

# “ social justice: simply one more liberal buzzword? ”

Thanks to a generous grant from the Pierson-Lovelace Foundation, the Center for Creative Change will host one distinguished visiting fellow and three guest visiting faculty each year for three years. This grant also funds core faculty for the master's degree in strategic communication beginning Spring 2006. The fellows, each of whom has demonstrated significant achievement in social change, will teach full time, write articles for publication and make presentations. Guest visiting faculty will lend their expertise to Antioch students through teaching and seminars.

Lillian Lovelace, chair of the Pierson-Lovelace Foundation, attended Antioch College and graduated from the Santa Barbara campus. She is a member emerita of Antioch University's Board of Trustees.

## Hubert Locke Joins Center as 2005-6 Distinguished Visiting Fellow

Hubert G. Locke's appointment as the center's first distinguished visiting fellow is funded through the generosity of the Pierson-Lovelace Foundation (see article to left). In addition to teaching a three-quarter series exploring social justice, he brings his voice and his legacy of activism and scholarly perspective to this interdisciplinary center as it continues to grow.

"Few terms are as popular or as widely used today as 'social justice,'" says Locke. "But what does it mean and to what does it point? Is social justice simply one more liberal buzzword or slogan in a society prone to ideological sound bites or is there a serious and significant reality that underlies the phrase?" He will present a public lecture titled "In Search of Social Justice" at 7 p.m. Thursday, Nov. 10, on the Antioch campus.

This fall, Locke's social justice students explore the dynamic relationship of social change, social justice and social policy: how they interrelate, when and why they often clash, how public policy both advances and thwarts the dynamics of change and the achievement of justice and how individuals play a role as agents of change in these processes. Students examine social change and social justice as key elements in the managing of organizations, in addressing issues of ecology and the community, in the promotion of healthy, sustainable work environments and in understanding contemporary features of a complex, rapidly changing world. A constant question throughout the inquiry is: how does public policy succeed or fail in the effort to move society toward more socially just ends and how might this be more effectively achieved?

During winter quarter, students focus on the second major theme, social change, and examine both its positive (change as progress) and negative (change as decay) features and dimensions. Students learn a new consideration—the issue of ethics—and examine ways in which it is salient for analyzing specific instances of social change initiatives and for determining the integrity of social change strategies employed by change events.

Locke has more than 30 years of experience in higher education as a professor and senior administrator. He is dean emeritus of the Daniel J. Evans School of Public Affairs at the University of Washington, as well as former vice provost for academic affairs. His most recent book is titled *Searching for God in Godforsaken Times and Places: Reflections on the Holocaust, Racism and Death* (2003).

Alumni may audit Locke's classes on a space-available basis. For additional information, contact Debra Alderman at 206-268-4906 or [dalderman@antiochseattle.edu](mailto:dalderman@antiochseattle.edu). ■

## Kate Davies' New Grant Expands Research on Health and Environment in Washington

Last year, the Seattle Biotech Legacy Foundation awarded Antioch a research grant to collect, interpret and synthesize scientific data on environmental quality and population health status in Washington. The resulting reference document titled "Health and Environmental Contaminants in Washington State: What We Know and What We Need to Know," was completed and released at a press conference in January. Kate Davies, CCC associate director and core faculty member, was lead author of the report that found Washington has the highest rate of breast cancer in the country and that environmental toxins play a role. Davies also found correlations between environmental toxins and high rates of asthma in children.

To build on that work, Davies recently received a grant to:

- expand and complete economic estimates of the proportions of several chronic diseases and disabilities that can be attributed to environmental contaminants
- expand and update the sources of information on health and environmental quality in Washington
- develop a new website, comprising a clearing house of information on health and environmental quality in Washington. ■



Hubert Locke, CCC Distinguished Visiting Fellow

**What excites you about the Center for Creative Change?** I love adult learners. I learn as much from them as anything I bring to the classroom, so I genuinely look forward to the CCC classes! I suspect the teaching/learning experience will be totally different from that of my more formal, structured background.

