RECONCILIATION IN PRACTICE: A MAPPING & ANALYSIS OF RECONCILIATION PRACTICES
WHAT ARE WE DOING & WHY ARE WE DOING IT?

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Research Questions

- How are organizations conceptualizing "reconciliation"?

- What strategies are organizations using to promote reconciliation?
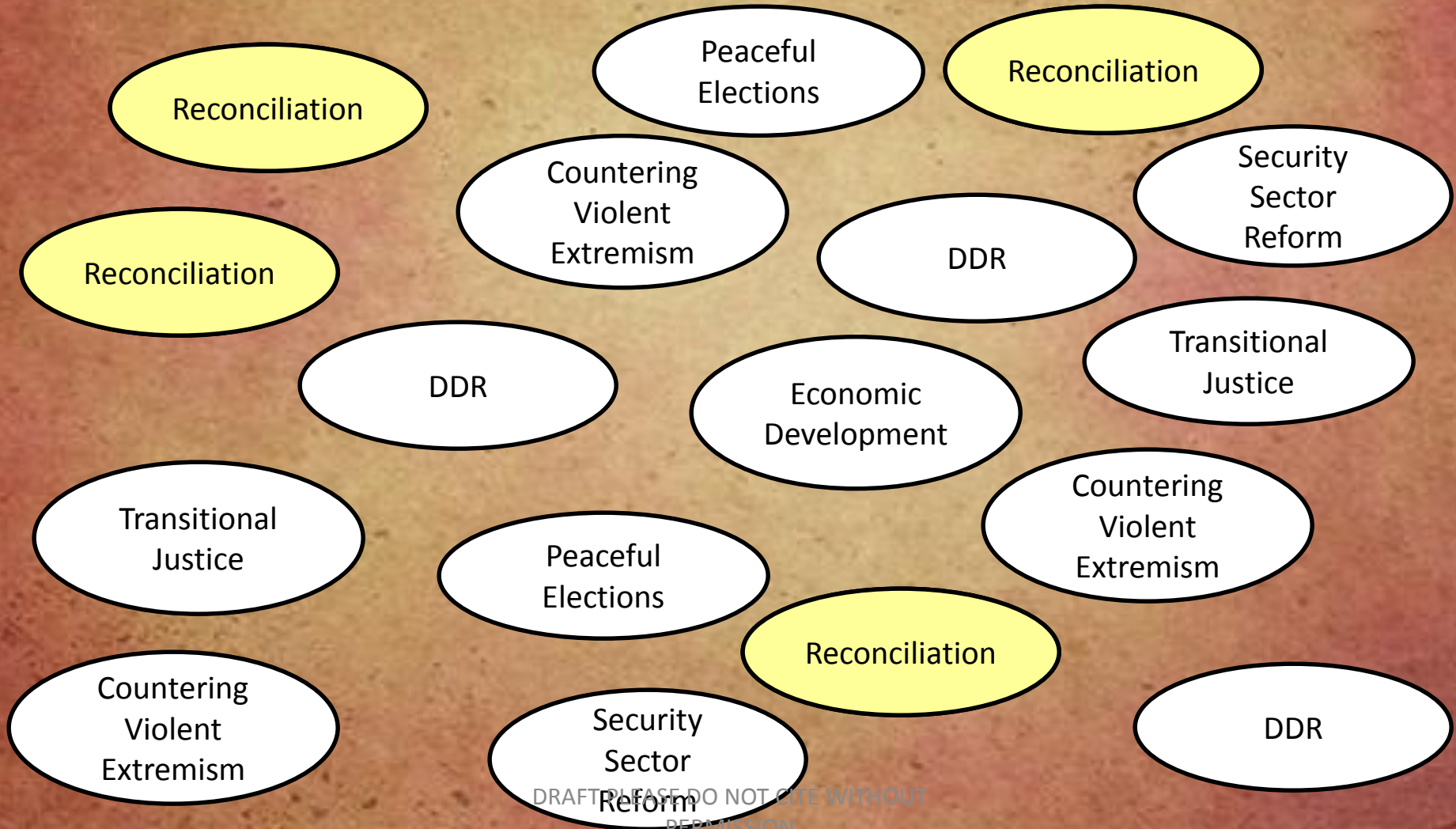
- How are organizations measuring their success?

