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Communities in Transition

PANDEMIC
REPORT

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ABOUT US



Our History

Communities in Transition (Cit) was founded in 2014 by Nathalie Al-Zyoud.

She started resolving conflicts in Baltimore while completing her Masters at Johns Hopkins University. Unable to find a paid job as a mediator upon graduation, she founded Cit. 6 years later and a team of 16, Cit's commitment continues to be to create space where all voices can be heard.

Our Mission & Vision

CIT empowers communities to address conflict-related challenges in collaborative and sustainable ways. We work at all levels of society to attain peaceful outcomes by implementing the following interventions: conflict analysis, conflict resolution and training.

WHAT WAS

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Destinations

In 2019, Cit had activities in 4 different countries. In 2020, the pandemic grounded all work-related travel.

2

Partnerships

In 2020, we walked away from 2 donors who programmed their money in ways that were not aligned with our values.

Central African Republic



Jordan



Austria



Malaysia

2020

DOUBLE PANDEMIC

*A Year of Resilience
and Resistance*

HEALTH CRISIS AND SYSTEMIC OPPRESSION

In March 2020, Covid-19 is declared a global pandemic and paralyzes the world. In May 2020, the murder of George Floyd at the hands of U.S. police sparks a global response in support of black lives and against state-sponsored violence.



IMPACT

Frontline

Despite a raging health crisis, violent conflict in the Central African Republic (CAR) didn't stop. Cramped conditions in Bria's IDP camps and fears over the spread of the virus suddenly made returning home the more compelling option. Displaced village chiefs sought out our local mediators to negotiate with armed groups for safe passage and with NGOs for support with rebuilding their villages destroyed by incessant waves of violence.

[Read more](#)

Solidarity

Cit members responded to the pandemic by drawing closer together and volunteering where each of us could be useful to support our families, communities and those most affected.

[Read more](#)



C.A.R. RESPONSE

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Trainings

Cit-Bria trained village chiefs, religious authorities, armed groups and the military in conflict analysis and conflict resolution.

5

Dialogues

Cit-Bria conducted dialogues between armed and unarmed parties to support the return of displaced communities and their mobility around town.

Cit invested in starting-up Cit-Bria's for-profit activities to build-out the local team's financial resources and support their self-determination.

The profits are re-invested in mediation and Cit-Bria plans its own activities in response to the community's requests.







U.S. RESPONSE



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Virtual Problem-Solving

In response to the coronavirus pandemic, Cit supported our local conflict resolution centers in Baltimore to conduct free online mediations for parties in conflict. The Virtual Problem-Solving (VPS) sessions offer a confidential and voluntary process to manage moments of stress and resolve conflicts with others.

[Read more](#)

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Online Trainings

While the world was shutting down, Cit transitioned its course offerings online. Cit-US conducted mediation, restorative justice and NVC for social transformation skills courses.

Events and Blogs

We drew nearer to our friends around the globe to continue supporting peace-building efforts and gathered inter-religious prayer warri to lift up those affected by Covid-19 and systemic oppression.

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Ambassador Liberata Mulamula



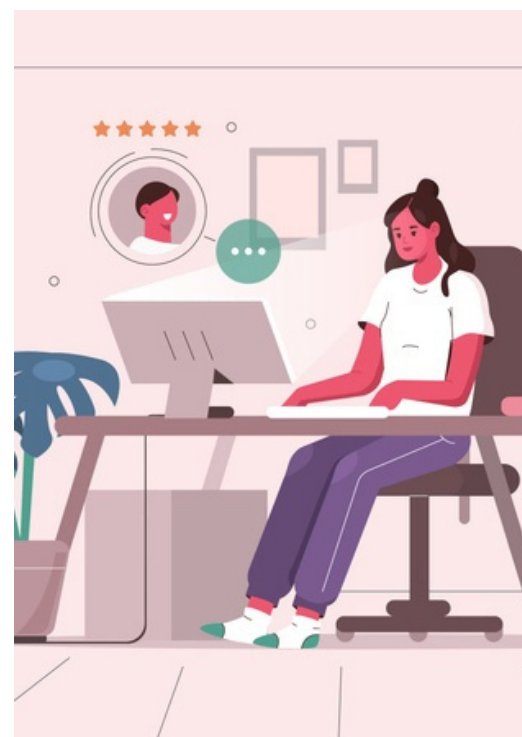
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Dr. Walters Samah



Judith Nwana



WHITE PEOPLE,
WHAT WILL WE DO
TO END OUR HISTORY
OF VIOLENCE?