**What passions do you bring to the center?** Passions, at my age, are few but one of them is the excitement of new ideas strenuously and intensely explored and examined. That's the experience I hope to participate in at the center.

**At a time of life when some rest on their laurels, you choose to stay active in academics. But, not too active — at least not as much as when I taught full time for 40 years! A course now and then is just about the right pace for my interests (and stamina).**



## Winter Residency to Feature Guest Visiting Faculty Bob Willard

Bob Willard, a leading expert on the business value of corporate sustainability strategies, is scheduled to participate in the CCC residency weekend in February 2006. His appearance is made possible through the Pierson-Lovelace Foundation grant. In addition to his work with the center's students and faculty, he will be featured in a public event on Feb. 2, 2006. Check the Antioch website later this year for details.

Willard is the author of *The Sustainability Advantage: Seven Business Case Benefits of a Triple Bottom* (2002) on the business case for sustainability strategies and *The Next Sustainability Wave: Building Boardroom Buy-in* (2005) on why some companies are committed to sustainability, why others are not, and how to overcome senior executive resistance to making that commitment. He also is featured in the June 2005 issue of *Sustainable Industries Journal*. ■



antioch

UNIVERSITY SEATTLE

center for

interdisciplinary

systems thinking

critical inquiry

change leadership

ecological design

social responsibility

organizational dynamics

collaboration

innovation

globalization

multiculturalism

creative change

news

## ALUMNI CONNECTIONS

**Joseph Bailey '84, WSD** - I am the director of contracted training at Linn-Benton Community College, Ore., and have just completed my coaches training with the Coaches Training Institute out of San Rafael, Calif. My coaching focuses on working with people in leadership positions to achieve healthy work-life balance.

**JoAnn M. Burgess '93, OSR VI** - I am an organization development consultant with more than 20 years of experience in human resources development, training and consulting. I own and operate Burgess Consulting Inc. My areas of specialty include leadership and management training and development, executive and professional coaching and team coaching and training. I am certified to deliver numerous management and professional development training courses, am an adjunct faculty member at Bellevue Community College and a member of International Coach Federation. [joann@burgessconsult.com](mailto:joann@burgessconsult.com)

**Lynne Campbell '95, OSR** - I am the director of Oregon Citizens for Safe Drinking Water in Lake Oswego, Ore. [ocsdw@earthlink.net](mailto:ocsdw@earthlink.net)

**Judi Davis '03, E&C** - I am writing from an Internet club in Kosiv, Ukraine, where I am serving as an environmental volunteer in Peace Corps Ukraine and work at a secondary school. We currently are in the process of developing an environmental newspaper that the students will write and publish. [judimdavis@yahoo.com](mailto:judimdavis@yahoo.com)

**Karen Davis '99, OSR IX** - I retired from Hewlett-Packard this year and currently practice as a personal effectiveness coach. [daviskf@comcast.net](mailto:daviskf@comcast.net)

**Gilbert DiSanto '01, E&C** - I am living in Vienna, Austria, and work as an indepen-

dent team-building trainer and coach, as well as a business English teacher. My wife Claudia and I are avid Ultimate players, and last summer I was a member of the Austrian team that won the Beach Ultimate Frisbee World Championships. [gdisanto@antiochsea.edu](mailto:gdisanto@antiochsea.edu)

**Qwo-Li Driskill '01, WSD** - My volume of poems, *Walking With Ghosts*, recently was published by Salt Publishing. Written from a contemporary Cherokee, Queer and mixed-race experience, these poems confront a legacy of land-theft, genocide and forced removal and resist ongoing attacks on both indigenous and gay/lesbian/bisexual/transgender communities. [www.dragonflyrising.com](http://www.dragonflyrising.com)

**Dee Endelman '95, OSR VII** - After 8 1/2 years as senior associate for a consulting firm, I happily opened my own consulting practice, KEYS Organizational Consulting, on July 1, 2005. I focus on strategic design, facilitating, coaching and teaching to help people and their organizations make the changes they need to create the future they want! [www.keysconsult.com](http://www.keysconsult.com)

