

PHASE-II Process Group: Justice and Reconciliation

SIX GOALS

1. **Acknowledgement:** *Building trust. Breaking the silence.* Admitting there is an unresolved history still affecting our society, culture, communities, churches, and other organizations today.
 - **History:** How does our history affect societal attitudes and behavior today?
 - **Lists:** Racial and racist beliefs. Stereotypes. Names, labels, racially “loaded” words
 - **Truth Committees (TC):** fact finding tasks to make a full accounting of what happened
 - **Projects:** Fact finding interviews. Book reviews. Web research. (Compile data on YaHoo)
 - **Truth telling:** Write note cards high-lighting personal/family stories; read Peggy McIntosh
2. **Dialogue:** *Building a microcosm of “healing culture” within our own process group.* Sharing our stories from our own families and personal experiences. Letting the other side listen in. Becoming listeners and learners. Inspecting our world view.
 - **Ground rules:** “Norming” the group’s culture. Establishing safety in the group process
 - **Sharing our stories:** Use the note cards from the above homework.
 - **Discuss TC findings:** Justice verses Just Us. The sins of a collective denial. Defining the issues
 - **Developing consensus:** Privilege. Power. Trauma’s legacy. Advantage. Marginalization.
 - **Unpack the feelings:** What are the emotions?
3. **Collective and personal grieving:** *Finding support to face emotional pain.* Expressing the feelings that lead to a deeper healing. Grieving within a supportive community.
 - **Grief and Community:** Isolation disrupts the healing grief process; connection with others is key
 - **Faces of grief:** Denial Anger Fear Guilt Depression Denial Anger Fear Guilt Depression Denial Anger Fear Guilt...
 - **The hard questions:** What do you do with irreparable losses? “Why?” questions. Angry questions
 - **Sharing feelings:** Can we trust each other? Can you hear me? Can you handle my feelings?
 - **Dreaming new dreams:** Healthy grief work—finding the courage to bond with a new dream
4. **Acceptance:** *Making a space for peace.* Seeing beyond the stereotypes to the person. Grief work that integrates the stories of all the actors. Constructing a different picture of the future. Expanding a shared view of diversity within our own communities.
 - **Change:** Finding new relationships, within and with others
 - **Looking at the whole picture:** Everyone has a place in the story (the search for dignity)
 - **A shared agenda** in our families, our communities; writing a new ending to the story
 - **The legacy of a new heritage:** Breaking the chains and setting the future of our children free
 - **A new ability to connect:** Seeing ourselves in a new light, seeing others through less distortion

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5. **Forgiveness:** *Letting go of a hurtful past. Finding freedom in the present.* Letting go of the anger and fear that chains us to the past and leaves the past always unfinished, and the wounds always unhealed. Finding a personal inner freedom from wrongs suffered. Personal and collective freedom to move on into a different future.
- **Harbored hurts, harbored hates:** Facing them and labeling them
 - **Experiencing support:** Walking through painful compartments of the heart, in community
 - **Turning them over, one by one:** Turning to our own personal spiritual program to release the load
 - **Freedom:** No longer carrying a load (that was never really ours to own anyway)
6. **Solidarity:** *Connection and community.* Working together to bring about social change. Designing concrete projects to build a healthier culture within the community. Freeing our own communities from being part of the problem. Enhancing our corner of the world's role as a social change agent.
- **Form a Peace Action Committee (PAC):** Putting everything learned to work via practical means
 - **Working side-by-side** in the community for social peace via simple tangible actions
 - **PAC planning:** Designing your long-range strategy for lasting relationships
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