



## About NCBI

The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization based just outside of Washington, D.C. Since 1984, NCBI has been working to eliminate prejudice and intergroup conflict in communities throughout the world.

NCBI's proactive approach begins with recruiting and training a corps of local community leaders who learn effective bridge-building skills to combat intergroup conflicts. The local leadership team represents all sectors of the community, including elected officials, law enforcement officers, government workers, educators, students, business executives, labor union leaders, members of the clergy, and community activists. These community leaders work together as a resource team, offering prevention-oriented programs to deal with prejudice and intergroup tensions. Using NCBI tools for working through tough, polarizing, intergroup issues, the leadership team is available to intervene in a community when particular intergroup conflicts arise.

NCBI has trained leadership teams in a wide variety of settings, including high schools, colleges and universities, corporations, foundations, correctional facilities, law enforcement agencies, government offices, and labor unions. Currently, NCBI has 50 city-based leadership teams, known as NCBI Chapters, 30 organization-based leadership teams, known as NCBI Affiliates, and over 65 college/university-based teams, known as Campus Affiliates.

The national news media has reported extensively on the effectiveness of NCBI programs. *The Washington Post* published a front-page story on the significance of NCBI's work with young people. ABC World News featured NCBI as a "program that works." On the anniversary of the Los Angeles riots, *The Los Angeles Times* published a feature story on NCBI in its *Sunday Magazine*, citing NCBI's work in Los Angeles as some of the most important anti-racism work being done in the city. *Weekly*, the newsletter of the National League of Cities, in a special supplement, urged local elected officials to enlist the assistance of NCBI in creating proactive solutions to racial tensions. Stories on the success of NCBI's work have also appeared in *The New York Times*, *USA Today*, *The Chicago Tribune*, *The Boston Globe*, and on National Public Radio.

## NCBI'S RECORD

- NCBI has won numerous awards in recognition of its excellent diversity training work. NCBI won the Nelson Mandela Award for outstanding international work on fighting racism. The United States Department of Education cited NCBI's work on college campuses as a national "best practice,"

awarding it the rate of “excellent” regarding educational significance, quality, usefulness, and replicability. The President’s Commission on Race also recognized NCBI’s prejudice reduction work as a “best practice” in encouraging dialogue across group lines. Citing the success of NCBI training programs at its offices in Wilmington, Delaware, DuPont designated NCBI’s work as a “Corporate Best Practice.” NCBI’s video of a diversity training program for young people won a Gabriel Award for excellence in youth programming.

- NCBI has become a leader in developing school violence prevention projects in Switzerland, England, and the United States. NCBI develops student-led teams that work with their peers. In hundreds of school settings throughout the world, NCBI student teams bridge differences within their schools, select school peacekeepers to resolve conflicts, and lead diversity training programs that respond to the discrimination that students encounter.
- Following high-profile discrimination lawsuits against Denny’s restaurants, Denny’s parent corporation, Flagstar (renamed Advantica), asked NCBI to train senior human resource administrators and develop a team of in-house diversity trainers. NCBI has also worked with other large employers, including BP Amoco, Motorola, Intel, Walgreens, PBS, and DuPont.
- As an NCBI Public Sector Affiliate, the State of New York’s Governor’s Office of Employee Relations, which coordinates training for every state agency in New York on sexual harassment and diversity, uses NCBI principles and methods as the basis for its training programs. Nineteen public agencies in New York have established in-house NCBI leadership teams that conduct NCBI programs on a regular basis for thousands of employees.
- NCBI has Campus Affiliates on 65 college campuses. The Campus Affiliates, composed of students, faculty, and administrators, provide a training resource to their entire campus communities, conducting hundreds of diversity programs and helping to resolve conflicts, not only between campus groups but also between the campus and its surrounding community. In partnership with Columbia University, the NCBI Campus Project is housed at Columbia’s New York City campus. In cooperation with the National Association of Student Personnel Administrators (NASPA), NCBI led an advanced leadership clinic for high-level college administrators on how to deal effectively with tough, intergroup conflicts.
- With a grant from the Department of Justice, the NCBI Chapter in Seattle, Washington, designed a three-year project to train a team of community leaders of color and police officers to work together to reduce racism and fears of racial profiling. NCBI has also trained senior officers in numerous police departments in the United States and Canada.
- Prompted by increasing racial incidents, the NCBI Maine Chapter launched *White People Confronting Racism: Vision to Action*, a six-month, community-organizing initiative that urged White people to design community action projects throughout the state to address institutional racism.
- The Louisville NCBI Chapter used NCBI principles and methods to improve the conditions and treatment of people in homeless shelters and prisons. The Louisville Chapter sponsored community hearings for residents of homeless shelters, which led to improved treatment and better cooperation with shelter staff. Assisting the Girl Scouts and a women’s correctional facility, NCBI worked with inmates and volunteers to overcome stereotypes that were undermining the success of an innovative mother-daughter program.

- NCBI has built an organizational relationship with the United States Environmental Protection Agency (EPA). NCBI trained the entire staff of the EPA's Office of the General Counsel to foster a more welcoming work environment.
- In 2005, The W. K. Kellogg Foundation awarded NCBI a three-year grant to establish leadership teams in four U.S. cities. The foundation gave NCBI an additional award to disseminate the results of the project to mayors, school superintendents, and chiefs of police throughout the United States.
- NCBI has worked with UNITY: Journalists of Color to develop mentoring programs for its members. UNITY is an alliance of four professional associations: the Asian American Journalists Association (AAJA), the Native American Journalists Association (NAJA), the National Association of Black Journalists (NABJ), and the National Association of Hispanic Journalists (NAHJ).

####