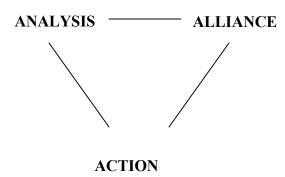
Figure 3: Examples of Programs' Goals & Intended Effects

Self Awareness
Awareness about Others
Cognitive Reframing of Issues
Attitude Change
New Knowledge
Identify Common Ground
Integrative Complexity
Self-Efficacy and Hope
Personal Responsibility
Emotional Healing



Peace Agreements
Conflict Resolution Skills & Behaviors
Inclusive Participation in Peacebuilding
Accountable Leadership
Responsive Institutions
Collaborative Planning
Cooperative Problem-solving
Proportional Empowerment & Justice
Moral Courage of Bystanders
Civic Engagement

Cooperative Relationships
Ongoing Collaborative Interaction
Support Systems of Inclusion
Re-humanize Other Group
Intergroup Trust, Respect, Empathy
and Compassion
Appreciate Differences & Diversity
Build Social Capital
Intergroup Healing & Reconciliation