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OUT OF DISASTER: BUILDING JUST AND SUSTAINABLE COMMUNITIES: A POST CONFERENCE REVIEW (Nassau, Bahamas)

Moving from Diversity, to Unity, to Community

June 22 - 25, 2005



Governor General of The Bahamas Dame Dr. Ivy Dumont and Mr. Robert Sands, Banquet Honouree

The Margaret McDonald Policy Management Administration Center (MMPMAC), in collaboration with ICB Productions, Inc. held its Fourth Annual conference in Nassau, Bahamas June 22 to 26, 2005. The Conference was under-girded by a conceptual framework known as The Ellison Model. The Ellison Model was used to demonstrate and articulate the Inclusive Community Building (ICB) approach toward transforming communities to become inclusive in both outlook and practice. This Model carries a primary focus of relationship building and teamwork; moreover, The Model promotes the expansion of social and economic advancement of communities as values of trust, honor, and respect are espoused and promoted.

As part of its bridge building efforts, ICB Productions instituted an internship program and a Student Ambassador Exchange Program to provide professional development and cultural exchange opportunities for students attending American universities. Consequently, 17 students from Florida Memorial University, Florida International University, and Washington State University participated in meetings with CARICOM consulate officials, fundraising activities, and other activities to prepare for their participation in the June Conference. Along with other participants, the university students engaged in a number of cultural activities, including visiting The Government House where they met Dame Ivy Dumont, the Bahamas' Governor General.



Ms. Albertha Byer, Director, MMPMAC

It is with great pleasure that we pause to celebrate in our Fourth Annual Banquet of Honour the life and work of 20 individuals who have contributed to the growth and development of The Bahamas. Our theme, "Out of Disaster: Building Inclusive, Just and Sustainable Communities" drives home the point of how the proliferation of disconnects among organizations, governments, private sector, and individuals contribute to our current state of discommunity. There is a great need to build relationships across disciplines as a means of correcting our flawed system (drugs, crime and ethnicity). The work of Dr. Hunt, our International Consultant's, on "The Ellison Model," has proven to be very successful in this regard, and we have experienced excellent results in bridging the gap from diversity to unity.

MMPMAC also celebrates the noble efforts of our 20 local honorees, who have contributed to the growth and development of The Bahamas and pioneers in their respective fields of endeavour, in bringing about positive changes in our country. Their work has transcended racial, political, and religious and gender biases. We owe them a great debt of gratitude.

Chief Editor: Mrs. Albertha Beyer  
 Editor: Dr. Deryl G Hunt  
 Assistant Editor: Mrs. Beverly W. Whitfield  
 Publisher: The Margaret McDonald Policy Management and Administration Centre



### **The Hon. Vincent Peet, Minister of Labour and Immigration Provides a Roadmap for Fostering International Partnerships**

The second day conference theme shifted to Understanding Culturally Different People. The keynote address, delivered by the Honorable Vincent Peet, Minister of Labour and Immigration, addressed the topic of Fostering International Partnerships. Underscoring the need for Caribbean nations to foster a greater sense of partnership on an international scale as a means of relationship building, Minister Peet stressed that various nations are often forced into necessary relationships with others vastly different from themselves.

The Minister's comments pointed to how equity does not always govern relationship building since relationships are sometimes one-sided where one party exerts power over the more needy party, an exchange not born of an attempt to create a partnership. "So then, we make a clear distinction between relationship and partnership. Relationships allow for imbalance, inequities, and other forms of injustices. Partnerships, however, segue into another level of interaction. Our goal, therefore, is to understand how we move our interactions from relationship to realizing partnerships," said the Minister.

Minister Peet spoke of the need for partnering nations to view each other as equals. Any partnership entered into on an unequal basis is by its nature unsustainable and ultimately counterproductive. Regarding suggested strategies to foster international partnerships, the Minister stressed three key elements, namely a focus on unity, increasing productivity, and adoption of a New Management Culture.

Minister Peet concluded his address by exhorting all Bahamians to take an active role in joining together to develop balanced policies on issues such as immigration.

**By U.S. Department of Justice's  
Barbara Williams; Deerfield's Beach Middle School's  
Richard Garrick, Contributor**



*His Excellency, Sir Arthur Faulkes, Sr., Former Ambassador to Europe, the United Kingdom, & China, now,*



*His Excellency, Dr. Eugene Newry, General Consul to Haiti and the Dominican Republic and Consulting Neurosurgeon.*

### **The Ambassadors Speak**

Attendants at the MMPMAC June 2005 conference were honored with the presence of two icons of diplomacy in The Bahamas. The Honourable Dr. Eugene Newry and The Honorable Fulks infused some international dimensions to the dialogue on building sustainable communities in the Caribbean. Their participation in various sessions throughout the conference provided much needed wisdom and insight that only years of devotion to public service and international relationship building could offer.

Dr. Eugene Newry, who served as the Bahamian Ambassador to Haiti and the Dominican Republic, approached the issues of international community building from a refreshing perspective. In one presentation, he proposed that all of the islands of the Caribbean combined contribute a little

more than 45 million inhabitants who occupy a breadth of space and land that would challenge any misplaced notion of the Caribbean island nation as insignificant contributors to the world economy. Dr. Newry, thus, emphasized the need for the island nations of the Caribbean to nurture deeper economic relations with each other that would bring about new cultural prosperity and economic growth.

The Honorable Ambassador Foulk shared some sobering remarks on the issue of Bahamian ethnic identity. Born of a Jamaican father and Haitian mother, Ambassador Foulk represents a tangible example of the fusion of cultures that gave rise to some of the nation's inhabitants. The Bahamas represents an amalgam of cultures, namely former U.S. slaves, descendants of former American and British slave owners, Haitians, Jamaicans and even Asians, who have all contributed to the identity of the people we now know as Bahamians. Ambassador Foulk noted that even with his own mixed ethnic heritage, he feels in no danger of losing his own cultural identity as Bahamian. Both Ambassador Newry and Foulk's remarks point to a united theme: Rather than focusing on the differences in culture and marginalizing certain groups, the Ambassadors seemed to be beckoning the conferees to develop cultural awareness sensibilities that would serve as a springboard for finding ways to engage and resolve the immigration issues the island now faces in a more humane manner. This approach to international community building can eventually lead to sustainable economic development within The Bahamas and the Caribbean at large.

## Community Building in Action The Grand Bahama Community Builders Club



*Bishop Patterson Williams, President of Grand Bahama Community Builders Club*

The Grand Bahama Community Builders Club, under the leadership of president Patterson Williams, was organized in 1997. Since its inception, they have been committed to fostering inclusive communities locally and abroad through seminars, concerts and personal ministry.