Methodology: Data Gathering

- Internet Research
  - Peace Direct: Insight on Conflict (http://www.insightonconflict.org/)
  - Recommendations from practitioners and researchers
  - Partner searches
  - Identified **~150 organizations**
- Survey Monkey Questionnaire
  - Sent to the 150 organizations
  - Sent on major peacebuilding listservs
  - Advertised in peacebuilding newsletters
  - Collected **~60 responses**
- Interviewed USIP Staff
  - **14 interviews**

Limitations of Study

- Sample biased against:
  - Organizations without (strong) internet presence
  - Non-English websites
  - Countries doing reconciliation work where the word is not used
  - Programs using alternative language ("…to promote trust and social cohesion" or "…to promote justice")
- Public language for internet searching
  - Is project logic different/stronger in their internal program reports?
- Inference limitations
  - Program comparability
  - Is lack of clarity caused by contextual circumstances or by a lack of cohesion among practitioners?

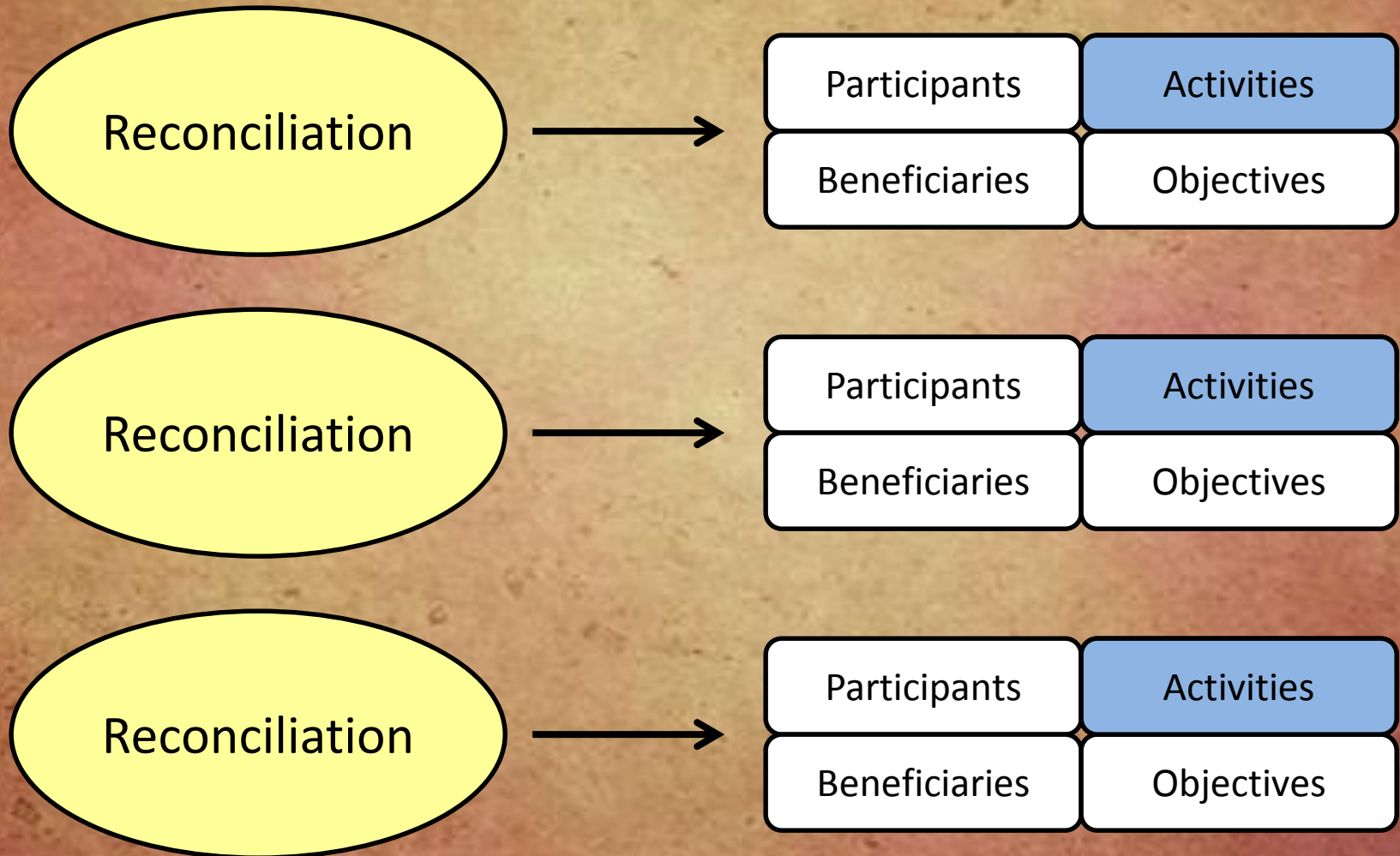# Methodologies: Select on Program Goal or Organizational Mission

Sample Data

Original

150 Organizations — **107 Organizations** — **277 Distinct Projects** (97 USG funded)		

Trimmed

150 Organizations —— 107 Organizations —— **277 Distinct Projects** (97 USG funded)

60 questionnaires —— 53 Questionnaires

Methodology: Analysis

- Who is **participating** in programming?

