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

Problem Framing

- Historic Injustices and Oppression for People of Color
- Group Victimization, Trauma and Wounding
- Culture of Blame, Denial and Guilt Regarding Racial Issues
- White Fear of Vulnerability

Intervention Framing & Goals

- Hearing and acknowledging historic and current experiences of oppression
- Recognizing common humanity between groups
- Process of acknowledgment, repentance, and forgiveness
- Building new relationships outside comfort zone
- Inspiring hope and enabling individuals

Methods

- Walk through history: Who are we?
- Core values
- Can we live together?
- How do we repent and forgive?
- Community visioning: What do we want our city to look like?
- Action planning: Who are we now?

How Change Happens

- Self-reflection and personal transformation
- Recognizing common ground helps build relationships
- Sharing stories is a vehicle for individual healing and building compassionate relationships
- Acknowledgement, repentance, forgiveness
- Personal and institutional responsibility
- Identify individual and joint action plans

Intended Effects

- New understandings of racial oppression and injustice
- Individual transformation
- Racial healing and reconciliation
- New relationships and networks lead to community change
- Community and institutional change

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

Problem Framing

- Uncontained nature of racial and ethnic conflict in U.S. communities
- Inadequate forums for addressing racial conflicts
- To much positional debate; lack of communication and cooperation
- Pessimism about making real change
- Old ways of doing things aren’t working

Intervention Framing & Goals

- Identifying and including all stakeholders and their concerns
- Create new forums and mechanisms for cooperative planning and problem-solving
- Improve communication, cross-sectoral cooperation and action dialogue
- Foster new ways of thinking about problems and new patterns of interaction

Methods

- Work with stakeholders to design the forum and process
- Build a container for new interactions
- Promote cooperative dialogue and problem-solving
- Promote cross-sectoral action planning and collaboration
- Transition out of the container and implement actions

How Change Happens

- Include all stakeholders and perspectives in conflict analysis and action planning creates lasting resolution
- Interrupt old patterns of conflict and help develop new, cooperative interactions
- Sharing stories builds empathy and connection
- Cooperative relationships and action plans create systemic change
- Implement cooperative actions outside meetings

Intended Effects

- Inclusive understandings and resolution to conflicts
- Create new forums for addressing racial and ethnic conflicts
- Change relationships between parties
- Create long-term, systemic change
- Empower people to make real change