



## **CONFIRMATION – CONTRADICTION – CONTINUITY**

### **A Model for Designing and Responding to Issues in Social Justice Education**

Adapted from Goodman, D.J. (2001). *Promoting Diversity and Social Justice: Educating People from Privileged Groups*

#### **Confirmation:**

In the “confirmation” stage, the goal is to create enough safety and support for people to take emotional, social, psychological, and intellectual risks. Oftentimes, talking about difficult issues causes cognitive dissonance or discomfort, especially when people are put into situations where their core values and belief systems are put into question. During confirmation, the facilitator establishes trust and builds rapport with participants, and thereby builds a partnership in the work.

#### **Strategies:**

#### **Contradiction:**

In the “contradiction phase,” disequilibrium and contradictions are created with the intent of promoting growth. The goal of this stage is to allow people to remain in their worldview, but help them construct new and more complex understandings of themselves and society. During this phase, we spend the most time trying to create connections and contradictions in order to increase learning. This phase engages people in reflection and analysis of the unquestioned beliefs and attitudes regarding issues. It encourages participants to question the ideologies that shape individual consciousness, institutional structures, practices, and cultural norms. It is also the phase where facilitators can feel the most frustration, especially if participants are not getting “it.”

#### **Strategies:**

#### **Continuity:**

As participants begin to reevaluate and create new realities for themselves with regards to the issues being discussed, the “continuity” phase allows them to integrate their new knowledge and awareness. Throughout this phase, it is important for participants to build a sense of empowerment and possibility as opposed to feeling overwhelmed with the magnitude of societal issues of which they have just become aware.

#### **Strategies:**