Based in Freeport, Grand Bahama,

the GBCC has partnered with ICB Productions Inc., the Office of Multicultural Programs and Services at Florida International University and MMPMAC in training, education and scholarship fund raising for Bahamian students to attend college at home and abroad.

The GBCC has traveled to Nassau, Miami and other U.S. cities displaying their dramatic interactive diversity training as they fos-



*Members of the Grand Bahama Community Builders Club at the Fourth Annual Banquet of Honor, June 22-25, 2005, Nassau, Bahamas.*

tered national and international community building. GBCC's scholarship commitment to FIU for Bahamian students totals nearly \$20,000.

Recently they contributed over \$3,000 to the Florida Memorial Scholarship Programme and have hosted events in support of the Margaret McDonald Policy Management Center.

MMPMAC and ICB Productions salute the Grand Bahama Community Builders Club.



*GBCC members performing "Tourism is Everybody's Business"*

**Insert Freeport article written by Ellison Green**





**Dr. Smith, President of The College of the Bahamas, Compels Audience Toward Overcoming Disaster**

Dr. Rodney Smith, President of the College of the Bahamas, eloquently offered key note remarks for the opening ceremony of MMPMAC Mega-conference entitled “Out of Disaster, Building Inclusive, Just and Sustainable Communities. Dr. Smith encouraged the Caribbean and American audience to work together in unity as a proactive method to divert the turmoil of natural disasters, stating, “We must first understand our own culture and move from there to an appreciation of other cultures.” Dr. Smith suggested that understanding people of different cultures is essential to inclusive community building because it is difficult for people to work together for the common good if they are hung up on cultural differences. When speaking of inclusion in the building community process, Dr. Smith stressed the importance of forgetting individual nationalities and working together as a human race. Smith correlated the impact of natural disasters on the people of a country and how the inclusion aspect of the Ellison Model can be used to unite people in conquering such disasters.

Dr. Smith stressed the most devastating aspect of natural disasters is the resultant destruction in terms of the increased number of fatalities. According to Smith, this rise in mortality rates is of significance, since in the past five years, the number of natural disasters has increased to at least two on an annual basis. According to Dr. Smith, the Caribbean community must forget about differences based on nationalities and work together to create partnerships with each other — partnerships that will allow countries to better cope with disasters in a more comprehensive manner.

**ICB Student Intern & FMU, Natasha Carty contributed to this report.**

**Editor: Pinecrest Nursing Home’s Sarah Johnson**

**Student Interns and Ambassadors Interview Caricom Consuls General in Miami, Florida**

The Consulor Generals were interviewed by student ambassadors on a number of issues including their role as Consul General. Each Consul General approached the questions uniquely.

Representing Consuls were C.P. Ricardo Allcock, Consul General of Jamaica, Mr. Edward James, Consul General, Trinidad and Tobago, Mrs. Alma Adams, Consul General, The Bahamas, Mr. Sunil Sitaldin, Consul General, Suriname.



*C.P. Ricardo Allcock, Consul General of Jamaica, Miami*

Mr. Ricardo Allcock, (Jamaican Consulate General) stated, “My role is to represent Jamaica in different areas such as dealing with problems of Jamaican citizens who are residents of the 13 southern states of the U. S. A., which are in my jurisdiction. I do passport renewals and meet with business groups who are interested in starting businesses in Jamaica, among other things.”

Following Mr. Allcock was Mrs. Alma Adams, Consul General for the Bahamas. Mrs. Alma Adams described her role as responsible for efficiently representing the government and the people of her country overseas.



*Mrs. Alma Adams, Consul General of The Bahamas, Miami*

“I am here to promote good relations and solidarity between the host country (United States) and other visiting countries like ourselves.” In response to the second question regarding two of the most significant social and/or economic issues facing their country, Adams responded by saying, “Two of the most significant issues facing The Bahamas at this time are the influx of illegal immigrants and the CSME (Caribbean Single Market & Economy) negotiations.”

Mr. Edward James, Consul General of Trinidad & Tobago stated, “Trinidad has an open trade market, but we are finding that it is difficult to establish trade negotiations in the United States. Companies in the Trinidad & Tobago, however, have been successfully exporting to European countries.”



*Mr. Edward James, Consul General for the Republic of Trinidad and Tobago, Miami*

Mr. Allcock responded “Jamaica has a lot of social and economic problems, but the two significant ones are organized crime and the break down of our family structure. The organized crime stems from drug trafficking which has become an issue of high concern, while the drugs coming from Columbia is being rerouted to Jamaica and other Caribbean islands before being distributed to America. The U. S. and Jamaica have joined together to deter a number of traffickers from coming to Jamaica. The second problem is the break down of our family structure, which is also of high concern. Eighty percent of children are being born out of wedlock, and most households in Jamaica are being headed by single mothers. As a result, there has been a rise in crimes involving young children and a significant increase in murder.”

The third question concerned



*Mr. Sunil Sitaldin, Consul General of Suriname, Miami*

The third question concerned

*Continued from Page 4*

the issue of inclusive community building being addressed locally among the leaders of the country/Internationally.

Mrs. Adams said “ The Bahamas, like South Florida, is made up of a diverse population and historically has been a safe haven for many. While we welcome other nationalities, we fully emphasize Bahamianization as a promotion of our culture and heritage and seek to promote it locally and internationally. This office maintains a good, friendly relationship with the South Florida community and participates in fostering community building and development while also preserving the Bahamian/American Culture.”

“I don’t think we have inclusive community building in Jamaica, “ proclaimed Mr. Allicock. He stated further, this is a very big issue for us because the community is divided by political, educational and economic issues. We are trying to address these issues through outreach programmes via the churches and the educational programmes in the schools. We are a long way off, but we are doing the best we can.”

## Day 1

### Conference Conveners Share Sentiments of



#### Inclusion

Speakers Marco Rolle, Albertha Byers, and Deryl Hunt, among the Conference organizers, set the tone for the Conference at the Opening Ceremony, June 22, 2005 at 6pm. As each speaker addressed the overall message of inclusion and its role in sustaining relationships among nations, they referenced the values in-

## Conference Proceedings

herent in The Ellison Model--such as respect, trust, and love--seeing these values as the necessary elements to sustain human relationships. Dr. Deryl G. Hunt, the developer of The Ellison Model and a community building scholar, spoke of the varied means by which the voice of inclusion might resonate in community projects. He explained that “The message of inclusive community building is spread through lectures, song, plays, seminars, by any means necessary so that this message is heard.”