**Chris Fontana '99, WSD** - I am executive director for Global Visionaries (GV), GV educates and empowers youth to become leaders and global citizens who promote social and environmental justice through volunteer work at home and abroad. [www.global-visionaries.org](http://www.global-visionaries.org)

**David Everitt '03, E&C** - After five years of working and living in Moab, I started law school at the University of Utah in August with a focus on issues of privacy and local self-reliance. [everitt@law.utah.edu](mailto:everitt@law.utah.edu)

**Rajaa Anissa Gharbi '98, WSD** - I am the founding director of the Institute for Transcultural Arts and Communication. The institute is a relentless dream steadily coming true. Through it I have been

designing and implementing individual courses and certificate programs in applied transcultural communication through language, socio- and historical-linguistics and the arts. I have been living and enjoying as much as possible every moment of my friendship with my daughter and other friends and family members.

**Bonnie Hutchinson '95, OSR** - I live in Edmonton, Alberta, Canada. My practice, SPIRIT Connections, helps people illuminate their path with energy work. I focus on personal and organizational consultations and training to clear heavy energy, foster positive energy and connect with inner wisdom. [www.spiritconnections.com](http://www.spiritconnections.com) or [bonnie@spiritconnections.com](mailto:bonnie@spiritconnections.com)

**Annie Jacobsen '01, OSR X** - My business, Assisted Transitions, facilitates the physical, emotional and other demanding decisions of moving. I live in Seattle's Greenlake neighborhood with my cat Sam and new puppy, Lenal. [www.assistedtransitions.net](http://www.assistedtransitions.net)

**Lisa Gae Jones '98, WSD** - I am a principal in Romano & Jones Marketing Communications, LLC. Services include business plans, marketing plans, branding, public relations, advertising, focus groups, spokesperson services, creative services, and copywriting. [lisgae.jones@comcast.net](mailto:lisgae.jones@comcast.net)

**Michael Kirschman '98, E&C** - I am currently the manager of Natural Areas & Interpretation for the Geneva Park District in Geneva, Ill., where I live with my wife Kay and daughter Sarah. Geneva is a suburb 30 miles west of Chicago. I enjoy birding, hiking, rafting, scuba diving, volleyball, softball and playing a good game of Scrabble or nearly any card game. [mkirschman@genevaparks.com](mailto:mkirschman@genevaparks.com)

**Mark E. Kulwik '95, GMP** - I work as a program control leader for Ford Motor Co. in Ohio.

**Robin Mastro '98, WSD** - I am co-owner of Vastu Creations ([www.vastucreations.com](http://www.vastucreations.com)) and Balanced Books Publishing ([www.balancedbookspub.com](http://www.balancedbookspub.com)) and an author/designer. Our first book, *Altars of Power and Grace*, won Spirituality Book of the Year and Self-Help Book of the Year. Our new book, *The Way of Vastu*, will be in stores this fall. We are lecturing at NASA, World Bank, Intel, etc. on the effects of stress in the home and workplace. We have several articles coming out, locally and nationally, including in *The Wall Street Journal*. [robin@vastucreations.com](mailto:robin@vastucreations.com)

**Michele McNickle '99, OSR 9** - I am a senior manager for organization development at T-Mobile USA in Bellevue. I won the company's PEAK achievement award that included a trip to Maui! [Michele.McNickle@T-Mobile.com](mailto:Michele.McNickle@T-Mobile.com) or [Michelem@foxinternet.com](mailto:Michelem@foxinternet.com)

**Kate Myers (Kathleen Prevost) '94, Human Resources Psychology (OPP)** - I've been working as a consultant for humane (animal shelters, SPCA) groups throughout the U.S. but am now looking to settle down as a full-time employee somewhere in or around the Northwest.

