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Message  
from CARE's Chair

## CARE Considers Framework for Future Work

In our last meeting, CARE continued its discussion about future direction. In this article, I would like to discuss 3 things that we focused on: first order change, second order change and trimtabbing.

*First order change* and *second order change* are terms that come from family systems theory, particularly the Milan group. Its original derivation is from communication theory. *First order change* refers to change within a system that does not fundamentally change the structure of the system. *Second order change* refers to change that alters the structure of the entire system.

For example, when we elect a new president, or new members of the Congress and the Senate, this can be considered first order change. We change the players (those who are elected), but the basic political structure is left intact. Were we to elect a king, that would be second order change.

Now for the complicated part. Looked at from one standpoint, the above is an example of first order change. However, depending upon who is elected, the above could bring about second order change as well. Suppose, for example, we elect people who will pass legislation that mandates the use of alternative forms of energy within the next ten years. This would fundamentally change the structure of our oil dependent system, hence electing those particular officials would be considered second order change. Whether or not something is first order or second order change therefore depends on the goals that you seek. Are you looking to change the political structure or alter the environment?

How does this relate to CARE's work? We discussed the fact that CARE, at least in part, was founded to facilitate second order change. It was founded to reverse a system that supports racism, sexism, heterosexism and other forms of oppression. The question we need to examine is whether or not our programs are facilitating second order change. For example, when we have a Martin Luther King celebration, does this help in some fundamental way to improve lives for African Americans in our community? This discussion is ongoing, as there were a variety of opinions about this.

The other term we discussed is *trimtabbing*. Trimtabbing is a yachting term. A yacht is a huge vehicle. It can't be turned around with a simple wheel like that used in a car. The force that would be needed to turn the wheel would be way too much for a single person to exert. Instead, there is a large wheel which is turned by a smaller wheel, which wheel is turned by an even smaller wheel, which wheel is turned by the smallest wheel- one



CARE's work in the  
community

that is the size of a dial from an old-fashioned telephone. The captain sticks her finger in a hole, much as if dialing a phone, and easily turns the ship by turning one small dial. Turning the ship is a metaphor for reversing large social problems- problems that are too large for a small group of activists to impact alone. However, by doing something small which catalyzes larger change, which in turn catalyzes even larger change, and so forth, a small action, with its ripple effects, can lead to significant social change. CARE should therefore seek trimtabs- small actions that will lead, through ripple effects, to larger change.

What ideas do you have about CARE's future direction? How do you see these concepts affecting CARE's work? Give us your input by calling (570-523-2273) or e-mailing ([care@dejazzd.com](mailto:care@dejazzd.com)).

## Recent and Upcoming Events

### Multicultural Festival A Success

CARE's annual multicultural festival for families was held on Saturday, November 4<sup>th</sup> at RiverWoods, Lewisburg. The event drew over one hundred people and included displays, food samples from different cultures, storytelling, and entertainment. Children and adults enjoyed learning about many cultures and experiencing culinary delights from around the world!

### CARE to Provide Holiday Program for Area Agency on Aging

On December 14th, CARE will provide a one-hour long multicultural program for clients of the Area Agency on Aging. The program will include information about various cultural celebrations, such as Diwali, Hanukkah, Christmas and Kwanzaa. It will also include food and music. Thanks to Brocelyn Owen-Crowley, intern, for inviting CARE to do this event.

### CARE to Speak at Foster Grandparents In-Service

On December 7th, Lois Passi will give a one hour talk to approximately 120 foster grandparent volunteers about multiculturalism in this area, and how it affects their work. Foster grandparents work in daycares and in schools as assistants. The goal is to help foster grandparents be comfortable with the emerging diversity in our area. The in-service will take place at Country Cupboard Inn.

### CARE to Speak at CSIU In-service

Lois Passi will speak with social workers at the CSIU's January in-service for social workers. She will give a 20 minute talk about working with diverse populations. Thanks to Denise Guinn-Bailey for this invitation.



CARE is a tax deductible charitable organization - 501(c) 3.

Do you have any news or suggestions for us? Please contact us at 570-524-2273 or email to [care@dejazzd.com](mailto:care@dejazzd.com)

**HAPPY HOLIDAYS!**

## CARE Business

### Fall 2006 Campaign Update from the Treasurer

Dear Friends of CARE,

Since last month's update, 32 more contributions came in in response to the Fall 2006 Campaign, bringing the total to 67 gifts. To date, people have sent in \$3235.00 to CARE. In addition, many participants gave a total of \$137.00 to CARE the day of the Multicultural Festival. And, just this past week, a person gave \$25.00 to CARE in memory of Charlotte Matters. Thank you for your generosity! Anyone interested in contributing to CARE can send their gift to CARE at P.O. Box 250, Lewisburg, PA 17837.

Cordially,  
David Deibler-Gorman  
Treasurer  
11/29/06

### We Need to Hear From You!

We are deeply grateful for the monetary support that our members provide, and for those members who have volunteered in the past. For example, several CARE members volunteered to help with the Multicultural Festival in November. Without them, the event would not have succeeded.

However, we do not hear from the majority of our membership. We want our programming to reflect the desires of our membership, but cannot take your wishes into account if we don't hear from you. The steering committee should be a committee that facilitates the wishes of the larger membership. When we don't hear from the membership, it is as if the steering committee is the entire membership.

