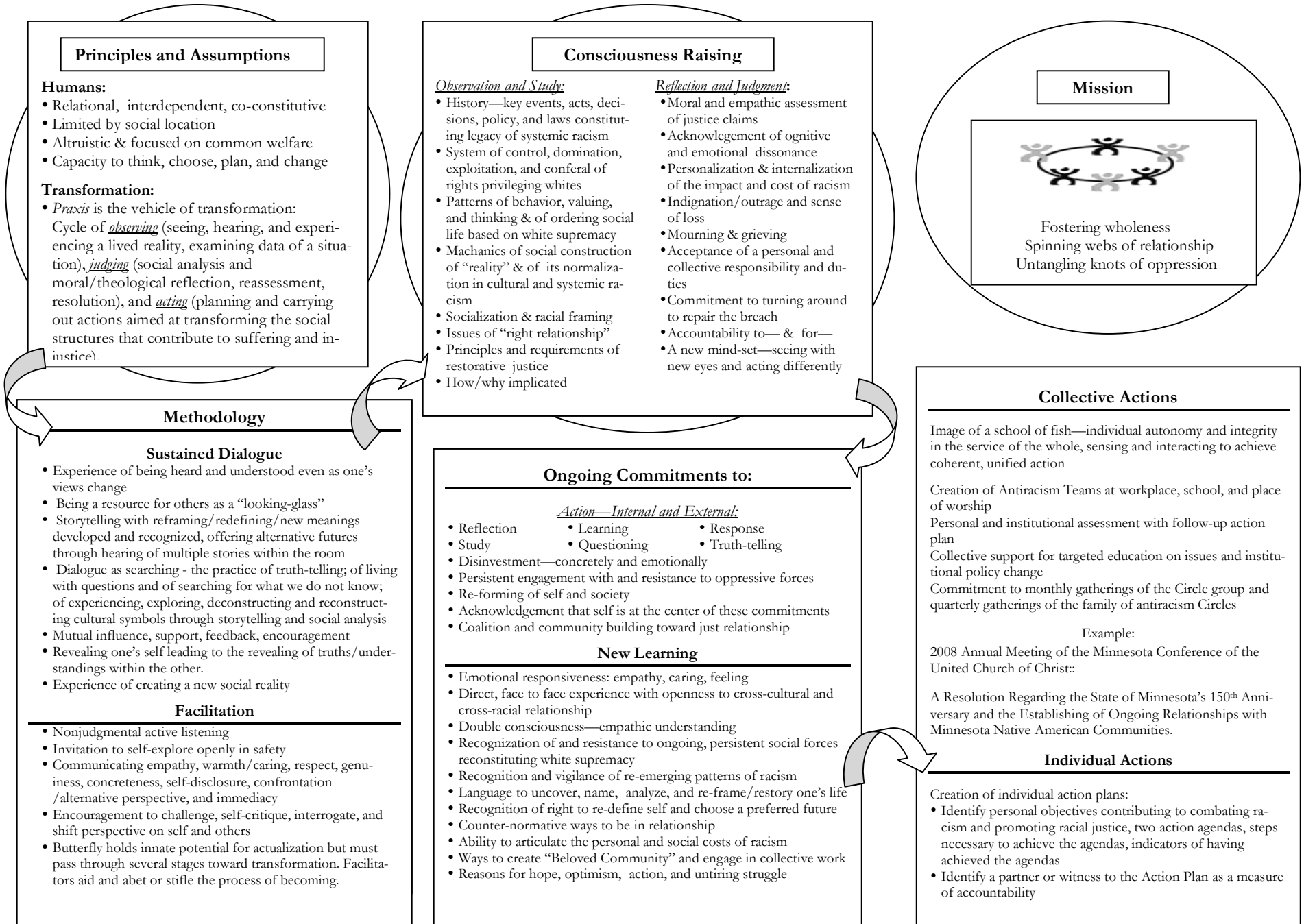


ASDIC® Model of Transformation—A Theory of Change



Principles and Assumptions

Humans:

- Relational, interdependent, co-constitutive
- Limited by social location
- Altruistic & focused on common welfare
- Capacity to think, choose, plan, and change

Transformation:

