

Mission-driven Nonprofits



Progressive Executive Teams



Innovative Classrooms



Families Everywhere

# PARTNERSHIP TOOLKIT

## A GUIDE FOR CREATING VALUES-BASED CHANGE BASED ON CARING, EQUITY, AND SUSTAINABILITY

Center for Partnership Systems

# WHY WE NEED THIS TOOLKIT

Why would we ask you to disrupt your workflow, examine your family dynamics, or the way you engage in your community?

Because these life-systems were designed in earlier times through a lens that created false narratives, inequity, and separation. This Toolkit offers research-based questions to help you examine existing constructs and discover new possibilities for moving forward differently.

Have you ever asked yourself:
"Does it have to be this way, with winners-take-all on top?
"Is all the cruelty, violence, and suffering in our world inevitable?
Is there an alternative, and if so, what is it and how do we get there?"

Whether raising a family, finding purposeful work, or building resilient communities, this values-based framework will guide you toward creating a more caring, sustainable, partnership-based future in service to yourself, others, and the planet.



# WHO WE ARE

## ABOUT RIANE EISLER



Riane Eisler is a social scientist, cultural historian, futurist, and attorney whose work has reached millions worldwide. Her newest book, *Nurturing Our Humanity: How Domination and Partnership Shape Our Brains, Lives, and Future* [Oxford university Press, 2019], shows how to build a more equitable, sustainable, and less violent world based on Partnership rather than Domination.

Dr. Eisler is president of the Center for Partnership Systems, and Editor-in-Chief of the Interdisciplinary Journal of Partnership Studies. She has addressed the UN General Assembly, U.S. Department of State, Congressional briefings, and corporations and universities worldwide.

## ABOUT THE CENTER

The Center for Partnership Systems (CPS) was founded in 1987 to meet the tremendous grassroots response to Riane Eisler's book, *The Chalice and the Blade: Our History, Our Future*, now in 57 U.S. printings and 30 foreign editions.

The mission of CPS is to accelerate the shift to partnership-based systems and structures through research, education, community empowerment, and policy initiatives. CPS's programs focus on promoting human rights and nonviolence, gender and racial equity, child development, and new metrics that demonstrate the financial contributions of the work of care.

*"To change old realities and translate new ideas into new realities, we require clarity of vision and practical tools."*
*~ Riane Eisler*

## ABOUT THE TOOLKIT

The Partnership Toolkit was developed by CPS with support from the Ford Foundation. Its goal is to help us examine inherited assumptions, reject false narratives, shift our thinking, and take action to create partnership-based families, organizations, and communities.

Grounded in decades of interdisciplinary research, the Partnership Toolkit gives us an understanding of the hidden root causes of social, economic, and environmental dysfunction. It provides a practical, values-based framework for a more caring, sustainable, and equitable future.

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1 Partnership Framework
2 Partnership Questions
3 Partnership Workbook
4 Partnership Workshops
5 Partnership Profiles
6 Toolkit Appendix



PART 1

# PARTNERSHIP FRAMEWORK

"If you want to teach people a new way of thinking, don't bother trying to teach them. Instead, give them a tool, the use of which will lead to new ways of thinking."

~ Buckminster Fuller

# BASIC CONCEPTS

## TWO CONFIGURATIONS

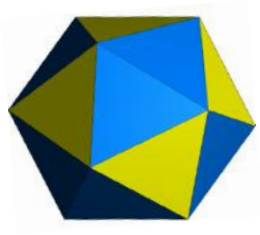
Decades of research show two models, or configurations, underlying human cultures: Domination Systems and Partnership Systems. These configurations inform the operating system of a culture. They shape all relationships: within families, education, religion, politics, economics, and how we relate to nature.

### Domination System



- Authoritarian and inequitable family, social, and economic structure
- Subordination of women/"feminine" to men/"masculine"
- High degree of abuse and violence to maintain top-down ranking
- Beliefs and stories that justify and equate domination and violence with "real masculinity"

### Partnership System

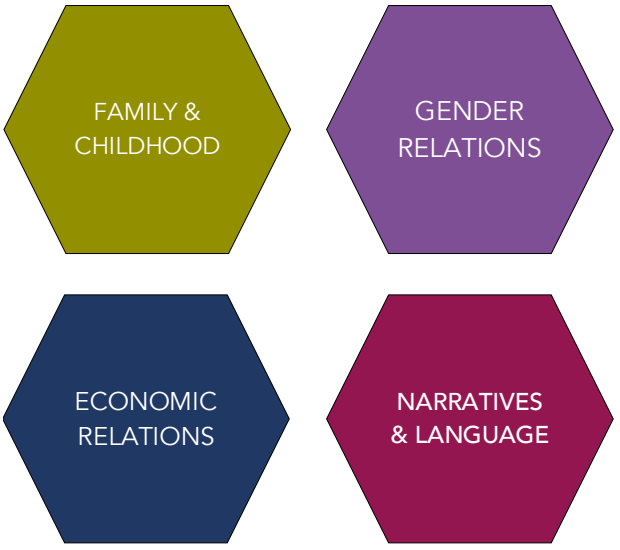


- Democratic and economically equitable family and social structure
- Equal value across genders including high regard for values historically deemed "feminine" like caregiving and nonviolence
- Mutual respect and trust with low degree of violence
- Beliefs and stories that give high value to empathic and caring relations

## FOUR CORNERSTONES/RELATIONAL DYNAMICS

There are four interconnected, interactive levers for shifting away from Domination Systems toward Partnership Systems: Family & Childhood, Gender Relations, Economics, and Narratives & Language. These four cornerstones, or relational dynamics, are foundational to both partnership and domination-based societies. In-group versus out-group thinking, discrimination, and violence based on differences, such as gender, race, sexual identity/orientation, and other factors, are inherent in domination-based systems. In partnership-based systems, differences are valued rather than equated with superiority/inferiority, dominating/being dominated, being served/serving.

Structures based on linking and hierarchies of actualization that empower rather than disempower. Caring is economically valued. Egalitarian and equitable adult relations are the norm. Parenting is not authoritarian but authoritative and non-violent.