We have noticed that fewer and fewer members have been attending CARE programs such as the Stop the Hate Rally, the Diversity Picnic and the Multicultural Festival, in spite of months of advertising in the newsletter, e-mail and local paper. Because of this poor attendance, we are considering discontinuing much of our programming. It costs a lot in time, money and effort to put on these programs, and they should not be put on if people do not wish to attend.

PLEASE contact us if you wish to have input into the way that CARE spends your money. For many of us, it is as simple as sending an e-mail: [care@dejazzd.com](mailto:care@dejazzd.com) . For the rest of us, feel free to call (570-524-2273). Your call will be returned within a couple of days. Another option is to write: P.O. Box 250, Lewisburg, PA 17837.

Thanks for all of your support.



## A Voice of Tolerance

### A prophetic voice in Jewish, multireligious, & American life Imams, Airplanes, and my Grandmom

Dear Friends,

Last Monday, six imams on their way home from a conference of imams were forced off a US Airways flight in handcuffs because they had been praying before entering the plane. – Though they had gone through security and in every other way had satisfied every requirement, someone on the plane wrote a note to an attendant: Their presence made him or her uncomfortable.

Did US Air invite the frightened passenger to choose a different flight?

No. Instead, they forced the imams off the plane in handcuffs, and even after checking on their bona fides refused to let them board another flight.

On Wednesday, Imam Mahdi Bray of the Muslim American Society Freedom Foundation, whom I had met in several vigils against the use of torture, called to ask me whether I would join a pray-in by Jews, Christians, and Muslims at Washington National Airport on Monday morning.

I groaned. I had intended to come back home to Philadelphia on Sunday evening from a family Thanksgiving visit to the Midwest; to get to Washington in time, I would have to switch my flight and stay overnight in Washington.

I groaned – and said Yes, of course.

Why?

Here is what I said at the pray-in near USAir's ticket counter on Monday morning:

"My grandmother was born in Poland and came to America when she was in her teens. When I was eleven years old, she came home in tears from a visit to the kosher butcher in our neighborhood. She said that one of the women in the buying line had used a derogatory Yiddish word about African-Americans, and my grandmother had spoken up:

" 'You must not talk that way! That is the way they talked about us in Europe! ' "

"That is why I am here today. My community knows very well that what might seem small acts of contempt, of dehumanization, can grow into mountains of death and disaster. So I am here to say to USAir: YOU MUST NOT ACT THIS WAY.

"Through her tears, my grandmom stood tall for an America that would not talk this way, would not act this way. How can I do otherwise?

For more information contact:

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"So far as I am concerned, I will do my best to fly on airlines other than USAir until US Air fully apologizes to the imams and makes full recompense to them. Then we will know that in America, we do not act this way!"

After leaders of each community spoke, the Muslims prayed in the traditional way, through prostration and chant. Then I chanted the prayer "Oseh shalom bimromav, hu yaaseh shalom alenu, v'al kol Yisrael – v'al kol Yishmael – v'al kol yoshvei tevel ---

"You Who make shalom, harmony, peace, in the ultimate reaches of the universe, teach us to make shalom, peace, within us, among us, among all the people Yisrael, among all our cousins the children of Ishmael, and among all who dwell upon this planet."

Several Christian ministers drew on the prayers of their own tradition for justice, for peace, for prayer itself.

And to all these prayers we together said: "Ameyn, ahmin, amen."

Shalom, salaam, peace – Arthur Waskow

## Teaching Tolerance

### [A Kid's Page Activity from the PA Human Relations Commission](#)

#### [Yes I CAN Activity for Kids](#)

Have your group collect clean soup cans (either small, medium or large variety). Have your group paint and decorate the cans with bright multiple colors or flesh tone colors OR both! Fill the can with the following items:

#### Yes I CAN Kit

Button - To remind you to "button your lips" to keep from saying hurtful things about others – including racist, sexist or homophobic remarks or jokes.

Lifesaver - To remind you that you can be a life saver to others by courageously standing up to negative statements that can erode an individual's self-esteem.

Toothpick - To remind you to "pick out" the best qualities in everyone regardless of race, gender, age and so on.

Golden Thread - To remind you that friendship and kindness is the golden thread that ties together the hearts of everyone.

Mint - To remind you that you're worth a "mint" to your school or organization by eliminating discrimination and harassment.

Eraser - To remind you that mistakes are unavoidable, and we need to erase our embarrassment by apologizing when a mistake is made.

Magnifying Glass - To remind you to look more closely at how you and your school or organization responds to acts of racism, ageism and other forms of discrimination.

Marker - To remind you to make your mark as a leader, to have fun and to always try to make people you work with feel special.



After you have the Yes I CAN kit completed, have your group respond to these types of questions to reinforce the activity.

Can you make new friends who don't look like you?

Can you walk away from a disagreement without a fight?

Can you be friends with boys and girls?

Can you accept people who are different?

Can you respect others just for who they are – even if they're not like you?

Can you celebrate someone else's holiday?

Can you refuse to laugh when someone else is put down?

Can you be kind to someone who has been mean to you?

Can you say "Not around me" when someone tells a racist joke?

Can you learn a new language?

Can you welcome people of a different race or religion to your neighborhood?

The answers to all of these questions are... Yes I CAN!!