

GENDER EQUITY & RECONCILIATION INTERNATIONAL

Transforming gender injustice & establishing beloved community



Gender equity is woefully overdue—we cannot wait any longer.

Yet gender equity *will* wait, just as it has for thousands of years, until women and men and people of all genders co-create it together.

One-sided solutions are not enough, and shame and blame will get us nowhere. The new pathway to healing and creating right relations between the genders can only be forged by courageously confronting gender injustice from all sides and moving through the ensuing 'collective alchemy' to transform gender injustice from the inside out.

Inspired by the principles of Truth and Reconciliation developed by Archbishop Desmond Tutu in South Africa, the Gender Equity and Reconciliation International (GERI) process has been implemented over 30 years for thousands of people on six continents. We have trained over 220 GERI Facilitators in diverse cultures, and our GERI Training Program is continuing to expand.

GERI has convened more than 300 gatherings in 14 countries, lasting 3 to 5 days each, in which thousands of people have deliberately brought their painful experiences of gender oppression and sexual violation into the open—and together grappled with the devastating realities, leading to remarkable experiences of collective healing.

Guided by the twin powers of truth and love, and supported by skillful facilitation, the GERI process creates safe forums to empower the unraveling of gender and sexual conditioning with alchemical depth and acumen, which in turn initiates a whole new culture of gender relations and beloved community. This opens not only the possibility of healing the past, but also beginning to re-write the future of gender relations in the human family.



I have been looking for a long time to find a way to bring healing and reconciliation between women and men. This work is the answer. We need much more of this work.
~ Nozizwe Madlala Routledge, former Deputy Speaker of Parliament in South Africa



Program Areas

MeToo to WeTogether is a highly experiential program that brings together women and men of all sexual orientations to speak truth and jointly confront gender injustice. Convened both online and in-person, this can be experienced in either live weekly sessions, or as a 3-5 day intensive. By speaking truth to their challenges and aspirations, participants jointly renew hope for gender relations, and awaken new levels of mutual compassion, respect, and even reverence for one another.

LGBTQ+ Healing Across the Gender Spectrum is a specialized application of the GERI methodology, structured to embrace the full dynamic gender spectrum. Our facilitators will guide you through an experiential process in an intimate LGBTQ+ space, that will entail personal reflection, group interaction, experiential honoring, and focused exercises for unpacking and exploring sensitive issues of gender and sexuality.

BIPOC (Black, Indigenous and People of Color) ~ Healing in Community is a unique experiential process utilizing the GERI method to support open sharing in an intimate BIPOC space. Led by a dynamic multicultural team, this course creates a rare forum for deep engagement around the intersectionalities of gender, race, and cultural diversity.



GERI programs have been held in the United States, South Africa, Kenya, India, Nepal, South Korea, Mexico, Australia, Canada, Colombia, Costa Rica, Spain, Egypt, & the United Kingdom.

[The] profound crisis in relations between men and women is… one of the most important problems humanity has been facing… This extraordinary and groundbreaking [work] holds great promise as a way to its alleviation.
~ Stanislav Grof, MD, author of *Psychology of the Future*

A New Conversation

This new conversation across the genders is long overdue—and it need not collapse into argument or stall in a stalemate, for we have found ways to catalyze profound mutual learning, awakening, and transformation between the sexes. This is good news! Ordinary people from all walks of life can come together to confront the myriad challenges, find their way through the quagmire of gendered dysfunction, and awaken mutual respect and reverence between the genders.

The methodology of *Gender Equity and Reconciliation* has—for 30 years—been specifically developed, practiced, and refined to facilitate this very transformation. Our methodology is summarized in Martin Luther King, Jr.'s declaration that *injustice and corruption will never be transformed by keeping them hidden, but only by bringing them out into the light, and confronting them with the power of love.*

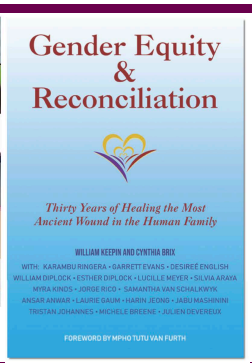


Archbishop Desmond Tutu officially endorsed GERI in 2013.

The *Gender Equity and Reconciliation* Methodology

- **Creates safe forums** to jointly confront dysfunctional gender and sexuality conditioning
- **Facilitates skillful truth-telling**, acknowledgment, and deep listening in relation to participants' personal histories
- **Fosters new levels of mutual awareness**, sensitivity, and transformational healing across the genders
- **Cultivates respectful and authentic dialogue** on gender, sexuality, and various key intersectionalities
- **Opens new ways and possibilities** in gender relations – imbued with mutual appreciation, compassion, and trust
- **Builds a global network**, working together to re-write the story of gender and sexuality in the human family.





A golden beacon that offers us hope for healing our wounded world...
~ Mpho Tutu van Furth

New Book!

Thirty Years of Healing the Most Ancient Wound in the Human Family





Academic Research on GERI

A longitudinal research study on the GERI methodology was conducted with a cohort of students at The University of the Free State by Dr. Samantha van Schalkwyk and Professor Pumla Gobodo-Madikizela, both now at Stellenbosch University. Voluminous data were collected and meticulously analyzed. As the summary research article concludes:

- "the GERI work with its strong gender-inclusive approach … carves open something crucial for our time. …Students 'excavated' their experiences, peeling away various layers of socialization and silencing, and thereby began to free themselves—collectively and individually—from the lifelong shackles of patriarchal conditioning."
- "This work … creates spaces whereby people can engage on levels beyond denial and face head on the realities of gender oppression. The hope for true transformation lies in such processes that facilitate … the realization of our full, uninhibited shared humanity."
- "These programs should be mandatory for students entering into the university environment. … If applied widely on a long-term basis this work would equip young students to become change agents in the world."

Collaborative Partnerships

Our programs are held in collaboration with government, philanthropic, religious, and non-profit organizations, as well as corporations, individuals, and professional communities.

- The ManKind Project (MKP USA)
- Illuman (male rite of passage organization)
- U.N. Committee for Spirituality, Values & Global Concerns
- SheTek – Women in Technology
- Imago Dei Fund
- Vista Hermosa Foundation
- Bahá'í International Community
- International Peace Initiatives, Kenya
- GenderWorks, South Africa
- French Consulate, South Africa
- University of the Western Cape, South Africa
- Chrysalis Academy, South Africa
- Maher Interfaith Ashram, India
- Lions Club of Pokhara Talbarahi, Nepal
- Journeymen Institute
- Gender Equity and Reconciliation Australia
- The Charter for Compassion
- Numerous other individuals and consulting partners in the US, South Africa, Canada, Costa Rica, Colombia, Spain, Egypt, South Korea, Austria, France, the UK, and beyond.

I feel [GERI] will play a very important role if it is done within the religious communities; both male and female. I wish the religions would recognize this work and take it forward. Unless people go through it, they don't understand how much value it has."
~ Sr. Lucy Kurien, Founder, Maher Interfaith Ashram, India

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