Nonbinary gender roles not equated with superiority/inferiority, dominating/being dominated. Inclusive, equitable view of differences provides a model for relations not based on in-group vs out-group thinking. Empathy, caring, non-violence valued in people and social and economic policy.

Real economic wealth includes the contributions of household management and childcare, volunteer work, the informal economy, and stewarding natural resources.

Beliefs and stories recognize our human capacities for negative behaviors, but emphasize empathetic, mutually beneficial, non-violent relations as normal, moral, and desirable.

## COMPARATIVE FRAMEWORK

| Domination System | Partnership System |
|---|---|
| **FAMILY & CHILDHOOD** | |
| Authoritarian structure of ranking and hierarchies of domination so children grow up in authoritarian, punitive, male-dominated families where they observe and experience inequity as the norm. High degree of fear and violence, from child and wife- beating to abuse by "superiors" as required to maintain rankings of domination. | Democratic structure and hierarchies of actualization that empower rather than disempower. Caring is economically valued. Egalitarian and equitable adult relations. Parenting is authoritative and non-violent. Low degree of fear, abuse, and violence, since not needed to maintain top-down rankings. Respect for diversity and human rights. |
| **GENDER RELATIONS** | |
| Rigid, binary gender stereotypes, with "masculine" traits and activities such as toughness and conquest ranked over "feminine" traits such as caregiving and nonviolence in people and social and economic policies. This model perpetuates ingroup vs. out-group thinking. | Fluid, nonbinary gender roles not equated with superiority/inferiority, dominating/being dominated. This provides a model for inclusive relations not based on ingroup vs. out-group thinking. High value of empathy, caring, caregiving, and nonviolence in people in social and economic policy. |
| **ECONOMIC RELATIONS** | |
| Economic framework that values and rewards the work stereotypically done by men and devalues the "feminine" work of care. Nature is to be conquered [trees in GDP only when dead logs]. Ignores value of household, volunteer, and informal sector. Elevates profit over wellbeing. | Economic framework that values all sectors of work including household, volunteer, informal and natural economy. Nature valued as a living asset and factored into cost of doing business. Recognizes profitability but not at expense of sustainability and general wellbeing. |
| **NARRATIVE & LANGUAGE** | |
| Beliefs and stories that justify, idealize, and normalize domination and violence. False narratives that distort personal and cultural identity, and elevate in-groups over out-groups. | Beliefs and stories recognize our human capacities for negative behaviors but emphasize empathic, mutually beneficial, nonviolent relations, presenting them as normal, moral, and desirable. |

# A BRIEF HISTORY

## CONQUEST OVER CARING

**Most of us have been taught a false version of human history.**
We have been told a Story of Domination that valorizes conquest and control over "lesser" peoples and the earth. Yet evidence from archeology, mythology, DNA studies, and other disciplines shows that, for millennia, there were cultures where our capacities to give and nurture life were sacred, with a norm of care for one another and the earth. Only five to ten thousand years ago there was shift to domination cultures where the power to take life became revered.



**History has seen organized challenges to domination.**
Over the last centuries, progressive social movements have challenged inherited traditions of domination— from the 18th century "rights of man" movement challenging the "divinely ordained" right of kings to rule, the 19th and 20th century abolitionist, civil rights, and anti-colonial movements challenging the "divinely ordained" right of a "superior" race to rule over "inferior" ones, and the feminist movement challenging the "divinely ordained" right of men to rule women and children in the "castles" of their homes, to the environmental movement, challenging the once hallowed conquest and domination of nature.



## BEYOND PAST SOCIAL MOVEMENTS

**Progressive social movements have not been enough.**
Although these movements have galvanized attention, they have not dismantled the drivers of domination underlying most of our social systems. Despite the formal abolition of slavery and outlawing of torture, these persist. Despite legislation to protect human rights, including the rights of women and children, LGBTQ+, BIPOC, and others, there is systemic abuse and violence. Despite the dismantling of colonialism, its effects are evident everywhere. Despite massive efforts to protect our environment, the climate crisis worsens, literally fueled by the special interests holding sway over sounder policies.




**Four missing cornerstones to shift to partnership.**
These essential activist movements have not failed: they are incomplete. Those pushing for authoritarian rule, violence, and in-group vs. out-group scapegoating invest heavily in maintaining or reinstating domination in the same four cornerstones of society mentioned earlier, precisely because they form the bedrock of either partnership or domination-based social systems.

# THE PARTNERSHIP WAY

## A NEW PARADIGM

**We've been trying to fix the future through the lenses of the past.**
The real struggle for our future is not Right vs. Left, religious vs. secular, Eastern vs. Western, or capitalist vs. socialist. These common social categories miss the underlying Domination vs. Partnership paradigm identified by decades of multidisciplinary research. We inherited our social categories from a time when societies oriented primarily toward Domination. All include repressive and violent regimes, so none tell us how to build a world based on: caring, equity, and sustainability. All marginalize or ignore the majority of humanity – women and children.

The Domination Path is an evolutionary dead-end. Many people recognize this and want a better world that elevates and rewards caring, equity, respect, and balance. The Partnership Toolkit provides a roadmap to rewiring our thinking, our behaviors, and our systems to support a more fulfilling future. We start with the premise that how we live reflects the values and structures in which we operate. Consciously or unconsciously, we perpetuate either a Domination-based world or a Partnership-based world.

**Neuroscience shows the urgent need for a new paradigm.**
The Partnership model takes into account key findings of neuroscience on the main drivers of human brain development, which in turn, affect how we think, how we raise children, how we view relationships, even how we vote. The Partnership framework addresses the harmful assumptions underlying our current economic systems and pays special attention to the stories and language we need to change to move forward.

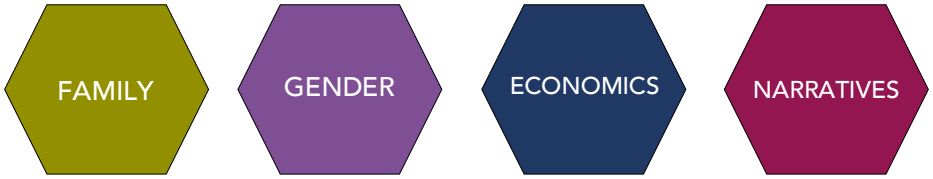
## BACK TO THE FOUR CORNERSTONES

**We must shift the Four Cornerstones from Domination to Partnership.**

Recognizing that these cornerstones are interconnected, the next section looks at the cornerstone of economics, and what moving our economic frame from Domination to Partnership entails.