Mr. Marco Rolle, Undersecretary in the Ministry of Foreign Affairs captured the values of The Ellison Model when he stated, “... [ I] believe we all share a common humanity and we must change our current thinking of one another... We have all been programmed to think we are better



*Participants out in full force on the second day of the Mega Conference.*

than one another, and these differences suggest inequality and exclusivity.” Such differences are the basis for the injustice and conflict, rendering communities unjust and unsustainable.

The speakers emphasized that in order to fundamentally solve world-wide problems, nations must see themselves as being dependent upon one another for resources and solutions to pressing societal problems. Mrs. Albertha Byer, Director of MMPMAC, was emphatic in her contention that interdependence was a means of fostering inclusive communities. “We need to recognize people as our most valuable resource... frankly, we need each other to survive,” she stated. Overall, the speakers encouraged the audience as members of respective nations to forge partnerships and to view each other as valuable assets in the process of sustaining community.

**SMART School’s Dawn Hunt and Pinecrest**

**Nursing Home’s Sarah Johnson are the contributors to this report.**

## Day 2

### Building Just and Sustainable Communities – a Roundtable Discussion

The Thursday morning roundtable discussion commenced, June 23, 2005 at the Nassau Beach Hotel. Discussants included Dr. Eugene Newry (Bahamian ambassador to the Republic of Haiti and the Dominican Republic), representing the business sector; Mrs. Theresa Moxey-Ingraham, representing the education sector; Reverend Laish Boyd, representing the religious sector; Mr. Theo Cooper the current student body president of The College of the Bahamas, represented the student sector; and Detective Hanna, representing the governmental sector. The audience was comprised of a mix of people of varying ages, gender, and ethnicities, most from professional backgrounds particularly in the public sector, with a small portion stemming from other professions.

Dr. Newry focused on the need for Caribbean nations to work together. Mrs. Moxey-Ingraham shared with the audience that education should be reformed based upon agreed national perspectives. Reverend Boyd expressed that the purpose of religion is to educate, humanize and socialize people to bring about harmony and peace between individuals and societies. His parting words were that spirituality and communion with God will build inclusive, sustainable and just communities. Mr. Cooper, a youth pastor, feels that peer to peer evangelism is the most effective approach to building sustainable communities among the youth. His mantra is “Building our communities, one person at a time.” Detective Hanna spoke about the urban renewal that is happening, which consists of mentoring, re-education, and skills training. The police force is also increasing their foot patrol as an opportunity to become more acquainted with the people in their communities. Such efforts will eventually lead to a more inclusive, just and sustainable

## Conference Proceedings

### Day 2 Continued

The speaker's focus on collaboration and inclusion in the Caribbean evidenced that panelists embraced the theme of the conference while recognizing the values of inclusive community building efforts.

**By Pinecrest Nursing Home's Sarah Johnson; Deerfield's Middle School's Richard Garrick, Contributor**

### Community Tables

Following the roundtable discussion, conference attendees participated in break-out groups to discuss issues relevant to four major sectors of society. The business community table workshop was facilitated by Derrick Lundy and Dawn Williams; the religion workshop by Pastors Patterson Williams and Dudley



Carter; the government workshop by Deryl Hunt, II, Esq.; and the education workshop by Richard Garrick.

With the overarching conference theme of "Out of Disaster: Building Inclusive, Just and Sustainable Communities," the workshop topic and focus question were well-connected. Each workshop group was given four focus questions from which to choose. The groups were allowed to choose one, several or all of the questions to facilitate discussion. The business group collectively chose to address questions related to how collaboration among the island nations throughout the Caribbean might be strengthened.

The recurring theme of collaboration was evident as members worked together. Group members, especially those of Caribbean descent, felt that in order to strengthen collabo-

ration between island nations, it is necessary for the governments and/or local leaders to first begin strengthening and bringing together local talents. It was felt that not enough credence is given to the local builders. Resources were not readily available to the "small man." It was cited that often times in the Bahamas major building projects are often farmed out to big businesses or even international contractors instead of giving local small businesses the opportunity to work on the project, even when the local small business are as skilled and professional as the big businesses and other international players.

The facilitators asked the group to look at the problem from a country to country perspective and suggested that the concept of comparative advantage, if applied effectively, could help strengthen and even deepen collaboration between island nations. Comparative advantage was defined as the ability of another country to supply a commodity more cheaply than the country can make it themselves. The discussion also looked at the trading of both goods and services and human capital. This could possibly bring a certain level of transparency to trade operations among island nation countries.

Overall the members felt that collaboration among island nations in the Caribbean region is essential in order to effectively operate in this global environment. The way to build this collaboration is by working together and dealing with the barriers, one at a time.

### Education Table

On Day 2, there was a small group, break-out, panel discussion centered around the question of major threats to inclusive community building from education perspective.

As the discussion ensued, individuals chimed in with their thoughts. One person perceived non-acceptance as the biggest threat to inclusive community building. The inability to embrace, accept, or tolerate another's behaviors or ideals different from one's own can lead to major stumbling blocks for community building efforts.

Another individual showed ignorance, or a lack of information, about one's culture as a major threat to inclusive community building. The group members extended the discussion pointing that society does not promote learning about culturally different people, particularly, in institutions such as education, where state and national pride, as well as superiority over others are often taught and encouraged.

The focus shifted as the discussion turned to a consideration of how education, within some societies, led to so much discommunity. Many expressed an opinion that public education, whether in the United States, Bahamas, or abroad has historically been used as a tool to sort people into categories as workers/followers and leaders.

Participants agreed unanimously that the haves, or elite classes in society, who are taught at prestigious institutions are taught to be thinkers, to challenge authority, and to be leaders. One member in the group saw the



curriculum as the same for the haves and have nots; however that opinion was vigorously opposed by most in the group.

A question was posed as to the motive behind the educational system, whether the educational system in essence is teaching division based on socio-economic status. "If the prevailing thought is that there can only be so many leaders, and by natural selection, they should come from the elite class, how can we expect the youth in society to be able to be inclusive thinkers," inquired one participant. Educators also attested to the practices of many teachers who challenge higher

level students and refuse to do the same among reluctant learners. Group members agreed that a mindset must be changed among those in public, private and government sectors of education. The Ellison Model would serve well as an effective tool for change as its tenets of trust, honor, and respect; caring, sharing, and loving are adopted and enacted.

the Governor General’s spouse, His Excellency, Mr. Reginald Dumont. The address was followed by an introduction of the conference participants to those present and a lovely fashion show that showcased local Bahamian fashion designers. Following the fashion show was a spectacular performance of the song “Tourism is Everybody’s Business” by the Community Builders Club of Freeport, Grand Bahamas and members of the ICB Productions Team from Miami. The group

lished by the British. The Bahamian twist to this British tradition included a menu of lemon grass tea (local to the Caribbean) and other local desert delicacies. By the end of the event, attendees walked away with an enhanced knowledge that can only be acquired when one is invited to participate in the culture of a people.

