



INSTITUTE FOR THE STUDY OF CONFLICT TRANSFORMATION

Fulfilling the Promise of Mediation

June 8, 2020

Members of the Board and Fellows of the Institute for the Study of Conflict Transformation add our voices to those expressing sadness and grief over the Black lives that have recently been lost, as well as anger and impatience with the systemic racism in the U.S.

The death of George Floyd is one in a long series of unjust killings of Black people. We join with the many who have reacted to his murder and the racism it lays bare to express our support for fundamental change and an end to all forms of racism, white supremacist ideology and the various forms of structural oppression.

Bringing about change requires that individuals and organizations focus upon the role their privilege plays in oppression and how their action might catalyze social change.

We are committed to doing the work it takes to become aware of our own biases and the roles we play in systems of injustice. We are committed to increasing diversity, equity and inclusion in our own organization. The path forward is complex and will take many forms. We recognize the need for humility and courage, and we will support those who have long been leading the way.

Creating change requires a willingness to engage in difficult but necessary conversations and we affirm our belief in people's capacity and desire for constructive human interaction. Through

our commitment to transformative practice, we will continue working to empower people to grow in strength, dignity, and connection, to find and use their voices, to hear and recognize the humanity of others, and to work together to build just communities and a just world.

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