- Who are the intended **beneficiaries**?

- What are the **activities**?

- What are the **objectives**?

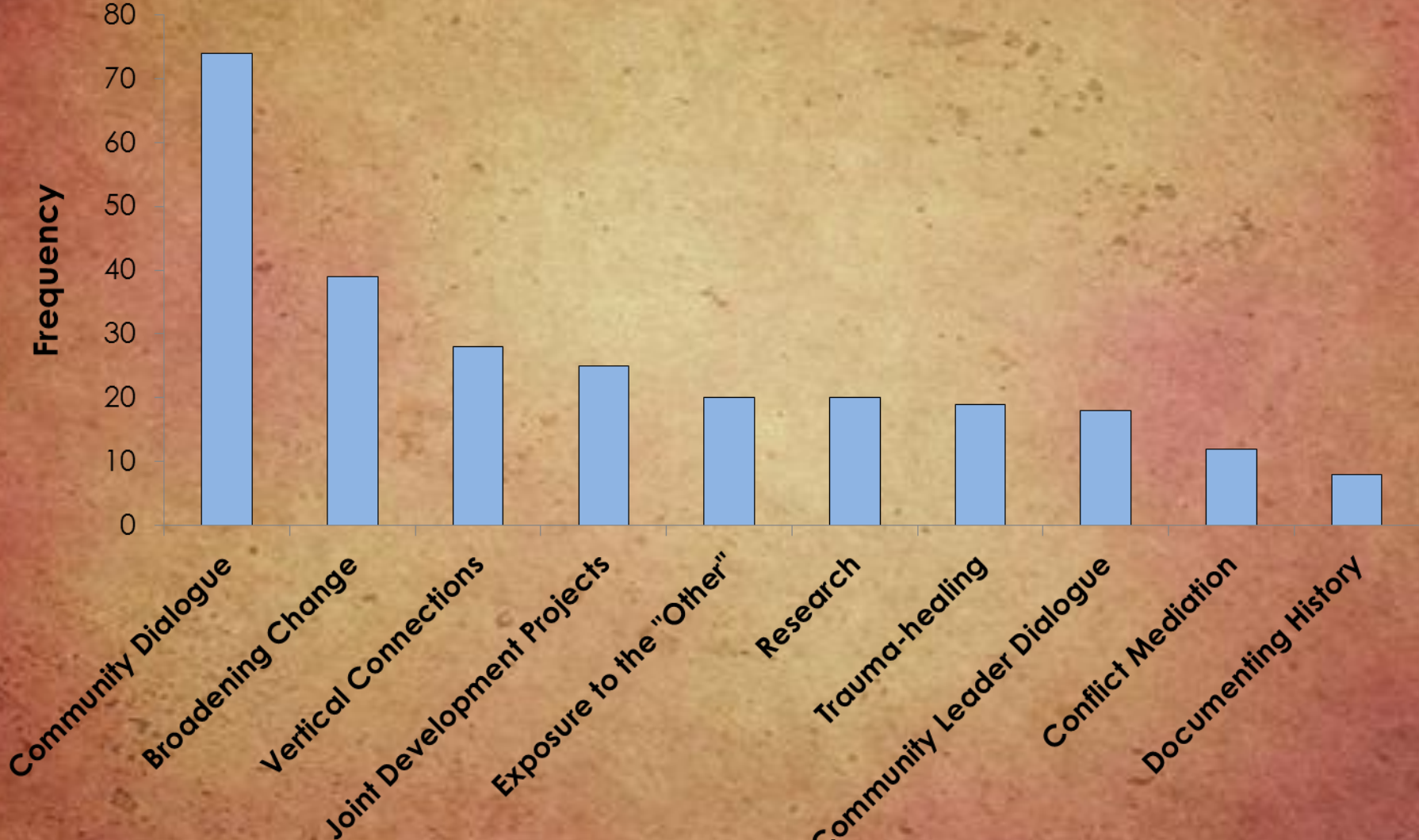- What is the **sequencing** of programs strategies?

