



Creators  
of Peace

# Strategic Plan 2018-2020



**Transforming, empowering  
and engaging women  
in peace creation**

## OUR VISION

### Women creating peace across the world's divides

A world where every woman embraces her value as a peace creator in family, community and nation: creating peace in her own heart first, she reaches out to others and to the needs of the society she lives in.

## OUR MISSION

### Empowering women as creators of peace

Creators of Peace empowers women to be radical peace-builders, starting with themselves. We believe that women have a distinctive role to play in creating peace.

Creators of Peace is a global movement that encourages women to give leadership for peace. We are a women's initiative that works to restore the respect and trust necessary for joint action with men and in the community.

## OUR AIMS

1. To challenge women of all backgrounds and beliefs to discover their unique potential to create a culture of peace.
2. To promote a change of heart and attitude as the first step in peace creation.
3. To prevent violence and despair by addressing the roots of conflict – within us and around us.
4. To raise awareness of the personal ethical prerequisites for effective social action.
5. To create a network of friendship and solidarity for women across racial, religious and social divides.
6. To build just, caring and inclusive communities for all, including in post-conflict areas.

## WHO WE ARE

Creators of Peace (CoP) women are present in 50+ countries worldwide, through Creators of Peace Circles, community building activities, workshops and personal encounters. Launched in 1991, we have held several international conferences in India (2000), Uganda (2005), Australia (2009) and in Switzerland (1991, 1994 & 2016).

Women who are part of our network come from many different backgrounds. We do jobs, raise families, do our best to be good neighbours... some are specialists in peacebuilding through their community leadership roles, some have never attended a training or workshop in their lives before. We are aged 18 to 80 years old (and a bit on either side!), celebrate diverse cultures, practice different faiths and bring a multitude of professional and personal skills to our teamwork. All women who are interested in exploring what it means to be a peace creator are welcome.

We are part of Initiatives of Change (IoC), a network of people working to build trust across the world's divides, based on the values of honesty, unselfishness, purity of intention and love. Many Creators of Peace women are part of IoC local teams in different countries: [www.iofc.org](http://www.iofc.org)

As a network, we are pleased to contribute to the training, dialogue and reconciliation programmes at Asia Plateau in India and at the Caux Forum: [www.caux.ch](http://www.caux.ch)

## OUR FOCUS AREAS in 2018-2019-2020

*The themes running through our work up to 2020 are:*

### **\* Being “Advocates for a New Story”**

Working with personal and community narratives to support transformation and healing

### **\* Giving leadership for peace**

Encouraging and nourishing women in their community, political and professional leadership roles

### **\* Restoring with Refugees**

Accompanying and supporting women throughout and following violent conflicts

We will aim to hold a global gathering for women from the Creators of Peace network and beyond in 2020. Like our 2016 “Living Peace” conference, this will celebrate and equip women in their peacebuilding commitments.

## OUR GLOBAL CONTEXT

Our world today might feel increasingly fragile with natural disasters, political instability, divided communities, increased migration, violent extremes, climate change and land disputes. In any community, there is a need to create spaces for listening, to question negative narratives and find new ways forward. We all need help with trust-building to realise our own potential and enable one another to contribute to peace and human security.

## OUR CONTRIBUTION AS CREATORS OF PEACE

As women, we have a part to play in responding to these challenges. We can play a role in changing the story we personally live out of, from fear to trust, from distrust to honesty, from neglect to compassion and care. As we also live with the consequences of unresolved historic narratives in the world, we will explore which conversations are needed in our communities in order to help this larger healing happen.

Creators of Peace will work alongside others who focus on policy, advocacy, women's rights, campaigning and diplomacy to empower women to give leadership for peace. We will do this at every level, starting with ourselves and in our homes, neighbourhoods and wider communities. We will also adopt a renewed commitment to listening to the land and respecting the earth, as well as to hearing the stories from indigenous traditions that will be freshly relevant today.

Often, before we can go out to be of service to others, we need our own healing first. Creators of Peace Circles offer a fresh way of thinking of ourselves as "peace creators" who are able to make a valuable contribution. Our Peace Circles are a valued space as a preparatory forum, exploring what peace means to each of us, articulating the needs for peace in our own lives and communities, discussing what interventions will be useful and providing initial skills in peace building. Women share expertise and are invited to recount something from their own life story. This process creates a firm foundation for reaching out to others and engaging in practical actions.

Inspiration is still needed that to prevent violence and heal from conflict different ways forward are possible. We will offer examples of women who have acted to foster peace in difficult contexts from everyday circumstances to country-wide reconciliations and share stories to help others to act themselves.

## OUR PROGRAMME

*Our work as Creators of Peace facilitates:*

- \* **transforming** women individually - my story
- \* **empowering** women in their communities - our story
- \* **engaging women** to give leadership for peace on global issues - world's story

*We will respond to a call to be “advocates for a new story” through:*

### \* **Creators of Peace Circles**

= as a place to explore the practical implications of 'being the peace we want to see in the world' and how that challenges and transforms our stories and what we pass on to future generations.

