attorney and serves as Family Law Facilitator for Sonoma County Family Law Court. She's a long way from La Feria, a small South Texas border town of 4000 not far from Brownsville in the Lower Rio Grande Valley.

Jessica says that until the last fifteen or so years the border was very fluid with cousins living sometimes on one side, sometimes on the other. Even though La Feria was 90% Mexican-Americans, the old Caucasian power structure was still in place. "Pretty much all our instructors were Caucasian, the mayor was Caucasian, and mostly business owners were Caucasian. It was probably when I was in high school or college things started to change a bit." When she was in high school the school board went from an historically Caucasian make-up to a majority of Latinos. "That was a really big deal!"

Her parents grew up in the 1960's, were influenced by La Raza movement and made the conscious decision that she would speak Spanish first. This was fine until Jessica started school and didn't know how to tell the teacher she needed to go to the bathroom. Her parents were called in and chastised by the teacher. Trying to address the situation, they did a complete turn-around and began speaking to her only in English. "So I lost my ability to speak Spanish. They were young parents—I'm sure they thought they had cursed me."

Not speaking Spanish became a burden growing up. "It was a real source of embarrassment that I didn't speak Spanish very well. I think it's fairly common. I think second and third generation immigrant groups start losing the native language. It's unfortunate because you really lose the ability to talk with other generations.... It was also a source of embarrassment with other Latino and Mexican-Americans. "It was like, you don't know Spanish?—Your own ethnic group passing judgment towards you, even family members. And you not even having a choice in the matter!" In the years since her childhood Jessica relearned Spanish and is now bilingual. "Language is a huge connector—A huge connector among people."

An articulate feminist, Jessica says she's a woman before anything else. "Sometimes, you tend to subsume your needs as a female for the larger sort of ethnic struggle. And I don't appreciate that—It really doesn't sit well. I found that my natural leaning was that I needed to do and be whatever I needed to be happy as a female first. Then everything else kind of falls into place."

Education was very important in her family. She remembers her grandparents being especially supportive and realized early on that it was her ticket to the outside world. After attending the University of Texas at Austin she applied to law school and was accepted at UCLA. She was excited because she had met some Latino students from California who were interesting and progressive. Jessica "had a crazy, magical notion of California being this vanguard of liberalism and this fantastic place to go."

When she arrived at UCLA, the campus did not disappoint. The law school was diverse and she met people from all across the country and the world. What Jessica wasn't prepared for was Los Angeles and the times. As she began law school, Proposition 187 was a hot topic. "I was in a public bus going to classes and struck up a conversation with this gentleman sitting next to me and this issue came up (Prop 187) and I've never had anybody, a complete stranger, just yelling at me—just very nasty comments about these people being here. It was really nasty, really embarrassing."

As if the Proposition 187 controversy wasn't enough, mid-way through law school the UC Regents were changing admission policies. "It was not necessarily unique to California, but I think the difference was that in California it was coming from within. It was coming from the UC Regents whereas in the other states it was coming from the students. They were being sued by students who didn't get admitted."

Following law school Jessica moved to the Bay Area, where she had some friends. When she was offered a job with Perry, Miller & Johnson she decided to move to Santa Rosa. She spent five years working hard as an associate, had some wonderful mentors, and learned a lot. When she was offered a job as Family Law Facilitator for the Sonoma County Family Law Court she decided to make a change. For her it's been a very good fit. She works with a dedicated staff and now has time to become involved with community activities.

"Overall Sonoma County is probably one of the most liberal and most accepting places I've ever lived in. I'm really impressed with the attitude here at the Courts and the people that I work closely with in *(continued on page 7)*"

Volunteer of the Year Trevor Mattingly



For his Senior Project at Windsor High School, Trevor Mattingly wanted to do “something he really believed in, not something just for the hours.” Listening for a Change was honored when Trevor called and asked to attend one of our fall *Community Listening Project* workshops. The tall, thoughtful young man then asked if he could come into our office to volunteer as a transcriber.

Trevor has multiple passions, including music. He plays the guitar and enjoys a wide range of musical styles and influences. When he was 13 he was in a Punk Band which he says has a philosophy of anti-racism. He noticed that his mother was worried that he was going to get hurt. When he asked her why, Trevor discovered that before he was born his distant cousin, who had played guitar in a San Jose Punk Band, had been stabbed and killed by a Nazi-Skinhead for defending his black friend. After learning of this terrible tragedy, Trevor says he became obsessed with fighting racism when he saw it.

Trevor thinks Windsor High School is pretty accepting. However he says, “I really have a problem with people using ‘gay’ as a derogatory term and I hear that so much at high school and that really bothers me. Out of all the people I know I think I’m one of the first ones to stop myself from using that because I remember I used to use it back in middle school. I’ve stopped using it and kind of encouraged my friends to stop using it. It really annoys me because my cousin’s gay too.”