Domination System Partnership System




Four Cornerstones

## ECONOMICS

**Prevailing economic operating systems are outdated and inadequate.**

Both Capitalism and Socialism came out of early industrial times [1700s and 1800s] when top-down familial, social, political, and economic hierarchies of domination were the norm. Both use fear and violence to maintain these rankings. Both devalue the "women's work" of caring for people, starting in early childhood as just reproductive, not productive work. Both ignore the contributions of volunteers and the informal economy [waste pickers, market stands, hawkers]. Both only value the natural environment when it can be monetized for profit.

We still need markets and government policies, so moving to a new economic operating system does not mean discarding all aspects of earlier economic theories. But moving forward requires an economic system that values and rewards the work of caring for people and our natural environment, beginning in childhood.

**$10.8 trillion**
Is the value of the Invisible Economy accounted for in the Partnerism economic model that includes care work, informal work, volunteering, and nature.

**30-50% excluded**
If we include the unpaid caregiving in households. GDP would grow by a whopping 30-50%.

**Movement toward a Caring Economy involves four vital steps:**

We need new metrics that show the economic value of the work of caring for people, starting at birth, and caring for our natural life support systems.

1. Demonstrating the financial return from investing in Caring Economics
2. Implementing a cohesive family policy including early childhood education
3. Rewarding care work to alleviate the massive poverty of women and children
4. Recognizing that economic systems are interdependent with larger social systems




The Complete Economy*

*See Glossary in Appendix



PART 2

# PARTNERSHIP QUESTIONS

"We cannot solve problems with the same thinking that created them."

~ Albert Einstein

# GETTING STARTED

## KEEP IN MIND

- Domination and Partnership Systems are not rigid opposites but form a dynamic continuum of possibilities for human relations based on evolving worldviews.
- The goal is not "pure" or "perfect" Partnership Systems, but rather intentional continuous shifts toward mutuality, peace, equitability, creativity, and sustainability.
- All of us have unwittingly maintained the Domination Systems we inherited. The goal is to raise awareness of the invisible values embedded in our culture and our work.
- None of us alone can transform entrenched systems, but change starts with individuals shifting their thinking and then modeling new priorities, values, and actions.

## THE WORKSHEET

**STEP 1:** Read through the discussion preceding each question, then reflect on where you think you and your team/project/organization falls on the scale. Click the button corresponding to where you place yourself and team/project/organization on the scale. The goal is not to judge yourself or others for areas where the legacy of Domination exists. To the contrary, this exercise is designed to help everyone identify leverage points to move toward Partnership.

**STEP 2:** If you are working on this exercise as a team, take time to discuss your answers. If members differ in their assessment of where the team/project/organization falls on a particular scale, explore why, be curious. Answers are not right or wrong, but provide insights into individual perceptions and experiences.

**STEP 3:** Next, focus on those scales where you selected a 3 [the middle of the scale] or below [toward Domination]. Using the space provided at the end of that section, brainstorm ways you might shift toward Partnership in this area.

**STEP 4:** Write these ideas as commitments on the Action Worksheet in the Partnership Worksheet section. Work with your team to decide how to operationalize these changes within your team/project/organization. The goal is to collaboratively create an actionable plan that will move your team toward Partnership.

## CORE QUESTIONS

The following questions are aligned with the Four Cornerstones discussed earlier. In addition, the first question focuses on key differences between partnership and domination thinking and acting – including how power is used in linking and valuing diversity or in ranking in-groups over out-groups.

### QUESTION 1 | POWER AND DIVERSITY

### QUESTION 2 | NARRATIVES & LANGUAGE

### QUESTION 3 | FAMILY & CHILDHOOD

### QUESTION 4 | GENDER RELATIONS

### QUESTION 5 | ECONOMICS & ENVIRONMENT

## THE SCALE KEY

The scales in each section are digitally interactive on PDF versions of the Toolkit. Just select the circle corresponding to the number that best reflects your perception of the current state of your project or team. Be sure to save the PDF file as a new document for future reference.




| | |
|---|---|
| 1 | Strongly expresses or reinforces Domination System values and relations |
| 2 | Moving away from Domination patterns but Domination legacy still present |
| 3 | Mix of both Domination and Partnership values and relations |
| 4 | Leaving Domination legacy and moving toward Partnership values and relations |
| 5 | Strongly committed to Partnership System values and relations |
| N/A | Not applicable |

## REFLECTIVE QUESTIONS

The following questions are designed to help you reflect more deeply on the Partnership Framework before you embark on the core exercise. We ask you to contemplate how the questions play out at home, at work, and in your community. While your present context may be exploring the Partnership Framework in a professional setting, you will see how it pertains to all aspects of life.

1. Have you ever wondered why Capitalism and Socialism are taught as the only economic models in schools?

2. Have you ever felt that people you knew did not understand how much you value caring for your family and made you feel their jobs were more important?

3. Have you ever questioned why we predominantly only hear the stories of the Global North and how these might shape our assumptions?

4. Do you think it's possible that even well-intentioned narratives perpetuate domination or inaccurate stereotypes, and if so, which ones?

5. Do you ever wonder how top-down command and control systems came to be and how they stay in place?

6. Do you think about how your family structure, parental roles, and rewards and punishments informed how you view society?

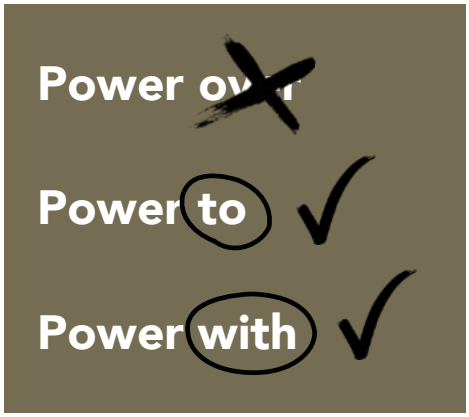
7. Do you think there is a connection between emergent gender fluidity and non-binary identification and rejection of gender-based value systems?

