The Co-sensing Stage of Theory U



BACKBONE

The individuals who provide the structure and energy to hold all of the change effort together.



URGENCY FOR CHANGE

The individuals who feel that change is important and needed quickly.



SHARED Ambition

The people who come to co-create the future.



RESPONSIVE LEADERSHIP

Those with followership who champion change.



INVOLVEMENT OF ALL

Involvement of allies, critical friends, and those who wish to maintain the status quo.



REINFORCING <u>ACTI</u>ONS

A multiplicity of actions that support one another.



ADAPTIVE Learning

Learn through action and change behavior accordinaly.



VITAL CONNECTIONS

Effective communication within the system so that information moves between and to the right actors.

The Line of Inquiry

Given victims have the lived experience and motivation to affect change, how can their agency be meaningfully engaged?

What can be learned from peace studies and applied to educating people about peaceful and skillful parenting? What is the motivation of different individuals? Who is responsible for what?

How to transform masculinities and socialize boys to spread peace?

What harms are occurring, where, perpetrated by whom? Which of these types of violence are being normalized? What do the formal and informal system look like? Who are the actors?

What is the social return on investing in the national plan of action to end violence?

Co-sensing Outcomes



The concept of Ujasiri is saturated and strengthened with women and children's insights about where their own power lies.



Naming and problematization of harmful behaviors that have hitherto been normalized.



Women, children, men, leaders, and perpetrators of harm make collective meaning about how power is used to oppress and could be used to emancipate.



A monetary proxy is used to estimate the social return from investing in communitybased protection.