

LONGER-TERM
CHANGES

SHORTER-TERM
CHANGES



Shifting invisible power:
Shaping meaning, values,
and what's 'normal'

Shifting hidden power:
Setting the agenda

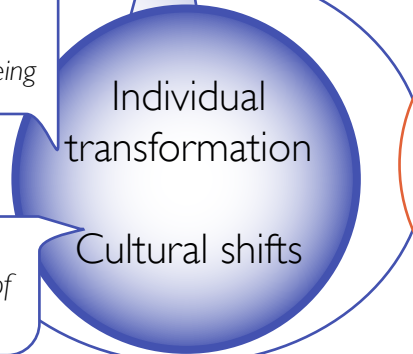
Shifting visible power:
Making and enforcing
the rules

Socialization and control of information

Exclusion, delegitimization

Observable decision making

*Increases in self-awareness,
skills, political analysis,
knowledge, leadership
ability, material well-being*

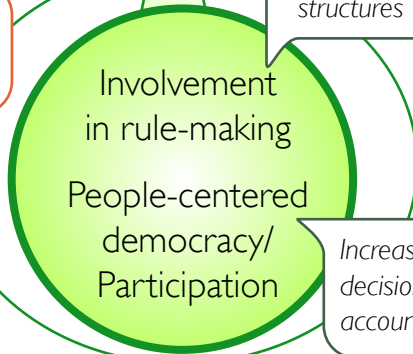


*Shift in public
understanding/framing of
issues and inequities*

*Strengthening organizations,
collaborations, collectives,
alliances*



*Changes in public policy,
law, practice, behavior,
structures*



*Increased participation in
decision-making,
accountability, transparency*

Thinking about theories of change for achieving social justice...