8. Do you accept prevailing realities as "just the way things are" or do you suspect there is [and/or was] another paradigm?

# Q1: POWER AND DIVERSITY

## What kinds of power relationships are the norm?

To begin with, let's unpack the foundational values and assumptions that guide our beliefs, actions, and institutions.




Do we prioritize "linking" [relational connections] instead of "ranking" [in-groups vs. outgroups]? Are the contributions of everyone, regardless of gender, race, sexuality, nationality, or other identifier, equally valued? Does communication flow in all directions? Is interconnection recognized and highly valued? Do we support Hierarchies of Actualization or Hierarchies of Domination - new terms that help us make key distinctions?

In Partnership-oriented systems, people with diverse backgrounds, experiences, perspectives, and ways of thinking are valued and engaged. At the same time, there are still parents, teachers, managers, and leaders. But in Partnership-oriented systems, the normative ideal is one of Hierarchies of Actualization (as in new model of leaders who inspire, mentor, and empower), rather than Hierarchies of Domination (where those on bottom must unquestionably obey those on top).

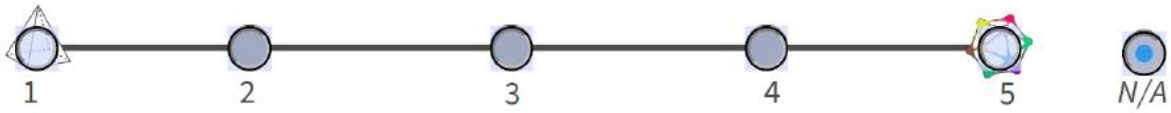


In a Hierarchy of Domination, accountability, respect, and benefit flow from the bottom up. In a Hierarchy of Actualization, accountability, respect, and benefits flow in all directions. In Domination systems, the normative ideal for power is "power over," enforced via control, fear, and violence. In Partnership-oriented systems, "power to" and "power with" [power to create and empower rather than disempower] are normative.

**With these alternatives in mind, we can shift from Domination to Partnership as we recognize that we have all to varying degrees internalized the norms of Domination systems. Change begins with changes in consciousness, starting with an honest assessment of what we, consciously or unconsciously, believe is "the way it is, and has to be."**

# Q1: POWER AND DIVERSITY

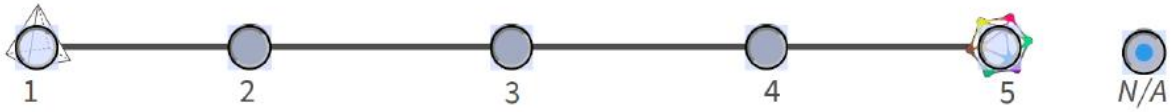
## a. ranking vs linking




My family/team/organization/community supports ranking people according to categories: race, gender, sexuality, religion, nationality, age, etc.

My family/team/organization/community supports linking people across and regardless of differences.

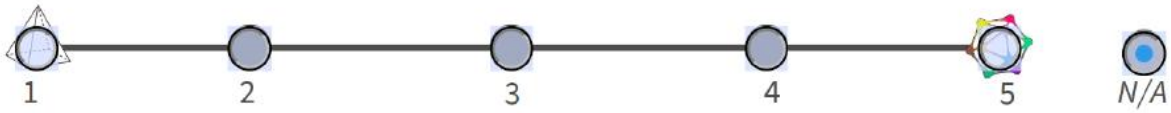
## b. power




My family/team/organization/community supports top-down "power over."

My family/team/organization/community supports "power to" and "power with."

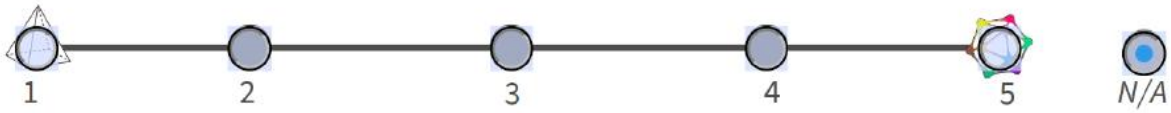
## c. hierarchies




My family/team/organization/community reinforces Hierarchies of Domination in which violence and fear are used to control.

My family/team/organization/community supports Hierarchies of Actualization in which nurturing and mentoring are used to empower.

## d. in-group vs out-group

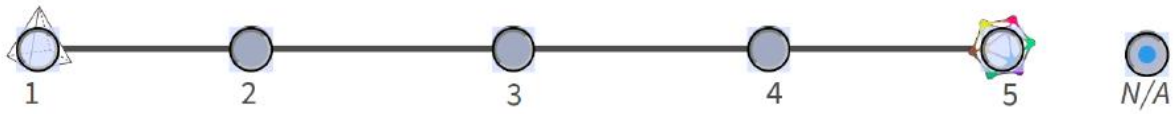



My family/team/organization/community reinforces in-group/out-group hierarchies where accountability and benefits flow only upward from "inferior" to "superior" groups.

My family/team/organization/community actively challenges in-group/out-group hierarchies so that accountability and benefits flow in all directions.

# Q1: POWER AND DIVERSITY

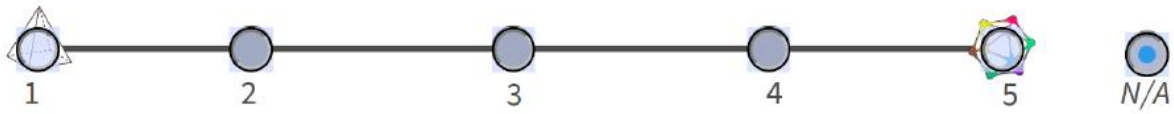
## e. privilege and experience




My family/team/organization/community elevates people of social and economic privilege as role models.

My family/team/organization/community elevates people with diverse perspectives and life histories as role models.