**By Florida International University Graduate Student, Joan Oviawe, ICB Student Ambassador; Waste Management’s Derrick Lundy, Contributor**



*Honourees sit down for a sip of Caribbean tea with His Excellency, Mr. Reginald Dumont, husband of Governor General Dame Ivy Dumont.*

was accompanied by a local Bahamian quartet, The Royal Bahamas Police Force Band, providing impromptu instrumentation. The afternoon tea is an age-long tradition estab-

**Governor General Calls for MMPMAC Honourees**

Bows and curtsies were in keeping with suitable protocol as MMPMAC Honourees and guests, who at her request, appeared before Her Excellency Dame Ivy Dumont, Governor-General of the Commonwealth of The Bahamas, at the Government House on June 23, 2005.

Guests were escorted to join the Dame in the parlor for sandwiches, tea, and delightful conversation. Having remembered the high performance of MMPMAC’s honourees of previous years, it seemed a part of the Dame’s tradition to invite the organization (MMPMAC) to share her company. The discussion with Her Excellency Dame Ivy Dumont

**Day 3  
A Sip of the Bahamas**

Following two exciting days of thought-provoking conference sessions, participants were invited to a tea party at the Governor General’s residence on Friday, June 24. The Event was hosted by the People to People arm of the Ministry of Tourism to enable conference participants to have a taste of the rich history of the Bahamian people and its colonial heritage in the form of observing High Tea with His Excellency, Mr. Reginald Dumont, spouse of the Governor General.

The afternoon affair was not only sparked by the culinary delights of the Bahamas, but was introduced with a welcome address by



commenced with a chuckle between herself and Mrs. Albertha Byer, Director of MMPMAC.

This light banter evidenced timely sensitivity of these two ladies of prominence to break the ice and welcome both local and international guests. Upon inquiry of the Dame, who had taken note of the range of speakers and expected attendees, Ms. Byer, briefed her of the Conference's proceedings, thus far.

Upon inquiry of the Dame, Ms. Byer informed that MMPMAC and ICB Productions have been working closely together in the area of training on inclusive community building. "Our relationship with ICB Productions is reciprocal in helping us to build our community. We learn from them and they learn from us," said Byer. "In addition," she explained, "ICB Productions have conducted a number of fundraisers in order to provide the students with the opportunity to attend the conference." This relationship between the two organizations was even more apparent to the Dame as Dr. Hunt relayed experiences of training sessions in the Bahamas where he and Mrs. Byer worked as a training team. He recounted one training session in particular where he charged the trainees to make the training meaningful to their workplaces. One of the trainees, along with his colleagues, who happened to be employees within the Tourism sector, wrote

words regarding tourism as a business. Since then, Dr. Hunt, along with members of his ICB Productions team revised the words into a song that he had planned to be sung before the Minister of Tourism at the Tea. Dr. Hunt gently insisted the Dame be given a taste of the song, to which she gracefully nodded her head to the Caribbean tune.

The Dame expressed a desire to see organizations like MMPMAC assist with community development projects, including training provisions like those previously mentioned. Along these lines, the Dame reminded that "If people who are working a project haven't been trained to do this elsewhere, then the project might be considered a failure." The Dame's passion toward the disadvantaged remained conspicuous as she maintained her focus on community development. "For what an organization might have been organized at the outset, the community needs might change over time; therefore, the face of the organization may of necessity be changed toward the development of the community." Her closing remarks abounded with profundity, disclosing her connectedness to the commonwealth of the people. "Sometimes, you can get into the ivory palaces and forget those who are among the dust," said Her Excellency.

**By Florida International University Doctoral Student, Alicia Ritchey-Brown**



Presents its

**4th Annual Conference**

**"Out of Disaster:  
Building Inclusive, Just and  
Sustainable Communities"**



Co-Sponsored by:

The Ministry of Tourism, Delta Sigma Theta Sorority, Inc.  
The College of The Bahamas, Nassau Beach Hotel,  
ICB Productions, Inc., Florida International University,  
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Grand Bahama Community Builder's Club

June 22 - 25, 2005  
Nassau Beach Hotel  
Nassau, Bahamas

**MMPMAC Upcoming Training Courses**

**MMPMAC**  
Cutting Edge Management Productivity  
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Course Description

**Bringing Value as a Leader**  
Featuring Dr. Richard Flint and  
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March, 30, 2006  
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**MMPMAC**  
Cutting Edge Management Productivity  
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Course Description

**Conflict Resolution**

April/May 2006 (Date TBD)  
Nassau and Freeport



**MMPMAC**  
Cutting Edge Management Productivity  
Training  
Course Description

**Communication for the Busy  
Executive**

Summer 2006 (Date TBA)  
Nassau



**The Role of the Mentor in Disaster Relief: Resolving Conflict**



During this session, Dr. Deryl G. Hunt spoke on the theme for the conference, “Out of Disaster:

Building Just and Sustainable Communities.” The process of building just and sustainable communities inevitably involves conflict resolution, styled as a form of disaster relief mediated by mentors. Conflict resolution is seen as a unitary process, whereby the focus is first on resolving the inner conflict experienced by the victims of disaster. After these are made free from inward strife, they are then able to address conflicting outward behavior. The mentor’s role becomes critical in conflict resolution and internal and external disaster (conflict) relief.

In overcoming inner conflict, the mentor has first tasted the bitter life of distress before he or she could enjoy the pleas-

ure of being torment-free and can better address external conflict and problems. Therefore, the mentor is able to serve as an intercessor and provide appropriate counsel since he or she has successfully lived through the emotional, physical and mental pain experienced by the presently afflicted individual.

The overcoming process involves a series of steps where the mentor learns to move from diversity to unity and on to community; from dis-community building to community building; and from exclusion to inclusion, resulting in a crisis in the person’s life.

The hurricanes of 2004 did not distinguish between Americans and Bahamians—both lost homes, automobiles, jobs, and some even lost all their worldly possessions. Their needs required relief efforts from outsiders or total strangers. Those struck by these natural disasters were dependent on others to rescue them from their pitiful state or to bring them *out of disaster*. In no small number of cases, while the physical condition improved for those who suffered at the hand of the hurricanes, their emotional state did not fair as well. Many today, are frightened by what the current hurricane

season might bring.

