Appendix 3F

Cycle of Liberation

Intrapersonal
Change within the Core of People about What They Believe about Themselves

Waking Up
Critical Incident That Creates Cognitive Dissonance

Getting Ready
Empowerment of Self
Introspection
Education
Consciousness Raising

Gaining
Inspiration
Authenticity

Dismantling
Collusion
Privilege
Internalized Oppression

Developing
Analysis and Tools

Reaching Out
Movement Out of Self Toward Others
Seeking Experience and Exposure
Speaking Out and Naming Injustices
Taking Stands, Using Tools, Exploring and Experimenting

Interpersonal
Change in How We Value Others and See the World

Building Community
Working With Others
A. People “Like Us” for Support
B. People “Different from Us” for Building Coalitions, Questioning Assumptions, Rules, Roles, and Structures of Systems

Core
Self-Love
Self-Esteem
Balance
Joy
Support
Security
Spiritual Base

Creating Change
Critically Transforming Institutions and Creating New Culture
Influencing: Policy
Assumptions
Structures
Definitions, Rules
Taking Leadership
Risks
Guiding Change
Healing
“Power Shared”

Systemic
Change in Structures, Assumptions, Philosophy, Rules, Roles

Source: Developed by Bobbie Harro

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