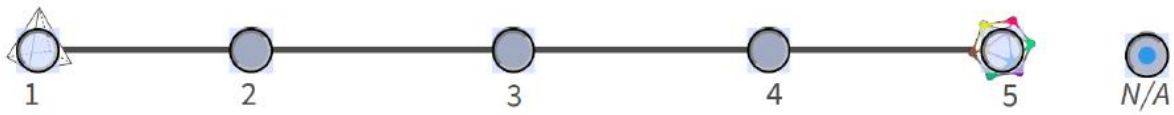
## f. recognition of complexity




My family/team/organization/community perpetuates top-down superior/inferior, in-group vs out-group thinking.

My family/team/organization/community values egalitarian relationships founded on mutual respect, care, responsibility, and benefit.

## g. inclusion




My family/team/organization/community does not include relevant people/communities in design, development, decision-making processes.

My family/team/organization/community includes relevant people/communities in design, development, decision-making processes.

IDEAS FOR MOVING TOWARD PARTNERSHIP:

1. _____
2. _____
3. _____

# Q2: NARRATIVE & LANGUAGE

## What assumptions do our narratives and language communicate?

Narratives often define and perpetuate beliefs about what is considered normal. For example, we have inherited stories that tell us that human nature is selfish, competitive, and violent. These stories maintain Domination Systems, justifying fear, hate, and top-down control.




Neuroscience contradicts these stories. It shows that the pleasure centers of our brains light up more when we share and care than when we win and dominate. Scientific studies show that when we engage in generous acts, we feel good. Neuroscience also shows that whether our capacities for violence and aggression or for love and justice are expressed is largely a function of the interaction of genes and cultures.

Linguistic psychologists have shown that language influences our thinking. Prevailing social categories such as right/left, capitalist/socialist, religious/secular, Eastern/Western, Northern/Southern have included oppressive and violent regimes; none of them tell us how to build a more equitable and sustainable society. Notably, these categories marginalize the majority of humanity – women, children, and other "out-groups." They not only fail to provide a full picture of society; they ignore the evidence from archeology, mythology, and even DNA studies proving that for thousands of years prehistoric societies were Partnership-oriented: more egalitarian, peaceful, and gender balanced.

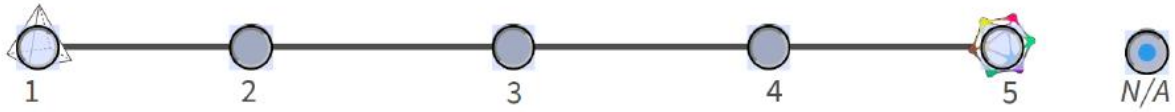


None of this is coincidental. Our conventional categories are a legacy from more rigid, domination-oriented times. We must ask ourselves whether we are consciously or unconsciously spreading inaccurate stories and biased language.

**A key question is whether the narratives and language we use support the reality that people can and do care for one another, empower one another, and act for mutual benefit. In other words, do our narratives and language support or obstruct the shift from our cultural heritage of Domination to a fairer more peaceful and sustainable culture orienting to Partnership?**

# Q2: NARRATIVE & LANGUAGE

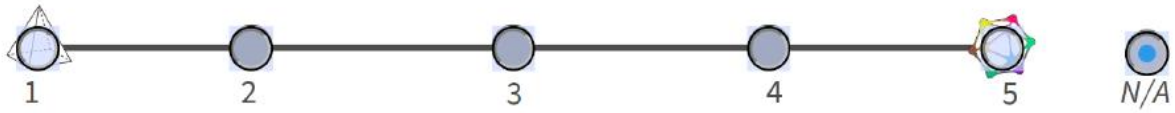
## a. human nature




My family/team/organization/community perpetuates the belief that human nature is basically selfish, violent, competitive.

My family/team/organization/community perpetuates the belief that human capacities for caring, empathy, and creativity promote thriving social systems.

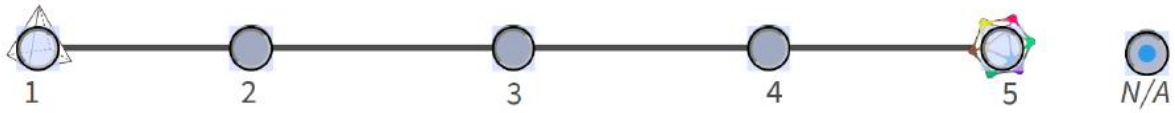
## b. narrative of human possibility




My family/team/organization/community promotes the narrative that people are inherently competitive and must choose to dominate or be dominated.

My family/team/organization/community promotes the narrative that people can and do care for one another and act for mutual benefit.

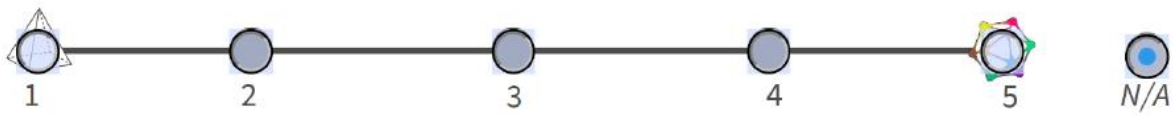
## c. language of success




My family/team/organization/community uses language that normalizes Domination, like "killing it," "crushing it," "smashing it, "dominating the space."

My family/team/organization/community uses language that normalizes Partnership, like "excelling," "showing a path forward," "advancing an agenda."

## d. language and connection

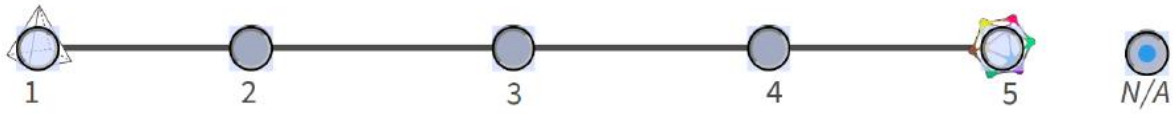



My family/team/organization/community uses language that objectifies the producers and consumers of the products and services we provide.

My family/team/organization/community uses language that humanizes people like "community," "partners," and "stakeholders."

