

**FIGURE 1: Typology of Theories of Practice and Change for U.S. Conflict Interventions**

	<b>Prejudice Reduction</b>	<b>Healing &amp; Reconciliation</b>	<b>Social Justice/ Anti-Racism</b>	<b>Diversity/ Multiculturalism</b>	<b>Democracy Building</b>	<b>Conflict Management</b>
<b>Key Words</b>	Prejudice, stereotypes past wounds, healing, emotion work	Historic traumas and injustices, acknowledgment, forgiveness, healing	Oppression, privilege, power, social justice	Mono/ multi-culturalism, diversity, inclusion, tolerance	Citizen participation, civic infrastructure, deliberative processes	Conflict analysis, cooperation, communication, problem-solving
<b>Problem Framing</b>	People engage in oppressive acts or hurt others because they have been oppressed or hurt	Traditions of division and inequity have traumatized and victimized certain groups. Lack of acknowledgement and forgiveness hold destructive patterns of interaction in place.	Current social, economic and political systems give power and privilege to one group and deny the same to others. Lack of a common analysis of structural racism is a barrier to building a united social justice movement.	People do not have information or awareness of other cultures and have few skills for interacting with them. People devalue the contributions of other groups.	People are separated and disenfranchised. They lack forums, processes, and skills for effectively addressing the growing diversity and complexity of racism and race relations.	Communities become paralyzed by racial tensions and fear violence and conflict escalation. Existing conflict resolution mechanisms are inadequate for addressing current racial and ethnic conflicts.
<b>Intervention Framing</b>	Become aware of own oppression and address emotions. Build alliances with others across barriers of race, ethnicity and culture	Allow groups to share their stories and histories. Encourage acknowledgement, repentance and forgiveness of injustices.	Provide analytical framework for examining systemic forces at work in the community (cultural, economic institutional, political, etc.).	Develop critical perspective about social messages and biases. Promote understanding and appreciation of other cultures	Construct deliberative, public forums and processes to promote inclusive, engaged, cooperation of citizens across non-profit, business, gov'n't sectors.	Promote creative/ alternative ways of thinking about the problems and develop practical processes and skills for collaborative problem-solving.
<b>Worldview*</b>	“the world is filled with wounded people who are doing the best they can with the resources they have available to them.	“the world is filled with groups that have been traumatized and victimized by historic events.	“the world is controlled by powerful systems with historically traceable roots. Once people are shown how	“the world is filled with a multitude of complex cultures, constantly intersecting and shaping each other.	“the world is filled with diverse perspectives on complex issues such as race. When people have appropriate	“the world is filled with people stuck in their ways of understanding and dealing with racial and ethnic tensions. When

\* World View quotes for Prejudice Reduction, Social Justice, and Diversity/ Multicultural theories of practice are taken from, Shearer, J.M. (Spring, 1992) “Race Relations: Three Paradigms” Conciliation Quarterly, 11(2), pp. 4-6.

	Once people understand their own oppression and are tied into a healthy network, they can act as agents of change.”	When the oppressing group acknowledges and apologizes for these injustices and wounds, individual and social healing, reconciliation, and transformation can occur.”	they benefit from or are battered by those systems, they can work together to change the systems.”	As people grow to understand and appreciate their own culture and cultures around them, they will be better able to cooperate and overcome mutual problems.”	public forums, processes and skills for dialoguing about these issues, they will recognize their interdependence and find cooperative ways to address common concerns.”	people come together and identify their underlying interests and needs, they can creatively solve their common and separate problems.”
<b>Theoretical Traditions</b>	Psychoanalytic, abreactive theory; re-evaluation counseling	Multi-faith spiritual & religious traditions, Group psychoanalytic theory	Sociology, Political science, History, Liberation theory	Anthropology/ Cultural studies; Social Psychology; Management	Political science, Social Capital, Deep Democracy	Political science, Social Psychology, Negotiation, Management
<b>Intended Effects</b>	Personal healing, awareness, and alliances within and across groups.	Honest conversation between groups, personal transformation. public, intergroup healing and reconciliation.	Social change and justice. Redistribution of power and resources. Critical consciousness. Empowerment for activism.	Individual and intergroup awareness, tolerance, inclusion and respect for differences. Improved intergroup relations.	Engaged citizenry, participation toward common understandings; collaborative relationships cooperative decision-making; new civic infrastructures.	Joint problem and needs analyses. Creative, cooperative problem-solving, and collaborative action planning.
<b>Model of Social Change</b>	Leadership by transformed individuals who build alliances across groups supports social change.	Public, symbolic efforts toward acknowledgement and healing of past wrongs leads to transformation of social problems.	A common anti-racism framework of analysis unites and empowers grassroots activists in organizing for social change and justice	Appreciation of differences and improved intergroup relations leads to cooperative action in solving social problems.	Bring diverse groups together in a cooperative forum provides opportunities for identifying common ground and developing joint action.	New understandings and cooperative action by influential representatives of stakeholders creates systemic change.