People frightened and disenfranchised are often too tension-filled to make headway in resolving their internal conflict by themselves without a mentor’s mediation. Parties might be too emotionally involved, and sometimes, physical and mental pain may have drained their ability to resolve the conflict successfully. When this occurs, the mentor’s intercession and mediation helps these individuals overcome. It is the mentor’s knowledge of the nature of disasters that makes him or her suited in disaster relief. As these benefits are embraced, disaster relief can begin to take root. Over time, through the continued interaction between those in the world of disaster and their mentors, they can begin to consider a healing process that actively engages the application of inclusive community building values such as respect, honor, trust, caring, sharing, and loving, as an alternative to strife and confusion. If such values are effectively demonstrated in social interaction, not only does healing take place in the hearts of those who have survived disaster, but they are able to assist in the expansion of the inclusive community.

**Understanding and Resolving Conflict among Culturally Different People**



Day three of the Conference, Friday, June 23, comprised an impactfully stunning presentation by Dr. Larry Rice, Dean of Academic Affairs at Johnson

& Wales University. Dr. Rice’s rendition of how people might begin to unify around a common life purpose was initiated by his dissecting of causes for conflict among culturally different people. During his presentation, Rice showed how social constructions of cultures cause divisions among people of different ethnicity, religious backgrounds, and levels of education.

Rice further showed a possible solution to the problems of cultural division. He suggested a theory for building inclusive community through a lifestyle known as the Elli-

son Model. The Ellison Model is a concept designed to bridge gaps that exist between culturally different people. Moreover, The Model prompts individuals to examine themselves from the inside out with the understanding that the initial conflict always begins inwardly and is showcased externally through an individual’s actions. The cultural blueprint, given to us from the inception of human existence, automatically establishes cultural divides from the onset.

A question posed by Rice during his presentation was, “How do we move from the diverse cultures from whence we’ve assimilated, (Cultural Conflict) to a more inclusive culture, whereby all people are accepted, not for how we appear externally but for what we have to contribute from a human standpoint (Inclusive Community)?” Rice’s question not only moved the audience to introspection, but it generated testimonials from students expressing how much the presentation meant to them.

The presentation emphasized that steps toward resolving conflict begin as a unitary proc-

ess wherein each person must examine his or her role in conflict. Rice, who purported that external aspects of culture alone define a person, inquired of the audience, “Does culture play a major role in one’s world view?” He noted that it does, but there comes a point when an individual reaches a crossroads, wherein a decision must be made to unify or to divide. This is the point where the gap must be bridged, where the culture of division is replaced with the culture of inclusion.

Dr. Rice closed his presentation by challenging the conference participants to examine their own role in current conflicts whether on the job, with a neighbor, or at home, and consider more introspectively, their role in the conflict. He asked them to consider if they have given into the social vices that have historically divided; and if so, to reject such social constructs. He proposed that this is the first step in resolving conflict among culturally different people.

**By Waste Management’s Derrick Lundy**

## Day 4

### Student Ambassador Panel Discussion: A Change for the Better

While June 25 connoted a sense of closure for the Mega-Conference in Nassau, Bahamas, the Saturday morning student panel presentation also signified a day of new beginnings for members of both the panel and the audience participants. Representing Caribbean countries—Jamaica, Trinidad and Tobago, St. Kitts and Nevis, The Bahamas and Haiti—these Florida Memorial University, College of The Bahamas and Florida International University students were ready to state their cases in defining the student's role in establishing a sound foundation in the community. Prior to the student presentations, Joan Oviawe and DaVina Hoyt, graduate student ambassadors, gave brief overviews on the role of mentoring and the unique role students play in community building. Both used their life experiences as resources and provoked other student interns and ambassadors in the crowd to do the same.

The student panelists had no reservations about sharing their views and experiences. Ms. Antonia Wall, the first to speak, expressed a concern about the timing of influence. She noted that if the children are the future, teaching our youth the truth about diversity is ever so important. “Young people should be involved in order to be able to carry on the mantle of community building.” One way of bridging the gaps introduced by miscommunication and misinformation, according to Mr. Arnold Viera, is to experience a person’s culture through the instruction of the people; the people are the store houses of the culture. As discussed on the student panel, often some students find it necessary to only socialize with others from the same country, race, socio-economic background, or religious affiliation. Mr. Jean Changlais, a student from Florida Memorial University and of Haitian decent, offered this thought, “If I had the power to erase titles and places, I would. Then I would ask, ‘Who are you?’ and you’d respond, ‘I am people’ [making reference to Dr. Larry Rice’s presentation where he emphasized that we are all ‘just people’]. Where are you from? ‘The world,’ you’d respond.”

Impressed by the students’ ability to articulate themselves in a mature and intelligent manner, Dr. Mary Williams, Chair of the Social Sciences Department at Florida Memorial University in Miami Gardens, Florida, challenged her students to take charge and put to use what had been learned. As the event came to a close, her piercing remarks compelled the audience to realize that change must first start with the inner self.

**By Florida International University Student, Joan Oviawe & Florida Memorial University Student, Megan Robinson; URS Corporation’s Gene Cavé-Hunt, Contributor**

### Youth Enrichment Conference

During the evening of June 22 through Saturday night on the 25<sup>th</sup>, children were involved in interactive dramatic activities used to give camp attendees occasions to demonstrate their understanding of community building through various forms. In keeping with the goal of inclusiveness, it was only fitting that while parents were participants in seminars and discussions toward a shift from divisive practices to building inclusive communities, concurrently, their children would be afforded developmental opportunities, as well.

Camp ICB was the vehicle that provided enrichment opportunities for children ages three to sixteen. Having accompanied their parents to the Bahamas Mega Conference in Nassau, Bahamas, children were engaged in scheduled activities, which focused on inclusion, mentoring, relationship building, multicultural appreciation and conflict resolution, the five components of The Ellison Model.



GOMA, an acronym for Goal, Objective, Method and Attitude, was the central activity of the youngest group. GOMA is a character and song that teaches about building community through respect and honor. The elementary group rehearsed a play entitled the M & M story. The M&M story’s theme demonstrates two ways in which variety can be viewed. At the outset, all of the M & M’s are a part of a collective. As the play progresses, the M & M’s use the color of their coating to justify why they should segregate themselves from one another. One of the M & M’s shared with the others that viewing their colored coating as different results in division, but if viewed as variety, it could reveal through color symbolism, the contributions of each color.

Later, a song entitled Tourism is Everybody’s Business became an underlining theme song to support the youth mega conference. Even the children contributed to the theme by learning and performing the song. Although the middle and high school group converted the lyrics of “Tourism is Everybody’s Business” into a rap, all of the campers learned the lyrics and their connotation. Cultural appreciation, honor, and respect are principles taught through the song.