# Q2: NARRATIVE & LANGUAGE

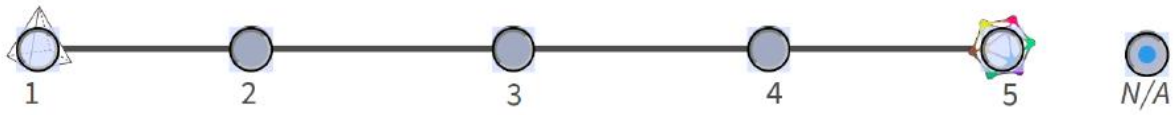
## e. in-group vs out-group




My family/team/organization/community holds the belief that race exists "in nature"as a simple binary differentiator.

My family/team/organization/community recognizes that race is a social construct and racial identities are complex.

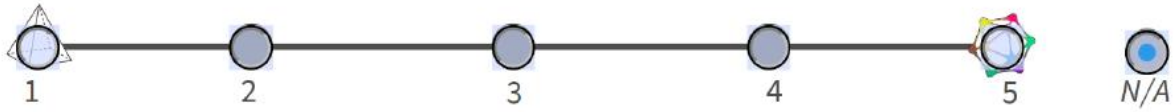
## f. the meaning of difference




My family/team/organization/community uses race/sexuality/religion as signifiers of the superior/inferior relations that characterize Domination systems.

My family/team/organization/community strives for equitable relations and understands diversity as important for creativity and growth.

## g. visibility and voice




My family/team/organization/community controls, constrains, or ignores the voices of members of racial and other "out-groups."

My family/team/organization/community uplifts and amplifies the stories and images of historically marginalized people.

IDEAS FOR MOVING TOWARD PARTNERSHIP:

1. _____

2. _____

3. _____

# Q3: FAMILY & CHILDHOOD

## What kind of childhood and family are presented as normal and moral?

Our assumptions about childhood and family are key to how we live, work, and love. Rigid Domination regimes, like the secular rightist Nazi Germany and Stalin's leftist USSR, or the religious Eastern Taliban and Iran, and the Western "rightist-fundamentalist" alliance promote a "traditional family" – code for an authoritarian, male-dominated, punitive family in which violence is used to impose or maintain control.




As noted, neuroscience shows that our brains are not fully developed at birth and that the architecture of our brains – and with this, how we feel, think, and act – including how we vote – is formed interactively with our environment. For humans this environment is primarily cultural – and very different depending on whether the family we grow up in orients to Domination or Partnership.

Research shows that practices such as genital mutilation, child brides, and male preference normalize the abuse and violence inherent in Domination Systems. Even in the U.S., where most of these practices are not part of the culture, the Adverse Childhood Experiences Studies (ACES) show the prevalence of adverse childhood experiences. Traumas are not just a function of individual families; they are part of how Domination Systems perpetuate themselves through families.

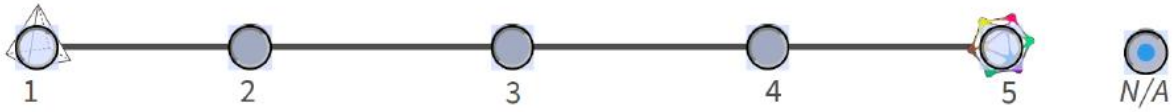


In rigid Domination regimes, which normalize authoritarian, punitive relationships between parents and children, children learn that violence by those on top is normal and moral. In 2018, Putin reduced the legal penalty for family violence, connecting authoritarian, punitive, male-dominated, families with authoritarian, punitive, male-dominated state. Partnership Systems are characterized by authoritative, mutually respectful, caring family relationships that support healthy human development.

**If we want a less violent, more equitable and caring world, we must pay close attention to family and childhood as a key social and economic issue.**

# Q3: FAMILY & CHILDHOOD

## a. communication




My family fosters top-down or one-way communication between parents and children.

My family fosters communication that flows in all directions [from children to parents and parents to children].

## b. conflict resolution




My family normalizes abuse and violence as a means of resolving conflict and maintaining hierarchy.

My family normalizes nonviolent ways to resolve conflicts.

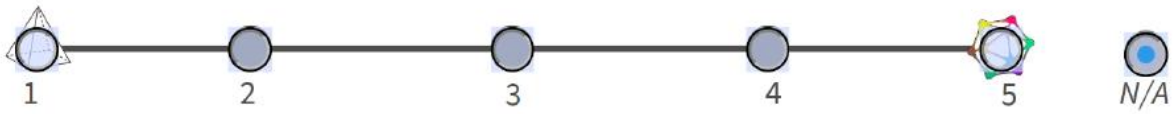
## c. media and technology




My family ignores the addictive quality of technology and media that associate violence with entertainment.

My family connects children to experiences of curiosity, creativity, and caring for people and nature.

## d. gender roles




My family supports stereotypical gendered roles around household work, child rearing, household management, and decision-making.

My family supports egalitarian sharing of household work, child rearing, household management, and decision-making.

## e. gender expression




My family supports gender expression that is stereotypically defined by a rigid, binary male-female model.

My family supports gender expression that is defined by a more fluid, non-binary continuum.

## f. education




My family supports education [academic, religious, or otherwise] that reinforces gender stereotypes and vilifies out-groups.

My family supports education [academic, religious, or otherwise] that does not reinforce gender stereotypes or vilify out-groups.

IDEAS FOR MOVING TOWARD PARTNERSHIP:

1. _____
2. _____
3. _____

# Q4: GENDER

## Are we perpetuating gender stereotypes and a gendered system of values?

In Domination cultures and subcultures, the categories of man and woman are used to separate human beings into superiors and inferiors. Today, there is growing recognition of gender fluidity and many people do not identify with these rigid stereotypes.

However, we have all been taught that women and anything stereotypically associated with "femininity" such as caring, caregiving, and nonviolence, are less valuable than anything stereotypically associated with men and masculinity, like conquest and violence. This binary gendered system of values influences what issues we prioritize or dismiss. Nurturing children, caring for elders, and community work – labor coded as "women's work" – is dismissed, ignoring that this work is increasingly done by people of all genders, and that empathy, care, and mutual respect are foundational to our shared humanity and economic success.

