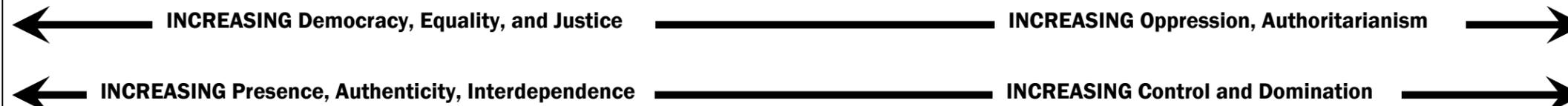


SPECTRUM OF TRANSFORMATION

SOCIETAL & STRUCTURAL TRANSFORMATION SPECTRUM						
REVOLUTIONARY	RADICAL	SYSTEMIC	LIBERAL	NEO-LIBERAL	CONSERVATIVE	REACTIONARY
Seeks to replace the entire existing system (social, economic, political) with something completely new that represents the highest form of democracy, equality, and justice for all people.	Seeks to replace whole parts of the existing system to gain higher levels of democracy, equality, and justice.	Seeks to shift some institutionalized power (laws, control of resources, and/or decision-making structures) and make living conditions better to gain greater democracy, equality and justice in oppressed communities.	Seeks to lessen problems of inequity or injustice of "the system" through a reformist approach to change - keeps the system intact while making some adjustments primarily through the use of government resources and/or regulations.	Seeks to consolidate wealth upwards through: <ul style="list-style-type: none"> ▪ Economic growth and expansion of trade. ▪ Restrictions on government in the "free market" (i.e. deregulation). ▪ Increased government resources to criminalization & militarization. ▪ Privatization of government services, like schools. 	Seeks to oppose any and all progressive economic, social or political change through: <ul style="list-style-type: none"> ▪ "Free Market" driving all economic policy. ▪ Maintaining political and social structures that privilege whites, men, heterosexuals, middle to upper class people, citizens, & others. 	Seeks to centralize economic, social and political power. In this kind of fascist society patriarchy, white supremacy, and unbridled capitalism are an unquestioned norm.

TRANSFORMATION
Collectively living in ongoing practice of liberation from systemic and individual suffering and oppression for all beings, societies, and planet. Compassion for all things.

FASCISM
All people, beings, societies and the planet subjected to the political, economic and social control of a few. Individualistic, highly competitive, self-centered behavior at all levels of society.



PERSONAL & RELATIONAL TRANSFORMATION SPECTRUM						
LIBERATIVE	GENERATIVE	RESTORATIVE	EXPLORATIVE	DENIAL	REPRESSIVE	DOMINATION
Free from stress, anxiety, suffering, greed, and obsessive behavior. Practices authenticity and interdependence in all relationships, whether they are easy or difficult. Has deep-rooted ability to maintain balance & strength. Masterful centering practices. Lives completely in the present, as opposed to living with stress & anxiety about the past or future.	Consistently devotes time to healing and balance. Strongly seeks to align most aspects of one's life towards interdependence and authenticity with others. Uses centering practices as an essential part of their life. Commitment to living in the present, as opposed to living with stress & anxiety about the past or future.	Seeks healing and balance within the confines of one's own life Believes in, and sometimes succeeds, in building interdependence and authenticity in all their relationships. Believes in the importance of centering practices, but inconsistently uses them.	Begins to disagree with widely accepted definitions of normal and healthy. Searches for resources for change and healing but mainly uses "Market-based" approaches like self-help books and pop therapy. Acts from widely held ideas of individualism & personal responsibility in their relationships with others.	Avoids feelings and emotions that contradict mainstream notions of "normal". Avoids questioning of their identity and beliefs about themselves and others. Uses emotional or interpersonal skills only if they help in particular settings. (e.g. corporate leadership programs)	Actively conforms to and promotes narrow ideas of self, emotions, relationships. Compartmentalizes thinking, feelings. Believes that the various aspects of life don't impact each other. Believes that self-change happens only through willpower and thinking about it.	Deeply denies and resists their own emotions and sensations. Completely believes that their ideas represent the "truth". Consistently reacts from survival strategies like Flight, Fight, Freeze or Appease. Manipulates other people's emotions and controls their relationships to meet self-centered needs. Denies the need for love and connection to others.

Transformative Organizing and the Spectrum of Change

The Spectrum of Transformation shows the range of growth and change that can take place on the societal and structural level, and on the personal and relational level.

The **SOCIETAL and STRUCTURAL SPECTRUM** offers a framework for organizing how we think about the kind of change that different forces in society are fighting for. The spectrum runs left to right with the left side tending towards more democracy, equality, and justice and the right side tending towards more oppression and authoritarianism.

The **PERSONAL and RELATIONAL SPECTRUM** gives a framework for clarifying the degree of personal transformation that a person may be pursuing. It is organized to show higher levels of presence, authenticity, and interdependence on the left; and higher levels of control and domination on the right.

Historically the social justice movement has had very rigorous standards around political development and structural transformation, but almost no standards for personal growth and development. We debate and argue different ideologies and political strategies, but rarely talk seriously about the impact of people's personal states of being on themselves and others.

The Personal and Relational Spectrum represents an opportunity to bring a high level of attention and rigor to our individual and internal development, the same as with our political development. The two spectrums placed next to each other is also an opportunity to explore the relationship between these two spheres, and to ask two questions:

1. How much democracy, justice, and equality can we achieve in society if the individuals in that society are limited in their practices of presence, authenticity and interdependence? In other words, how far to the left can we move along the Societal and Structural Spectrum if people are stuck in the middle or on the right on the Personal and Relational Spectrum?
2. And how much personal transformation can most people achieve if society as a whole has limited practice at democracy, equality, and justice? That is, how far along the Personal and Relational Spectrum towards personal liberation can individuals move, if the structures in society are generally undemocratic, unequal, and unjust?

Finally, the two spectrums, representing the full Spectrum of Transformation, imply that authentic transformation must combine both Societal/Structural Transformation and Personal/Relational Transformation. Anything less than that is incomplete.

Social Justice Leadership, a training and movement building organization, is working with grassroots organizations around the country to develop a new framework for social justice organizing: Transformative Organizing. Transformative Organizing sees the need to engage societal transformation and personal transformation simultaneously and in an integrated way as essential to bringing about the long-term and sustainable social transformation we all seek. It brings together impactful grassroots organizing with ideological development and personal transformation to create a new paradigm for organizing.