At the end of each day, the camp concluded by singing another song written by Dr. Deryl G. Hunt entitled the “Community Anthem”, which focuses on relationship building through multicultural appreciation and inclusion. The children took special delight in singing this song as it’s entertaining melody has endeared the hearts of children across the country.

**By Broward Estates Elementary Teacher,**



## ICB Student Internship and Ambassador Program



The ICB Student Internship program commenced April 4, 2005 at the ICB Productions office in Miami, Florida. Out of a pool of over 50 applicants, eight students were chosen to work as ICB interns on a number of projects and to prepare for the conference. In addition, Caribbean and the U.S. students, representing a number of universities including Florida Memorial University, Florida International University, College of The Bahamas, and Washington State University, were chosen to participate in the Student Ambassadors Program.

Prior to the conference, the interns were trained in the Ellison Model Management Plan, Conflict Resolution and Cultural Sensitivity Training. Each intern was allocated a \$1,000 stipend for the internship plus travel and lodging to Nassau, Bahamas to attend the conference. They were expected to work 10-20 hours weekly and assist in a number of scholarship fundraising events (Cultural Night of Expressions, A Lady Called Justice Play, and A Wine and Cheese Affair). Student Interns also served as research assistants focusing their research on a Caricom Country of choice. Along with Student Ambassadors, the interns inter-

viewed Caricom consulate representatives and discussed issues facing their particular country.

They were educated regarding history/culture, various protocols, and successes and pitfalls within the various sectors. Interns and Ambassadors connected and interacted with other students around the region while communicating ideas in a caring, sharing and loving forum.

Like the Interns, Student Ambassadors were trained in The Ellison Model, utilizing a three-step process that includes content (the ICB Program), process (best practice method, community tables, and site visits), and product (institutionalized programs). They also assisted in the fundraising activities as did the Interns.

Student Ambassadors and Interns attested to learning valuable lessons. The objectives of the program were: 1) to provide activities that addressed literacy through conflict resolution, leadership and academic mentoring sessions; 2) to assist students in developing a sense of inclusion and relationship building as key elements of community building through group discussions and interactions; 3) to instruct students in transposing and applying inclusive community building values and concepts to work-related practice and to personal life issues (best practices); and 4) to demonstrate the efficacy of the ICB approach to students by developing and implementing an ICB Ellison Model project in education, business, government and religion.

**By ICB Productions Staff ,  
Samara Saunders**



### Student Interns

Megan Robinson  
Arnold Viera  
Denyssa D. David  
LeVauris Pierre  
Frederick Brown  
Shawntae Nelson  
Natasha Carty  
Stephanie Chinnery  
Jeremiah James

### Student Ambassadors

Natasha Carty  
Stephanie Chinnery  
Antonia Wall  
DaVina Hoyt  
Joan Oviawe  
Dilys Murray  
Michelle Shannon  
Juliette Dixon  
Edwina Barrett  
Triston Thompson  
Rogell Levers  
Jeremiah James  
Levauris Pierre  
Changlais Jean  
Arnold Viera  
Megan Robinson  
Shawntae Nelson

### Executive Mentors

Deryl G. Hunt  
Albertha Byer

### Program Coordinators

Dexter Hunt  
Ozzie Ritchey  
Samara Saunders

# BANQUET OF HONOUR

*Banquet Honourees*



*Banquet of Honour Speaker, The Honourable Ron Pinder, M.P.*



*Banquet Honourees*



*The Royal Bahamas Police Force Band put on a grand performance.*



*Banquet Attendees from Freeport Grand Bahama*



*Community Builders Club of Grant Bahama and Florida entertain banquet attendees in "Tourism is Everybody's Business" song written by Dr. Deryl Hunt.*

## Conference Panel of Speakers



*Royal Bahamas Police Force*



*Mrs. Casandra Davenport, Consultant on Immigration Issues speaking on the Mud and Pigeon Pea Crisis*



*Mr. Marco Rolle, Under Secretary, Ministry of Foreign Affairs, spoke on behalf of the Prime Minister Christie at the conference opening.*



*Rev. Father Laish Boyd, Rector of Holy Cross Anglican Church, Nassau*



*Mrs. Theresa Moxey-Ingraham, Executive Director of Sojourner Douglas & Educational Consultant.*



*Theo Cooper College of the Bahamas Student Ambassador*

## Aunty "B" Remembered



*Ms. Roberta (Aunty "B") Hepburn pictured here as an honouree with the Governor General of the Bahamas, Dame Dr. Ivy Dumont. Since MMPMAC's inception, Aunty "B" has hosted the international representatives in her home, giving them a taste of down home Bahamian cuisine.*

## Bahamas Consulate General



*Mrs. Alma Adams, Consul General of The Bahamas to Miami, Florida. Prior to the conference, The Bahamas Consulate gave the Student Ambassadors an informative site visit and treated them to a scrumptious Bahamian lunch.*

Lincoln Family Life Center Presents:  
A Tribute Althea Gibson- December 2 & 3, 2005



L-R: Roberta Hepburn, Albertha Beyer, Clyde Drexler, Dawn Lewis, Deryl G. Hunt, and Beverly Wallace Whitfield



L. to R: Beverly Wallace Whitfield, Roberta Hepburn, Lee Elder, Deryl G. Hunt, Alberta Beyer, and Wife of Lee Elder.



Front Row: Beverly Wallace Whitfield and Albertha Beyer  
Back Row: Debbie Smith and Roberta Hepburn

**MMPMAC Cosponsors Lincoln Family Life Center's Tribute to Althea Gibson**

MMPMAC, represented by its Director, Mrs. Albertha Byer, Assistant Director, Mrs. Beverly Wallace Whitefield, International Consultant, Dr. Deryl G. Hunt, and Mrs. Roberta Hepburn, faithful supporter, attended the Lincoln Life Center 1st Annual Tribute to the late and great Althea Gibson. This upscale event stemmed from the vision of Rev. Gailen L. Reeves, CEO of the Lincoln Life Center and featured Bahamas' on Roger Smith as Event Co-Chair and his wife, Debra Smith, as even coordinator.



