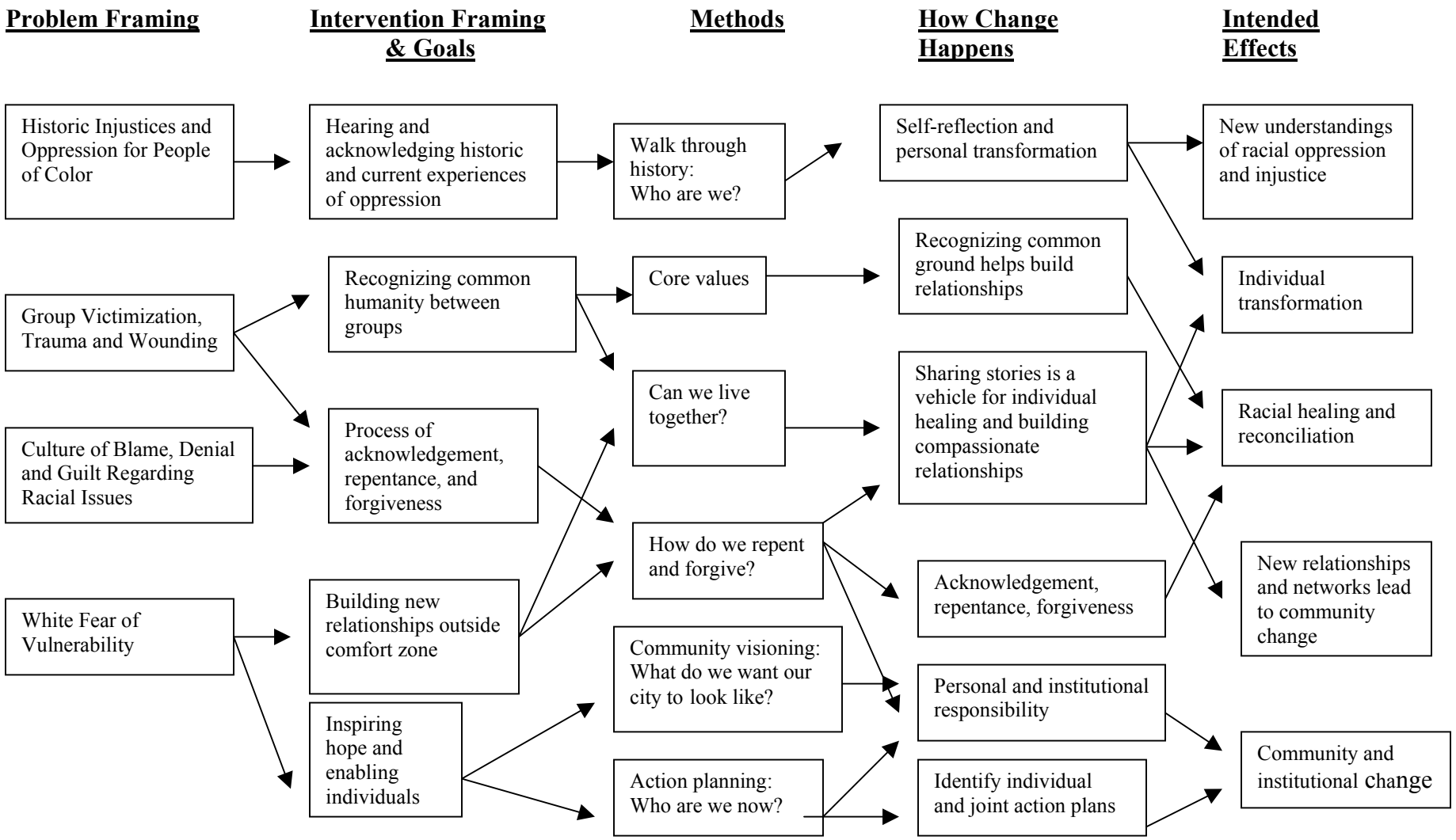
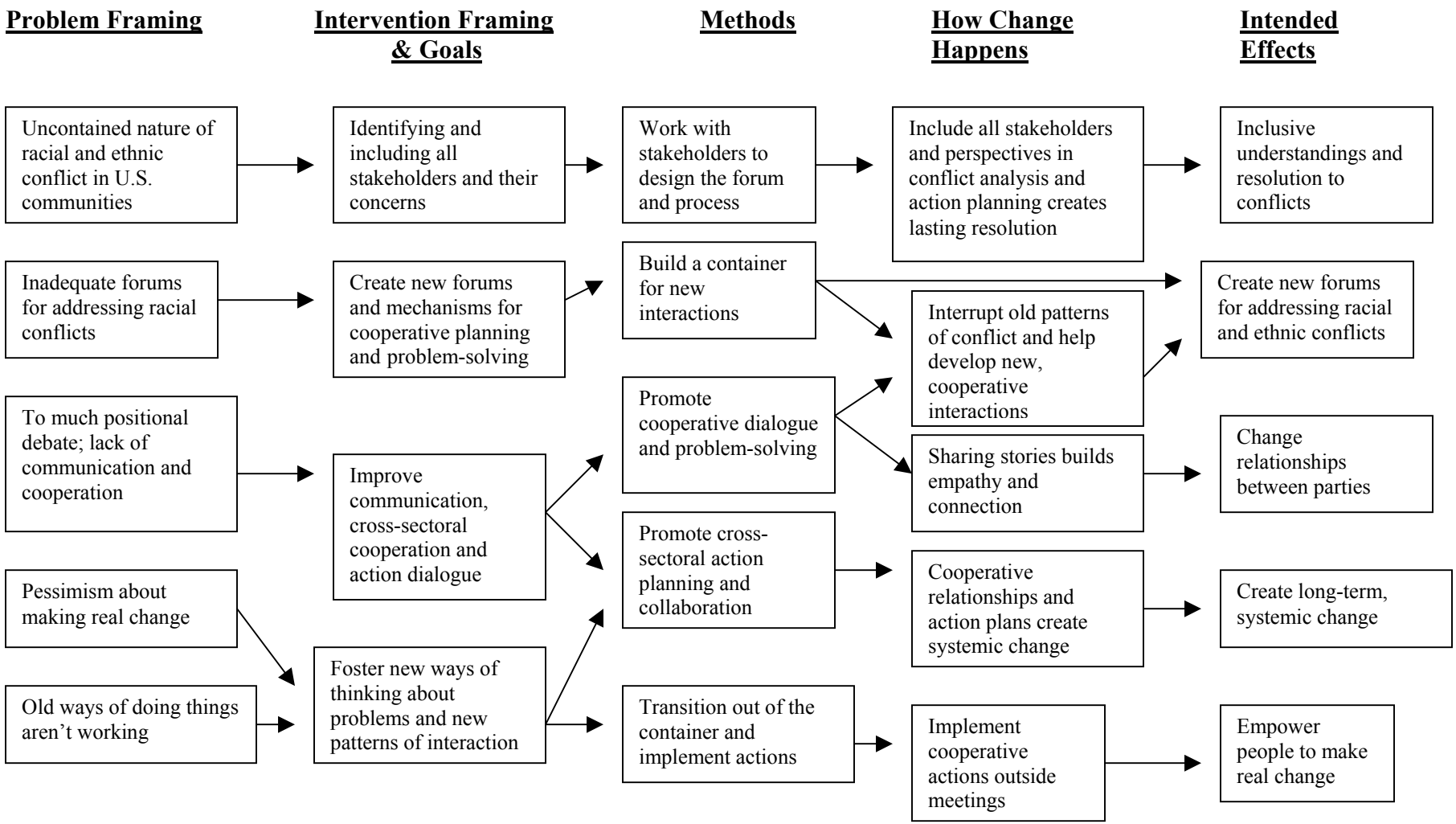
FIGURE 2a: Example of Healing and Reconciliation Theory of Practice and Change Flowchart



Adapted from: Shapiro, I. (2002). Training for racial equity and inclusion: A guide to selected programs. Washington, D.C.: The Aspen Institute

FIGURE 2b: Example of Conflict Management Theory of Practice and Change Flowchart



Adapted from: Shapiro, I. (2002). Training for racial equity and inclusion: A guide to selected programs. Washington, D.C.: The Aspen Institute