- *Praxis* is the vehicle of transformation: Cycle of *observing* (seeing, hearing, and experiencing a lived reality, examining data of a situation), *judging* (social analysis and moral/theological reflection, reassessment, resolution), and *acting* (planning and carrying out actions aimed at transforming the social structures that contribute to suffering and injustice)

Methodology

Sustained Dialogue

- Experience of being heard and understood even as one's views change
- Being a resource for others as a "looking-glass"
- Storytelling with reframing/redefining/new meanings developed and recognized, offering alternative futures through hearing of multiple stories within the room
- Dialogue as searching - the practice of truth-telling; of living with questions and of searching for what we do not know; of experiencing, exploring, deconstructing and reconstructing cultural symbols through storytelling and social analysis
- Mutual influence, support, feedback, encouragement
- Revealing one's self leading to the revealing of truths/understandings within the other.
- Experience of creating a new social reality

Facilitation

- Nonjudgmental active listening
- Invitation to self-explore openly in safety
- Communicating empathy, warmth/caring, respect, genuineness, concreteness, self-disclosure, confrontation /alternative perspective, and immediacy
- Encouragement to challenge, self-critique, interrogate, and shift perspective on self and others
- Butterfly holds innate potential for actualization but must pass through several stages toward transformation. Facilitators aid and abet or stifle the process of becoming.

Consciousness Raising

Observation and Study:

- History—key events, acts, decisions, policy, and laws constituting legacy of systemic racism
- System of control, domination, exploitation, and conferral of rights privileging whites
- Patterns of behavior, valuing, and thinking & of ordering social life based on white supremacy
- Mechanics of social construction of "reality" & of its normalization in cultural and systemic racism
- Socialization & racial framing
- Issues of "right relationship"
- Principles and requirements of restorative justice
- How/why implicated

Reflection and Judgment:

- Moral and empathic assessment of justice claims
- Acknowledgement of cognitive and emotional dissonance
- Personalization & internalization of the impact and cost of racism
- Indignation/outrage and sense of loss
- Mourning & grieving
- Acceptance of a personal and collective responsibility and duties
- Commitment to turning around to repair the breach
- Accountability to— & for—
- A new mind-set—seeing with new eyes and acting differently

Mission



Fostering wholeness
Spinning webs of relationship
Untangling knots of oppression

Ongoing Commitments to:

Action—Internal and External:

- Reflection
- Study
- Disinvestment—concretely and emotionally
- Persistent engagement with and resistance to oppressive forces
- Re-forming of self and society
- Acknowledgement that self is at the center of these commitments
- Coalition and community building toward just relationship
- Learning
- Questioning
- Response
- Truth-telling

New Learning

- Emotional responsiveness: empathy, caring, feeling
- Direct, face to face experience with openness to cross-cultural and cross-racial relationship
- Double consciousness—empathic understanding
- Recognition of and resistance to ongoing, persistent social forces reconstituting white supremacy
- Recognition and vigilance of re-emerging patterns of racism
- Language to uncover, name, analyze, and re-frame/restory one's life
- Recognition of right to re-define self and choose a preferred future
- Counter-normative ways to be in relationship
- Ability to articulate the personal and social costs of racism
- Ways to create "Beloved Community" and engage in collective work
- Reasons for hope, optimism, action, and untiring struggle

Collective Actions

Image of a school of fish—individual autonomy and integrity in the service of the whole, sensing and interacting to achieve coherent, unified action

Creation of Antiracism Teams at workplace, school, and place of worship
Personal and institutional assessment with follow-up action plan
Collective support for targeted education on issues and institutional policy change
Commitment to monthly gatherings of the Circle group and quarterly gatherings of the family of antiracism Circles

Example:

2008 Annual Meeting of the Minnesota Conference of the United Church of Christ:

A Resolution Regarding the State of Minnesota's 150th Anniversary and the Establishing of Ongoing Relationships with Minnesota Native American Communities.

Individual Actions

Creation of individual action plans:

- Identify personal objectives contributing to combating racism and promoting racial justice, two action agendas, steps necessary to achieve the agendas, indicators of having achieved the agendas
- Identify a partner or witness to the Action Plan as a measure of accountability



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