L-R: Roberta Hepburn, Albertha Beyer, Clyde Drexler, Beverly Wallace Whitfield, Mali Vai Washington, and Deryl G. Hunt

Sports figures and movie stars mingled with ordinary people making it an inclusive event. Sheila C. Johnson, CEO of Salamander Hospitality, LLC, received the 2005 Trendsetter Recipient award. Sports figures attending included: NBA Hall of Famer, Clyde Drexler, World renowned



Deryl G. Hunt and Roger Smith

track and field record holder, Carl Lewis, Carol Lewis, his sister, and also world record holder in track and field, Lee Elder, the first Black to play in the Augusta Masters Golf tournament, and Renee Powell, one of only three Black females to play the Ladies Professional Golf Association Tour. Tennis professionals included Tracy Austin former number #1 tennis player, Lori McNeil, Leslie Allen and Mali Vai Washington, former TV analyst with ESPN. Movie stars included: Boris Kodjoe, Clifton Powell, and Dawn Lewis.

**Reflections from an FIU Graduate Student**

My recent participation in the conference entitled, *Out of Disaster: Building Just and Sustainable Communities* in Nassau, Bahamas was truly a memorable experience. The conference, which took place June 22-25 at the Nassau Beach Hotel included many inspiring presentations by industry experts from various sectors such as: tourism, universities & colleges, government dignitaries, from immigration to foreign affairs and members of the community, including a U.S. contingency and other parts of the world.

Several community moments occurred throughout the conference. I gained new knowledge about issues affecting the Bahamas and the Caribbean, and above all, the issue of history, namely, our history as descendants of a common African ancestry was powerful. The conference was like a big family reunion of descendants of people that have several commonalities and slight differences, each difference having been accentuated by our distinct geo-political realities. The conference taught me to be more accommodating, non-judgmental of others, loving, sharing, and respectful of others that are different from me, even those that do not share a common ancestry. I also learnt through this forum that there is beauty and unity in diversity and that diversity is about understanding and sharing and not just about tolerance.

Other moments that stood out for me was the opportunity to connect with folk from the Miami contingent. These were people I had met previously at other ICB events in Miami. It was nice to see that I had learned people's names and the relationships that linked everyone. I became familiar with the ties that bind each person and people knew my name! This was very fulfilling. I felt a sense of belonging and acceptance.

The Bahamian *joie de vivre* (joy of living), projected through conference participants and tourists alike, was infectious. Thus,

another community moment was created for me when the Bahamians treated me as one of them, as opposed to being a tourist or a foreigner. Participating in the Bahamian culture in the form of observing Junkanoo, eating tantalizing dishes and learning about the politics, history, and achievement of the country was profound.

In addition, the *savoir-faire* of the Bahamian people is impeccable. Their sense of protocol, respect for authority and office was exciting to observe. From the opening of the conference, when attendees were treated to a ceremony of flags by the Royal Bahamas Police Force colour guard, to the awards dinner where awardees and guests present were duly recognized for both personal and professional achievements. It was refreshing to notice that a person was equally important by being family oriented, as well as, being a top executive in a corporation.

Overall, the memories will last me a lifetime. My community moments were truly that. And I look forward to replicating all that I have learnt in the Bahamas in my part of the world.

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**By Florida International University  
Graduate Student, Joan Oviawe**


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**Larry and Michele Rice's European Adventure—a Community Moment**

This was our first time in Europe, and we did not know quite what to expect. We began our European journey by taking the red-eye flight to Paris July 8, 2005. We witnessed a wondrous time change as we flew over to Paris from Philadelphia.

Once we reached Savona, our travels to the Mediterranean would begin in earnest after a night's rest. We cruised the Mediterranean, visiting notable western ports of call such as Naples and Palermo in Italy. In Naples, we visited the ruins of Pompeii. We then sailed further south to Africa where we visited Tunis, the capital of Tunisia. There we learned some interesting les-

sons about the multicultural roots of northern Africa, as the people there seemed to be the descendants of a mix of a number of Mediterranean ethnic groups as well as northern Africans.

From Africa, we sailed north to Spain's Palma de Mallorca where we witnessed some traditional Flamenco dance and then to Barcelona. Barcelona was one of the most beautiful cities yet, with its stylish buildings and monuments, many of which were designed by the famed architect, Gaudi. From Spain, we went on to France to visit Aix-en-Provence and Marseille. The rustic old buildings reminded us of the old European movies depicting quaint French villages. Then, it was time to return to Savona. A tour of that city impressed upon us how old and antic so many of the buildings in not only Italy, but also in Spain and France were. Some dated back to centuries before Christ.

We learned much about the nuances of European cultures and enjoyed the foods and pastries at various ports of call. American guests complained of how rude some of the Europeans were as they seemed to want to butt in line as opposed to wait their turn in queues. As for the food, the French and Italian pastries were delicious and Spanish hot sandwiches, from which we supposed the Cuban sandwiches drew their origins, were awesome. One of our favorite delicatessens was Italy's gelato, wonderfully smooth ice cream of various flavors. Though we managed to get by in French and Spanish-speaking locales, it was in the Italian locales that we experienced the most challenges as neither of us spoke Italian. Simple things such as asking for directions or ordering food became sizable tasks. Along with other American, English-speaking passengers, we were able to experience how it truly must be for non-English-speaking foreigners when they come to the U.S. and become *the minority*.

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**By Florida Memorial University Professor,  
Dr. Michele Rice**



## Listen . . . it's Junkanoo in June

The road is blocked off from end to end. An ocean of

people drenches the streets of Arawak Cay along the Fish-Fry market area in Nassau, Bahamas eagerly anticipating the echoes of the goombay drum; the signal that Bahamian culture – true West Indian folklore is about to explode in mass splendor. Ah, but the explosions have already begun. Just smell the air – literally. The sweet aroma of crack conch simmering in hot oil fills the nostrils; the subtle, yet tantalizing odor of your neighbor's conch salad pervades your sense of smell, and induces an insatiable desire for,

what else – a taste of Bahamian roadside cuisine.

Moods shift and switch with the cooling sensation of strawberry-mango-pineapple daiquiris – with a hint of coconut rum, of course. The invigorating quench of 'Kalik' beers and even the intoxicating sensation of 'Don Ricardo' caress your sensibility and add splendor to a delightful evening.

It's an evening of inclusiveness. Old, young; rich, poor; powerful, powerless, all tangled and mingled in a perfect blend of cultural expression.

Across the street, atop a four-foot high stage sits a trumpeter. To his left sits another, only his instrument is comprised of a rake and a saw—literally. To his right, the ensemble becomes even more fascinating. An accordion, a flute, a banjo – oh, it's the String Band, accompanied by merry dancers adorned in the luscious colors of the island. That combination of mysterious gadgets, produces a sound that compels a steady skip and shake, sometimes a slow wine, sometimes a rhythmic jiggle. Ah, it's true West Indian culture.