**Bryn Ramjoue '97, GMP** - I own an advertising agency in Salt Lake City called The Storey Agency. "A well-told story can change minds." We would love a Seattle client. To my cohort: "I miss you jerks!" [www.thestoreyagency.com](http://www.thestoreyagency.com) or [bryn@thestoreyagency.com](mailto:bryn@thestoreyagency.com)

**Margaret Reed '04, WSD** - I provide young adult clients of Friends of Youth with job and life skill training and manage the Tully's at Antioch Cafe, the location of the program. I am soon to be a grandmother,

continued on other side

**A Sizzling Fall!**

- > Meet Hubert Locke, the Center's First and Distinguished Visiting Fellow; Lecture and Reception Nov. 10
- > Research Grants Awarded to Don Comstock and Kate Davies
- > Bob Willard Visits in February
- > Alumni Connections
- > Events Calendar

[www.antiochseattle.edu/about/creativechange](http://www.antiochseattle.edu/about/creativechange)

ADDRESS SERVICES REQUESTED

Antioch University  
Center for Creative Change  
2326 Sixth Ave.  
Seattle, WA 98121-1814

Nonprofit Organization  
U.S. Postage  
PAID  
Seattle, WA  
Permit No. 2486

## Center for Creative Change

**Shana Hormann, M.S.W.**  
Interim Director  
shormann@antiochseattle.edu  
206-268-4707

### ADVISORY BOARD

#### Janet Boguch

Principal Consultant/Owner,  
Non-Profit Works

#### Richard Conlin

Member, Seattle City Council

#### Sharon Cornish

Principal, The Open Organization

#### Carolyn Cunningham

Volunteer Initiatives Manager,  
United Way of King County

#### Jim Diers

Community Builder;  
Research Associate, University  
of Washington College of  
Architecture and Urban Planning

#### Miriam Grace

Systems Architect, The Boeing Co.

#### Lorraine Howell

Principal, Media Skills Training

#### Karen Johnston

President, Johnston Training Group

#### Daniel Lieberman

Principal, Creative Context

#### John Lundin

Attorney, Law Offices of JW Lundin

#### Langdon Marsh

National Policy Consensus Center,  
Portland State University,  
formerly Director of Oregon State  
Department of Environmental  
Quality, Commissioner of  
NY State Department of  
Environmental Conservation

#### Karl Ostrom

Executive Director, Network  
for Business Innovation and  
Sustainability/Future 500

#### Sharon Parks

Associate Director,  
The Whidbey Institute

#### Becki Snellenberg

Principal, Leadership by Design,  
formerly at Microsoft Corp.

#### Burr Stewart

Strategic Planning Manager,  
Port of Seattle

#### Norm Tonina

Microsoft Corp.

#### Susan Wake

President, Phorex LLC

#### Ellen J. Wallach

Independent Consultant

#### Nancy Walton-House

Principal, Walton-House and  
Associates, formerly director  
of organizational development  
and training at Harborview  
Medical Center

The Center for Creative Change (CCC) is a dynamic and innovative graduate center that prepares students to understand the world as an integrated system and to become effective leaders in facilitating positive and sustainable change in organizations, communities and the environment.

CCC brings together four degree programs and five graduate certificates in an integrated model of graduate education.

M.A. in Environment & Community  
M.S. in Management

M.A. in Organizational Psychology  
M.A. in Whole Systems Design

This newsletter is published by the Center for Creative Change at Antioch University Seattle for current and prospective students, alumni and friends of the center.  
206-268-4908

## FACULTY/STAFF NEWS

■ **Don Comstock, Ph.D.**, CCC core faculty, received a \$25,461 gift from a donor that will allow him to work on a special project and allow CCC to:

- apply a critical reflective learning approach to our courses in neoclassical, environmental and global economics as well as our core course in social research

- assess, document and learn from innovation in these courses as well as improve what we presently do in the reflective practicums

- spread the word and engage in national discussions about the effectiveness of present teaching and learning practices.

■ **Kate Davies, D.Phil.**, CCC associate director, presented

"Managing Persistent Bioaccumulative Toxic Substances: Fundamental Values and Concepts" at the National Environmental Health Association annual conference in Providence, R.I., in June; participated in a panel presentation, "The Collaborative on Health and Environment

- Washington," at the North American Hazardous Materials Management Association annual conference in Tacoma in September; presented

"Economic Costs of Diseases and Disabilities Attributable to Environmental Contaminants in Washington State" at the Washington State Public Health Association/State Department of Health Joint Conference on Health in Yakima in October; will present "Managing Persistent Bioaccumulative Toxic Substances: Common Approaches, Emerging Trends and Success" at the American Public Health Association in Philadelphia in December. The Seattle Biotech Legacy Foundation provided an additional grant to fund the research Davies has done to investigate the links between environmental quality and population health status in Washington state.