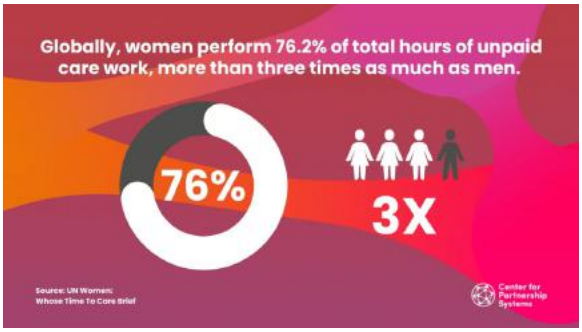
In Domination-based families, children learn to equate difference – beginning with the fundamental difference in our species between the "female and male" forms – with superiority or inferiority, dominating or being dominated, serving or being served. This is hardly a model for socio-economic equity: it is a template for in-group versus out-group thinking where out-groups are dehumanized.

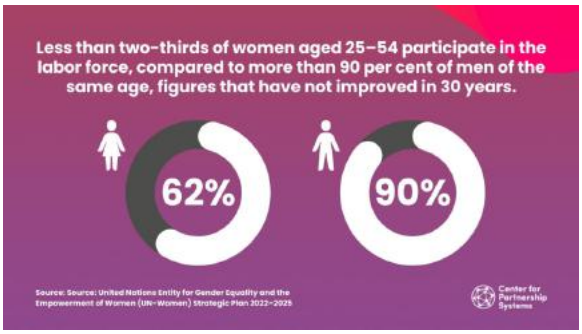
We see this dehumanization in rigid domination regimes of the past and present characterized by ranking men over women. Fortunately, there is acknowledgement of the subordination of women and non-binary people [e.g., how women, non-binary, and gender-fluid individuals have been omitted from data sets that define healthcare, digital algorithms, even AI learning.

Racial in-group vs. outgroup prejudices are also embedded in technology, as with facial recognition tools that use machine learning algorithms trained with racially biased data.

We see the perpetuation of gender, racial, and homophobic biases when social platforms influence behavior by tapping into social conformity biases and fears.

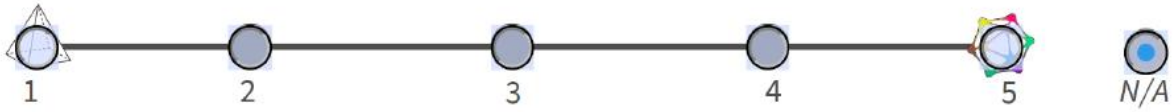
**To move from Domination to Partnership worldwide requires becoming aware of how we consciously or unconsciously perpetuate this kind of thinking and the harmful actions that follow.**



# Q4: GENDER

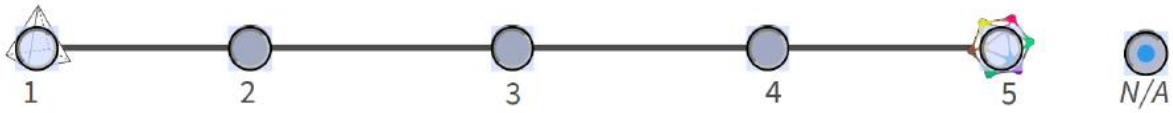
## a. normalization of "masculine" priorities




My family/team/organization/community normalizes stereotypically "masculine" priorities, as in punitive prisons and violent weapons and wars.

My family/team/organization/community normalizes stereotypically "feminine" values and priorities, such as caring, caregiving, and nonviolence.

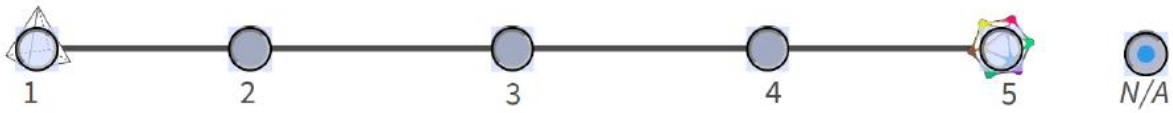
## b. gendered hierarchies of value




My family/team/organization/community reinforces the belief that activities, people, and products coded "masculine" are more important, valuable, powerful than those coded" feminine" or "non-binary."

My family/team/organization/community reinforces the belief that activities, people, and products coded "feminine" or "non-binary" are important.

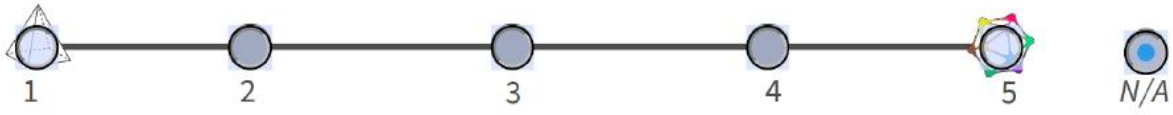
## c. violence and care




My family/team/organization/community uses technologies/apps that normalize violence and conflict and depict them as entertaining and "manly."

My family/team/organization/community uses technologies/apps that normalize more caring, peaceful relationships and nonviolent conflict resolution and depict them as heroic for all genders.

## d. leadership




My family/team/organization/community holds the belief that women should not be in leadership positions locally or nationally.

My family/team/organization/community holds the belief that women should be in leadership positions locally or nationally.

## e. social policies




My family/team/organization/community supports social policies [associated with "masculine" in domination systems] such as funding for prisons.

My family/team/organization/community supports policies [coded as "feminine" in domination systems], such as caring for people and restorative justice.

## f. prejudices




My family/team/organization/community devalues women and other out-groups based on race, religion, sexual orientation, and other differentiating factors.

My family/team/organization/community values all people regardless of race, religion, sexual orientation, or other differentiating factors.

IDEAS FOR MOVING TOWARD PARTNERSHIP:

1. _____
2. _____
3. _____

# Q5: ECONOMICS

## Do we perpetuate Domination or Partnership economic models?

We have been taught to think of economics in terms of capitalism or socialism. Both ideas came out of early industrial times [1700's and 1800's], and we are now in the 21st century post-industrial age. Both are antiquated and both perpetuate the gendered system of values prevalent during that period, when women were supposed to care for people for free in male-controlled households. In these more rigid Domination times, caring for people and nature was not even mentioned in either capitalist or socialist theory.