In the distance, the faint beat of the African drum creates a rush of excitement, and a flurry of ecstasy erupts in the streets of Arawak Cay. *'The Junkanoo is coming at last!'* The echoes become louder as the colorful costumes come into full view. The mood in the air is one of relief mixed with exuberance. Wild birds of prey with elongated feathers reaching far into the starlit skies, exaggerated smiles, enormous eyes with sparkling rings for eyelids seem to greet the cheerful hearts of little kids who are overwhelmed by the mere strangeness before them. The intoxicating rhythm of the big drum soon fills the air and surreptitiously invades the bodies of its audience, provoking an explosion of street jamming. Everyone is jamming to the beat of the drum; jamming to celebrate the climax of a wonderful experience. *"Ain't nuttin' like de Junkanoo In June!"*

**By ICB Intern & Florida Memorial University Student, Arnold Viera**



*Dr. Mary Williams, Dean  
School of Arts and Sci-  
ences,  
Florida Memorial University*



*Dr. Helen Ellison  
Associate Vice President,  
Florida International  
University*

### When Two Cultures Meet

While our institutions are but a short distance apart, our paths first crossed at a community building conference at Florida Memorial University (FMU) in September 2004. Since that encounter, we have had an opportunity to work together on a number of projects involving both our institutions and our students. Florida International University (FIU) is a public urban research extensive university with a population of 37,000 students, over fifty percent of whom are

Hispanic. Florida Memorial University, on the other hand, a Baptist affiliated private institution with over 2,200 students, is the only historically Black institution in South Florida.

Dr. Mary Williams is the Interim Dean of the School of Arts and Sciences and has been at FMU for five years. In addition to her most recent appointment, she was and remains department Chair of Social Sciences. Her co-collaborator, Dr. Helen Ellison, is Associate Vice President for Student Affairs at FIU where she has worked for the past seventeen years. Both of us are from humble southern beginnings: Dr. Williams is originally from South Carolina and Dr. Ellison was born and educated in South Florida. It may appear unlikely for our paths to have crossed, however we both share a common passion that brought us together—our love for students and our commitment to their learning experience. We work in different domains of the academy, Dr. Williams in academic affairs and Dr. Ellison in

student affairs, but our focus on student learning and creating positive learning communities in the university setting make us powerful partners in the academic enterprise.

Our most recent collaboration, involved bringing our students together to develop a Student Ambassador program sponsored by ICB Productions. The program has been given considerable coverage in this publication. The program culminated at a mega conference, "Out of Disaster: Building Just and Sustainable Communities," held in Nassau, Bahamas this past June where we both participated in similar roles. Dr. Williams was the respondent to a presentation given by the Honourable Vincent Peet, Minister of Labour and Immigration in Nassau, Bahamas. Dr. Ellison was the respondent to Dr. Deryl G. Hunt, the author of *The Ellison Model* who spoke on "The Role of the Mentor in Disaster Relief: Conflict Resolution."

### Message from the Conference Chair



*Mrs. Beverly Wallace Whitfield*

We are joined once again to advance our efforts toward a better humanity as suggested by our Conference title “Out of Disaster:

Building Just and Sustain-

able Communities. What is special about this year’s event is the vast multi-layered network of participants which allows us to consider the topic of community building from a range of perspectives all pointing toward equity and inclusion.

The Margaret McDonald Policy Management Centre is committed to facilitating these kinds of discussions at all levels encouraging a paradigmatic shift from a focus of our differ-

ences toward a deeper concentration on our innate commonalities creating possibilities for friendships and a sense of community.

We are especially pleased to have a major component of this year’s Conference the ICB Collegiate Ambassador Cultural Exchange Programme, where students from The College of The Bahamas, other Caribbean CARICOM countries and the United States together addressed extant social and economic issues relevant to communities throughout the Caribbean and the Americas. Through involvement in this project, students were guided toward the assumption of leadership and commitment in the creation of an inclusive global society. This is especially germane to the involvement of The Bahamas in the current discussion of the Caribbean Single Market Economy (CSME).

I want to thank all of you who kept the faith and toiled long into the night making the plans to get us ready to face the future which is coming towards us with jet speed. As we move

ahead, we plan to take MMPMAC to another level by strengthening our relationships with other local and international entities including the College of The Bahamas.

To our wonderful friends at the ICB Productions headquarters in Miami, FL, your continued genuine support of our endeavours is both commendable and unforgettable. May your attitude of caring, sharing and loving be recognized as a gift to the world.

Lastly, I congratulate all of the honourees of our fourth Banquet of Honour, who have been trailblazers in their professional and personal lives providing us with concrete examples of what dedication, perseverance, hard work, and a selfless service can contribute to nation building.

## In Appreciation

### CONFERENCE PLANNING COMMITTEE,

Dr. Deryl G Hunt, Chair  
Dr. Michele Rice  
Dr. Larry Rice  
Deryl G. Hunt, Esq  
Alicia Ritchey-Brown  
Dr. Helen Ellison  
Samara Saunders

### CONFERENCE HOSTING ORGANIZATIONS

Florida Memorial University  
Florida International University  
The Margaret McDonald Policy Management Centre  
ICB Productions  
College of The Bahamas  
Delta Sigma Theta Sorority, Inc.

### WELCOME

Mrs. Albertha Byer

### CHAIR

Mrs. Beverly Wallace Whitfield

### MAJOR SPEAKERS

The Honorable Vincent Peet  
Dr. Rodney Smith  
Dr. Deryl G. Hunt, Sr.  
Dr. Larry Rice

### HONOUREES

Ms. Alma Adams  
Ms. Deborah Bartlett  
Dr. Ernest J. Bowe  
Ms. Maria-Teresa Butler  
Mr. Edwards Charles Carter  
Ms. Angela Cleare  
Bishop Franklin Ferguson  
Ms. Roberta Hepburn  
Ms. Theresa Moxey-Ingraham  
Ms. Nancy Kelly  
Mr. Paul Major  
Ms. Francoise Torchon-Newry  
Mr. Kendal Nottage  
Ms. Ozzie Ritchey  
Mr. Rupert Roberts Jr.  
Mr. Robert Sands  
Mr. Fritz Stubbs  
Mr. Creswell Sturup  
Md. Diana Wilson-Swann  
Mr. Vincent Vanderpool-Wallace

### WORKSHOP PRESENTERS

Mr. Deryl Hunt II, Esq.  
Mr. Dudley Carter  
Mr. Derrick Lundy  
Mr. Richard Garrick  
Ms. Dawn Williams  
Dr. Larry Rice

### REGISTRATION

Ms. Geneal Davis  
Ms. Hope Byer  
Ms. Sasha

### PHOTOGRAPHY

Mr. Alfonso Ritchey  
Mr. Adrian Carter  
Dexter Hunt