

THEORIES of CHANGE

Six possible responses to the question: How can we address the current global crisis?

	1	2	3	4	5	6
Key problem	Barriers to growth	Poverty	Injustices	Un-sustainability	Un-enlightenment	Dangerous delusions
Nature of the problem	Lack of adaptability, skills, technology, motivation	Lack of education, democratic institutions, progressive thinking	Exploitation, expropriation, enforced disempowerment, unfair systems	Dysfunctional systems leading to over-consumption, extraction, pollution	Distraction from spiritual advancement leading to destructive behaviour	Denial of relations and accountability leading to irresponsibility, fantasies of superiority, hyper-individualism
Basis for caring and acting	Common economic interests	Common humanity Responsibility <i>FOR</i> the other	Complicity in harm Responsibility <i>TOWARDS</i> the other	Survival of human and non-human life	We are One (spiritually), everything else is an illusion	We are part of the same wider metabolism (part of each other)
Understanding of interdependence	We are all self-interested rational individuals in pursuit of capital accumulation	We have common understandings, goals and aspirations based in our shared humanity	We are part of unfair, violent, unsustainable systems that we need to work together to dismantle	We are co-dependent on a shared eco-system, our finite planet is at risk	We are part of something bigger than ourselves (the Divine), inner peace will lead to peace at a social/ political level	We are inter-woven and carry the full spectrum of humanity (good and bad) within each of us
What needs to change	People need to adapt to the changing economy	People need to participate in democratic and charitable processes	People need to take back power from the elites and/or make our own power	People need to change life style to reduce carbon footprint and reliance on fossil fuels	People need to become more mindful, holistic, spiritually attuned	We need a different way to exist in the planet
What for	More comfort and pleasure, advancements of science, fusion of technology and humanity	More dialogue, consensus, cohesion, tolerance of difference	More justice, equality, autonomy, fairer distribution of resources	Regeneration: meeting ecological and social challenges, better health	Overcoming suffering, recognizing our higher selves (the Divine in us)	Responsibility beyond single life spans (to past, present and future)
How does change happen	Through ambition, entrepreneurship, hard work, resilience	Through good will, commitment to human rights	Through collective struggle	Through ecological alternatives (e.g. renewable energy)	Through individuals' spiritual enlightenment	Through disenchantment and disillusionment with the current system
Goal of learning/ education	to train people to participate in the economy, to expand markets and foster growth	to educate citizens to participate in the affairs of their country, to help those less fortunate to catch up with the modern world	to empower communities to fight for justice in solidarity with the oppressed	to equip individuals to achieve their vision of a sustainable future	to achieve higher levels of consciousness	to discover ways of "living (and dying) well" while honouring our global interdependence

Table adapted from: Andreotti, V. (2011) *Actionable postcolonial theory in education*. New York: Palgrave MacMillan.

1. Which theory(ies) of change (1-6) have you been most exposed to ...

A)through your family relations?

B)through the media?

C)in your education or professional contexts?

D)in your circle of friends?

E)Which theory(ies) of change (1-6) have you been least exposed to?

2. YOUR THEORY of CHANGE

A)What is/are the problem(s)?

What is the main issue that needs to be addressed?

B)What is the nature of the problem?

What has caused and what continues to feed the problem? Is this a symptom of a deeper problem? Is this the cause of other problems? Why should you or anyone care?

C)What needs to change at a larger level?

What should it change into? What for? How does change happen?

D)What is part of this change do you feel called to do?

Do you have the skills/"medicine" to do it? What would you like to see happening? Why would people listen to you?

Who would be suspicious or sceptical about what you propose? Why?

Self-reflexivity questions

How does your theory of change reflect your social, cultural and economic background?

What assumptions are you making in this theory of change?

Which assumptions may be unrealistic or under-theorized?

Which of these assumptions won't be shared by groups that have historically and systemically been disadvantaged?

How do your assumptions reflect your own fears and insecurities? "What/who is this really about?"

What/who is missing in your diagnosis and/or proposition?

Who/what is subsidizing your position as a change maker?

What can you learn from comparing your theory of change with the house/mycelium?