Davies also was honored in September by the NW Asian Weekly newspaper and the Women of Color Empowered Committee for her work on health and the environment.

■ **Shana Hormann, M.S.W.**, CCC interim director, and **Pat Vivian, M.A.**, CCC visiting faculty, wrote "Toward an Understanding of Traumatized Organizations and How to Intervene in Them," published in Traumatology, the International Journal of the Academy of Traumatology, Volume 11, Issue 3. Using examples from their practice as managers and consultants, the authors offer insights into how organizations might become traumatized systems and present characteristics of those traumatized systems. Hormann and Vivian make recommendations for assisting

traumatized organizations in recovery and for intervening in a preventive way with organizations at risk for becoming traumatized. This framework of organizational trauma makes it easier to identify the systemic and inherited aspects of trauma, improve organizational functioning, and enhance resilience.

■ **Mark Hower, M.S.**, CCC visiting faculty, has been selected to present his paper "Emerging Models of Leadership as a Constructivist, Participatory System of Adaptive Work" at the November International Leadership Association conference in Amsterdam. His thesis: Concepts and practices of leadership are profoundly embedded with a systemic context. As a postindustrial age emerges, new forms and expectations of leadership become possible.

■ **Jonathan Scherch, Ph.D.**, CCC core faculty, with E&C graduate Tammie Stark ('05), presented "The Joys of Rainwater Harvesting: An Appreciative Inquiry of Northwest Practices and Benefits" at the North American Rainwater Catchment Systems Association (ARCSA) annual conference held in July in Seattle. His paper entitled "From Rhizome To Renaissance: Engaging Integral Bamboo Systems for Sustainable Development" was accepted for presentation at the Second International Conference on Environmental, Cultural, Economic and Social Sustainability in January 2006 in Hanoi, Vietnam. At the invitation of Tibetan Prime Minister Samdhong Rinpoche, he is making plans to return to India in early 2006 to further collaborate with officials of the Tibetan government-in-exile on sustainable development projects within the Tibetan refugee settlements.

■ **Farouk Seif, Ph.D.**, CCC core faculty, has been invited to present a paper on "Social Change in an 'Aperspectival World': The Paradox of Social Reproduction and Cultural Innovation" at the 2005 Congress of the International Association for Semiotic Studies - Association Internationale de Sémiotique (IASS-AIS), Vienna, Austria, in December. The Congress is organized by the Institute for Austrian and International Literature and the Cultural Studies Institute in Vienna and brings together world scholars who are interested in semiotics, social and cultural studies.

■ **Leslie Wright, M.S.**, CCC communications specialist, launched a new website for her freelance graphic design services: [www.lesliewrightdesign.com](http://www.lesliewrightdesign.com).

## Global Issues PERSPECTIVES



Scherch in a bamboo grove of *Pseudosasa amabilis*, Guangdong Province, SE China, 2005

*continued from other side*

still watching my garden grow and, as always, looking for ways to encourage sustainable life choices.

■ **Heather Robinson '88, OSR** - I am founder and principal consultant of Success Across Borders - Training and Development for a Whole World located in Kent, Wash., and Bangalore, India. My business focuses on international teambuilding and leadership coaching for global executives. [har5055@aol.com](mailto:har5055@aol.com). [skype=heatherarobinson](http://skype=heatherarobinson)

■ **Joe Shirley '02, WSD** - I recently opened an office on Capitol Hill promoting The 9JOYS Approach to Living Well, a transformative process and systems model of human nature. My manifesto, "Joy Is A Revolutionary Act," can be viewed at the 9JOYS website: [www.9JOYS.com](http://www.9JOYS.com).