Methodology: Analysis

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Program Intervention Strategies

1. Conflict Mediation
2. Trauma-Healing
3. Community Leader Dialogue
4. Exposure to the "Other"
5. Community Bridging

6. Community Dialogue

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7. Broadening Change
8. Documenting History
9. Vertical Connections
10. Research

Distribution of Program Intervention Strategies

1. Conflict Mediation

Creation or strengthening of an institutional layer at the community level to serve as the point of contact when a dispute arises between members of divided communities

- Activities
  - Training: *Mediation, negotiation, conflict resolution*
  - Hosting meetings for planning and conflict analysis
- Objectives
  - Peacefully resolve local conflicts
  - *Coexistence, tolerance, cohesion* & *cooperation*
  - Catalyze intra- and intergroup *dialogue*

2. Trauma-Healing

Provide psychosocial support to people affected by violence

- Activities
  - Counseling
  - Funding for local healing activities
  - Arts
  - Training
- Objectives
  - Raise *awareness* of the consequences of trauma
  - Promote psychological *healing* of trauma-affected individuals and communities → more able to positively participate in other reconciliation activities (*justice* procedures and intergroup *trust*-building initiatives)

3. Community Leader Dialogue

Dialogue sessions between leaders from divided communities

- Activities
  - Direct dialogue
  - Indirect dialogue
    - Training (forgiveness, repentance, and healing)
    - Cultural tours
- Objectives
  - Engaging wider community (dialogue or joint activities)
  - Permissibility and precedent for intergroup contact
  - Intergroup *tolerance*, peaceful *coexistence*, and more openness to *reconciliation* process

4. Exposure to the "Other"

Introducing people to the personalities, culture, and general lives of people from across lines of division

- Activities: sports, ice-breaker games, peace education, fine arts, cultural tours, media, performances, build a network to support work
- Objectives
  - Short term: breaking down *stereotypes* and mitigating *fear*
    - → intergroup *tolerance*, peaceful *coexistence*, *respect*, *friendship*
  - Long term: *peace*, *reconciliation*, social *harmony*, *diversity*, and a *just* society

5. Joint Development Projects

Members from divided groups jointly design and implement an economic development project

- Activities: Identify a common problem → develop a solution → implement solution together
- Objectives:
  – Economic development
  – Intergroup *cooperation* & *trust*
  – Social *harmony* & *reconciliation*

6. Community Dialogue

Dialogue sessions with members from within or between divided communities

- Activities
  - Direct dialogue
  - Indirect dialogue: School curricula, arts, media, sports, cultural exchange programs, training (identity, trust, forgiveness & diversity)
  - Training (mediation, negotiation, facilitation, communication, &conflict resolution
- Objectives: Transform people and relationships
  - Individual level: personal healing, identity awareness, skills & knowledge to change
  - Interpersonal level: meet the "other", reduce intergroup fear, break down stereotypes and misconceptions, learn and understand new narratives
    - → Foster empathy & trust
  - Community & National levels: creating agents of change

7. Broadening Change

Broaden impact of reconciliation efforts through activities geared towards engaging a larger population in the reconciliation process

- Activities
  - Events
  - Community Outreach
- Objectives
  - Break down *stereotypes* and *fear*
  - Demonstrate commitment to peace
  - Create avenues for engagement → amplify impact
  - *Empower* and *inform*

8. Documenting History

Gather and document information about what happened, paying special attention to giving a voice to marginalized people

- Activities: filmed or oral testimonies, photographs, personal artifacts, diaries, songs, letters, memory maps, and film
- Objectives
  - Amplify the marginalized voices of victims
  - Justice & accountability
  - Promote personal and group healing
    - Stories not lost with time
    - Break down individual feelings of isolation
  - Create ripeness for trauma healing and/or dialogue activities

9. Vertical Connections

Strengthen the connections between decision-makers and the people affected by their choices

- Participants: "Key stakeholders"
- Intended Beneficiaries: Nation
- Activities
  - Dialogue: obstacles to peace
  - Training: conflict resolution, conflict prevention, conflict transformation, conflict management, consensus building, and leadership
  - Media: radio, television, or printed media
- Objectives
  - Understand the perspectives and challenges facing various levels
  - Give all people a stake in peace
  - More effective policies and programs

10. Research

- **Reconciliation Barometers**: large-N surveys across a country's population to gauge people's perceptions and attitudes towards reconciliation
    - Individual/Community-level indicators
    - Macro-level indicators
    - **Objective:** improve reconciliation policy and practice
- **Conflict Analysis**: analyzing the causes and consequences of violence, and their impact on the future of peace and reconciliation between different groups
    - **Objective:** bringing a diversity of viewpoints from civil society into higher-level discussions to help improve and prioritize reconciliation policymaking and programming
- **Other**: case studies, experimental research

Preliminary Conclusions

- 10 buckets of practice
  - Are these practices enough?
    - Need new baskets of practice?
    - Need refinement of existing practices?
  - Major assumptions
    - Intergroup contact
    - Is peace an indicator of reconciliation? Time is often assumed to move conflict from thin to thick reconciliation
- How does practice differ…
  - in inter- vs. intra-state conflict contexts?
  - in non-conflict, conflict, and post-conflict contexts?
- Evaluation
  - Heavy qualitative
  - Low comparability
  - Indicator gaps

Questions?