When Trevor began transcribing some of the interviews conducted by volunteers of community members in our *Community Listening Project*, it took

him four or more hours to transcribe an hour interview. After a little practice, he became able to do one hour in two and a half—He says he didn’t realize how long it took to transcribe! Listening to interviews helped him with his own conversation skills, including being able to know when something is sensitive to another person.

“I’ve really been able to take people’s life philosophies from the transcriptions and kind of put them with my own and it’s really made me think about myself and how I act. It’s kind of given me hope for the future. Before this I was really cynical about the future....But after listening to all those transcriptions and all those people, it really gave me hope. There really are people out there that do want to help. There are lots of people out there that share my philosophy. I just need to go find them.”

One of his favorite interviews was with Susana Ackerman. “She talked about how the melting pot metaphor is just so gray and bland. I always agreed with that since U.S. History when my teacher was using that. She (Susana) said we’re like a kaleidoscope. We’re all individual and our own. Then as the world turns, we become one and it’s just beautiful. I thought that was really cool and I’ve shared that with a bunch of my friends. I’m trying to get my history teacher to use that one again next year.”

Trevor was surprised by some of the interviews he heard. “I had always thought that Sonoma County was a very open community. But here I was listening to many accounts of what I too would call racism. Learning that a place, even as nice as Sonoma County, is considered racist by many has made me want to change the world and community for the better even more.”

It is not difficult to understand why our organization awarded Trevor Mattingly Listening for a Change’s Volunteer of the Year Award and nominated him for the Youth Volunteer Award at the recent Volunteer Center of Sonoma County annual Volunteer Awards Luncheon.

“High school is a very confusing time for adolescents and the right project at the right time can help reassure one of their personality and place in the world as well as help one regain their faith in the world, as was the case for me.”

Trevor has a Doyle Scholarship to Santa Rosa Junior College for the fall of 2007 and plans to transfer to the University of California, Berkeley in the fall of 2009. He wants to continue volunteering for Listening for a Change.

Thank you to our Major Funders:

Codding Foundation
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Daphne Smith Fund of Community Foundation Sonoma County

A Sincere Thank You to All of Our Friends and Supporters Who Have Given So Generously from November 2006 through May 2007:

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Jessica Flores *(from page 5)*

terms of their consciousness and their acceptance and understanding of other groups and where their alliances lie. That being said there are certainly odd pockets, even here at the courts, that you're sort of amazed at people's comments. Even in this day and age some of people's racist comments strike you as odd."

"It's [Sonoma County] frankly, very segregated. It's where people live and how the cultures divide. I'm not sure it's unique to Sonoma County. It was like that in Austin when I went to school there. It was like that in LA. Maybe not so much San Francisco, though it certainly had its pockets. Oakland. I don't know the root of that. I don't know if there were covenants in certain neighborhoods that allowed for movement or not between other groups. I don't know if it's a function of economics, expensive homes, what have you."

"I think that there are a lot of things we can't change. There are a lot of others forces out there that are beyond our control like economic forces and things of that nature. I think that a lot of this attitude change is with one person at a time. In my opinion that's the best way to look at it. It is the conversation that we have with other people. It's the way that you carry yourself. I think it's challenging people. As uncomfortable as that is, really challenging people and pushing their buttons in a positive but critical sort of way and understanding our own actions and what we do. Let me lead by example and talk to you along the way."

Jessica became involved with Listening for a Change because she wants to give back to her community, learn more about how to promote acceptance of diversity, and enjoy the camaraderie of "people who are equally passionate and get ideas about the way that they live and how they influence others." Our organization has much to learn from Jessica as well.

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Mission

Listening for a Change promotes understanding and acceptance of human diversity through education, oral history and the arts.

Programs

Essence of Acceptance uses the techniques of oral history and the arts in a comprehensive curriculum to teach empathy and awareness of our common humanity in secondary schools.

Community Listening Project trains members of diverse community cultural groups to take oral histories of other groups as a means to cross boundaries and build community.

Diversity & Inclusion is a program for businesses, nonprofits and government agencies which teaches attentive listening skills and cultural awareness to help employees interact more effectively.

Sonoma County Survivor Project is a traveling exhibit of photographs and oral histories of Sonoma County residents who survived a dramatic loss of human rights. Exhibit can also be viewed at www.listeningforachange.org.

You're invited!
Wine, Summer & Song Estate
Michael Schumberger Wine Estate
Aug. 25, 2007

1300 NORTH DUTTON
AVENUE
SANTA ROSA, CA 95401

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