*Submissions have been edited to include as many alumni as possible. We cannot be responsible for errors but will publish corrections in subsequent newsletters. Please send updates to Leslie Wright, [lwright@antiochseattle.edu](mailto:lwright@antiochseattle.edu).*

*Thanks for staying connected!*

■ **Carol Stewart '00, WSD** - Having recently reached the "official" retiring age, my working life has consisted of a variety of interesting contracts: coordinating the Canadian Cancer Society door-to-door fundraising campaign, facilitating an activity group for children with ADD/ADHD and serving as employment counselor at the local Employment Centre. This fall I will travel to Southeast Asia for 3 1/2 months. I plan to spend time in Thailand, Laos, Vietnam and Indonesia. I am open to working on any volunteer projects that come my way during my travels and would love to hear of such opportunities. [carol\\_stewart@sunshine.net](mailto:carol_stewart@sunshine.net)

■ **Claudia Vergnani Vaupel '04, E&C** - [claudiamv@hotmail.com](mailto:claudiamv@hotmail.com) or [cvaupel@antiochsea.edu](mailto:cvaupel@antiochsea.edu)

■ **Peggy Young '04, GMP** - My company Life Changes, coaches mental golf and senior transitions. I'm presently doing a PGA masters thesis study with a PGA instructor and applying my coaching expertise to every area of my community life. [coachpeggy@lifechanges.us](mailto:coachpeggy@lifechanges.us)

## Innovate!

Plan to join President Toni Murdock and some of your fellow CCC alumni for a special breakfast from 8 to 9:30 a.m. Monday, March 6, 2006. Watch for further details.

All CCC events are free and open to the public unless otherwise indicated. Check our website for additions and changes: [www.antiochseattle.edu/events](http://www.antiochseattle.edu/events)

■ 7 to 9 p.m. Wednesday, **Oct. 19**  
**Corporate Responsibility in Latin America**  
Global Issues and Perspectives lecture featuring Eduardo Gomes, Ph.D., of the Universidade Federal Fluminense, Rio de Janeiro, Brazil

■ 6 to 8 p.m. Thursday, **Oct. 27**  
**CCC Open House**

■ 7 to 10 p.m. Thursday, **Nov. 10**  
**"In Search of Social Justice"**  
Hubert Locke, CCC Distinguished Visiting Fellow

■ 7 to 9 p.m. Wednesday, **Nov. 16**  
**Surinam at the Crossroads: The Price of Gold and the Cost of Health and Self-determination**  
Global Issues and Perspectives lecture featuring CCC graduate student Sarah Augustine and Daniel Peplow, Ph.D.

■ 3 to 8 p.m. Thursday, **Dec. 1**  
**Alternative Gift Market**  
Learn about and support sustainable development and relief projects from around the globe and take care of holiday shopping by making tax-deductible charitable donations on behalf of loved ones, friends and colleagues. Last year's market raised more than \$5,000!

■ 8 a.m. to 5:30 p.m. Tuesday, **Dec. 6**  
**CCC Student Symposium**  
Students graduating from the center's four graduate programs present findings from their community-focused change projects. For a complete schedule, visit our website: [www.antiochseattle.edu/events](http://www.antiochseattle.edu/events).

■ 7 to 9 p.m. Wednesday, **Jan. 4, 2006**  
**Global Issues and Perspectives Lecture TBA**

■ 6:30-4 p.m. Monday, **Jan. 9, 2006**  
**RP 2 Opportunities Fair**  
Check the website for details.

■ 7 to 8 p.m. Thursday, **Feb. 2, 2006**  
**Bob Willard**  
CCC Guest Visiting Faculty  
Check the website for details.

■ 7 to 9 p.m. Wednesday, **Feb. 15, 2006**  
**Global Issues and Perspectives Lecture TBA**

■ 7 to 9 p.m. Wednesday, **March 8, 2006**  
**Global Issues and Perspectives Lecture TBA**

■ 7 to 9 p.m. Wednesday, **April 5, 2006**  
**Global Issues and Perspectives Lecture TBA**

■ 7 to 9 p.m. Wednesday, **May 10, 2006**  
**Global Issues and Perspectives Lecture TBA**