SYSTEMS

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Internal Alignment Meetings

Several years ago, Cit started establishing internal organizational systems that would help bridge diverse identities and necessary polarities to trigger greater creativity and create a culture where Cit members can belong.

In 2020, Cit's Board of Directors integrated those practices and developed a governance structure for the organization that creates space for self-determination, flow and collaboration between all parts of the organization.

The call for equitable systems was also taken to the streets.





FINANCES



Grants

The funds raised by Cit all came from grants this year. 2020 generated a welcomed focus by donors on providing operational grants.



Services

2020 saw U.S. fee-for-service revenues disappear while in CAR, for-profit sales continued to grow.

2020 dried our reserves and much work will have to be done to rise from the ashes, this time in a way that aligns our resource generating practices to our values. After a deep centering breath, mourning all that passed in 2020, we are ready for the challenge.

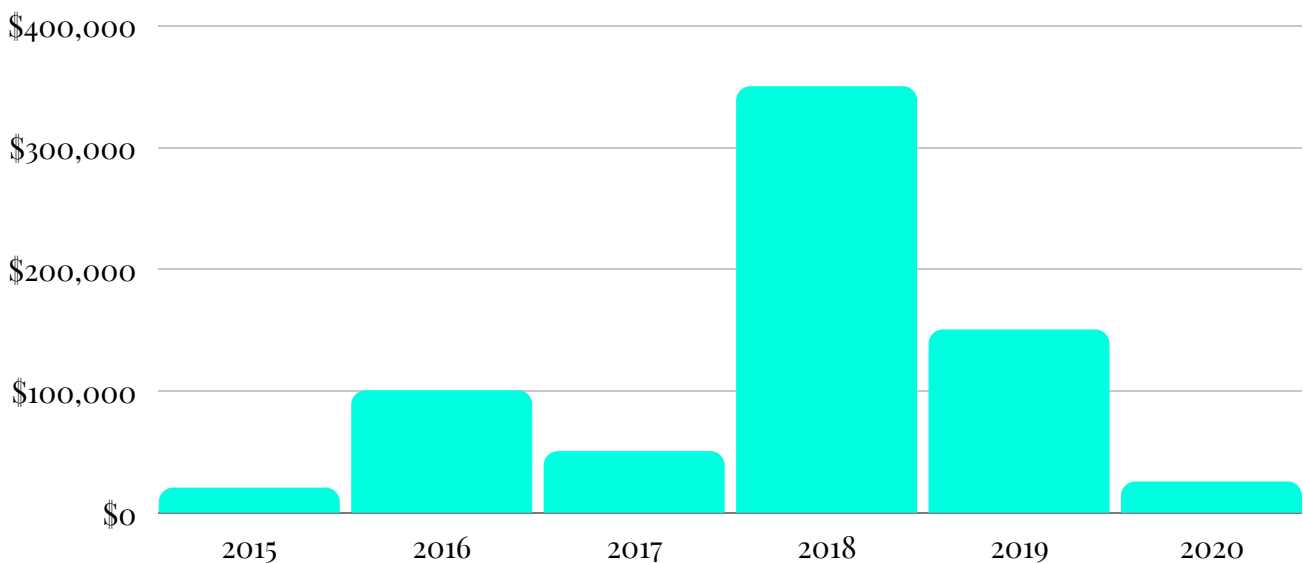
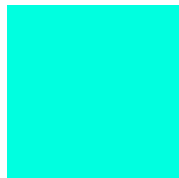


CHART: 2015-2020 YEARLY FUNDING



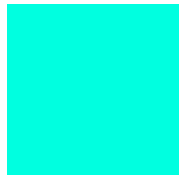
CONTACT

From here, we'll continue to facilitate collaboration and healing between people, hold space for self-determination inside the organization and connect with others within a socio-economic system that supports the well-being of both people and planet. For more information email us.



Address

P.O. Box 79
Stevenson, MD 21153



Email

info@communitiesintransition.com