### \* **Workshops & Events**

= as spaces to engage with a wider group through sharing these learnings and stories as tools to challenge the prejudices and mistrust that lie under the surface of every community. And to begin to build a sense of shared humanity.

### \* **Regional Gatherings & International Conferences**

= as opportunities for working in partnership on creating new narratives at an international level.

*To strengthen our work in these three areas over the next three years, we will:*

\* **Deepen** our skills in story-sharing as part of our facilitator trainings and refreshers

\* **Develop** our 'Peace Focus Gathering' materials and 'Community Catalyst' resources

\* **Define** new narratives through digital storytelling and case studies where women have 'changed the story' to help support positive global change

*And we will:*

- continue to offer **tailor-made facilitator trainings** in different countries to establish Creators of Peace Circles where requested

- run an **annual 'Peace in Practice' programme** for women to meet one another, exchange learning and build community

- collaborate with wider initiatives and other partners, such as the Caux Forum, to **contribute expertise around gender & peacebuilding**

## OUR APPROACH

Through all these activities, we will continue to support one another in a spirit of friendship and hospitality, as part of a movement of women who have made a commitment to live, speak and act for peace, through our own attitudes and actions.

We will seek to nourish our spirituality, each according to her own tradition, to nurture self-care and personal resilience. We will champion the value of deep reflection and inner listening as vital tools in seeking wisdom for reconciliation and peacebuilding.

## OUR COLLABORATIONS

*We intend to be working:*

- \* **across community divides** with refugees and immigrants, established communities and newcomers, ethnic minorities and clans
- \* **across political differences** especially with women in fragile states
- \* **across generations** with older & younger women

*We will continue to explore:*

- \* **more active work in partnership** with other NGOs, university institutions and peace centres where the Creators of Peace Circle can be a resource for activists and academics.

*We plan to build up our capacity to contribute:*

- \* **our distinctive approach and track record** to the global women, peace and security agenda. We will help alongside others to develop good practice around gender and positive interventions that are based in peacebuilding values. We will support ongoing commitments to champion women's role in peacebuilding under United Nations Resolution 1325 and under Sustainable Development Goal 16 to promote peaceful and inclusive societies for sustainable development.

## OUR CAPACITY-BUILDING

*To support these areas of work, we will strengthen our network through:*

\* **Training** – additional facilitators where needed, with an initial priority for growing more trainers; a refresher programme for experienced facilitators; a new online platform for training resources

\* **Regional Gatherings & Teambuilding** – regional events in Africa, Asia, the Americas and Europe with the Middle East in 2018 and 2019; with new input on conflict transformation and deepening understanding across cultural divides; capacity-building for local programme development

\* **Mentoring & Accompaniment** – for national teams; with younger women; for women living in conflict areas

\* **Self-care & Support** – caring for ourselves and one another; paying attention to personal resilience and bodywork; improving our awareness of trauma

\* **Effective Communications** – launch new newsletter and e-bulletin; disseminate materials in more languages; increase visibility through video and stories projects

\* **Launch Donor Programme** – create community of support for donors and fundraisers; improve organisational capacity for impact evaluation; explore membership subscriptions

## OUR DEVELOPMENT

*To support our network, we will prioritise:*

\* Building a salaried core staff team to provide a responsive hub to enable our volunteers in the above capacity-building projects

## OUR NATIONAL CO-ORDINATORS & LOCAL TEAM

We have 45 national co-ordinators across 5 continents

## OUR INTERNATIONAL TEAM

Amina Dikedi-Ajakaiye (Nigeria/United Kingdom), President; Anne-Claire Frank-Seisay (Netherlands/USA), Secretary; Gabriela Sebastyen (Romania), Treasurer; Diana Damsa (Romania), Vice-President; Luz Stella Camacho Castro (Colombia); Maria Cristina Munoz (Colombia); Nighat Khurshid (Pakistan); Shoshana Faire (Australia); Sylvie Lefrancois (France/Switzerland); Yara Zgheib (Lebanon/USA)

Christiane Garin Al-Azhari (Switzerland), Jean Brown (Australia), Vijayalakshmi Subrahmanyam (India), Elders

Daphrose Ntarataze Barampama (Burundi/Switzerland), Ambassador

Kate Monkhouse (United Kingdom), Executive Officer

## GET INVOLVED

To find out about Creators of Peace Circles happening near you or for support in setting up a local programme, please contact us via [creatorsofpeace@iofc.org](mailto:creatorsofpeace@iofc.org)

## FUNDING

All our Creators of Peace Circles are self-financed by Creators of Peace women locally through personal giving, social enterprise and partnerships. Trainings are supported by community fundraising and grants. Our running costs and core team are supported through bursaries and major donors.

If you are interested in working in partnership with us or discussing fundraising opportunities, please contact us.

To donate and support woman peace creators, please go to [www.iofc.org/creators-of-peace-donate](http://www.iofc.org/creators-of-peace-donate)

## CONTACT US

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