Accordingly, capitalist and socialist economic theories fail to include the life-sustaining sectors of the household economy, the volunteer economy, and the natural economy. In both, the work of caring for people and planet is classified as "reproductive" [associated with women's/feminine work] rather than "productive" [associated with men's/masculine work] – a spurious distinction still generally taught in economics and business courses.

This distorted view of what is, and it not, productive work is perpetuated by business and government policies that fail to value or reward the work of caring and caregiving. The devaluation of caring work is reflected in GDP and GNP metrics, which value a tree [on which we depend to breathe] only when it is a dead asset [a log].

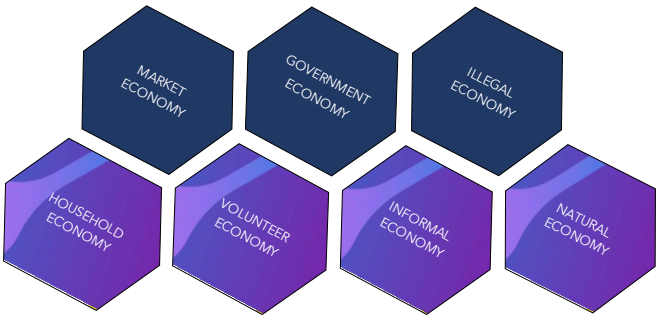
We must leave behind the view of the natural world as a mere resource to be controlled and used by humans. Unless we do, we not only destroy our natural environment, but we also erode our sense of the interconnection and interdependency of all life.

Today, economists tout "high quality human capital" as key to success in our post-industrial age. Yet neuroscience shows that whether or not we develop our capacities of resilience, creativity. and leadership largely hinges on the "women's work" of caring and educating children in the early years.

Clearly, new business models are needed. These models will support the transition to a Caring Economics of Partnerism: a socioeconomic system that - in both the market and non-market sectors - values and rewards caring for one another, nature, and our collective future.

**To start, we urgently need new metrics that value caring for people, starting at birth, and caring for our natural life support systems.**

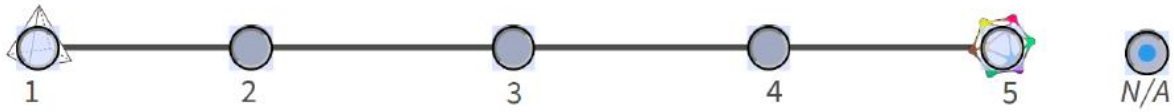
**30-50% excluded**
Amount GDP would grow if unpaid caregiving and household work were included in the economy.




The Complete Economy

# Q5: ECONOMICS

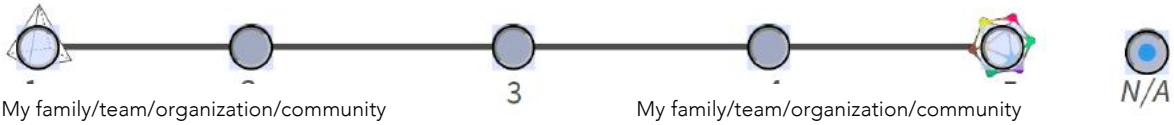
## a. economic model




My family/team/organization/community has an incomplete understanding of economics that excludes key life-sustaining sectors [care, household, informal, nature].

My family/team/organization/community understands that a complete economic model includes key life-sustaining sectors [care, household, informal, nature].

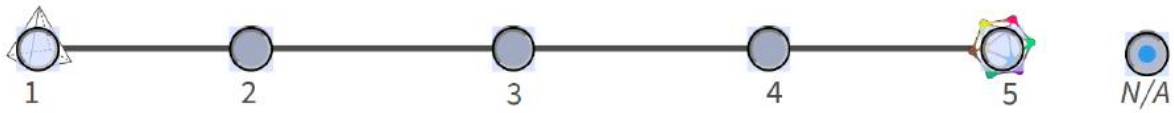
## b. measures of progress, value, and profit




My family/team/organization/community measures progress, profit, and value in what is today monetized, based on extraction, efficiency, and competition.

My family/team/organization/community measures progress, profit, and value primarily in terms of our capacity to care through stewardship, resilience, and collaboration.

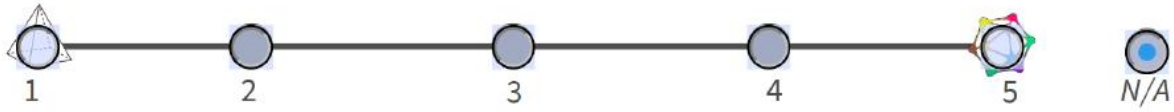
## c. profit models




My family/team/organization/community believes profits flow one way, to a narrow sets of owners, funders, and stakeholders.

My family/team/organization/community believes distributed profits are shared equitably within communities.

## d. financial incentives

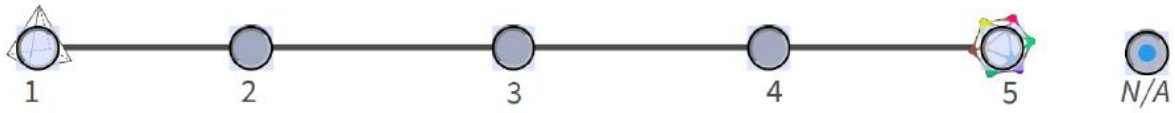



My family/team/organization/community believes financial incentives align with the GDP exponential growth model.

My family/team/organization/community believes financial incentives align with the wellbeing of society and the natural world.

# Q5: ECONOMICS

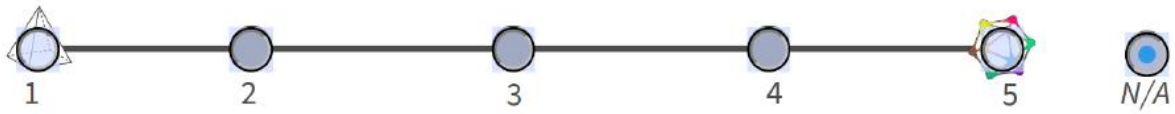
## e. scarcity




My family/team/organization/community has a narrative of scarcity [time, money, resources] that constrains our vision for what is possible.

My family/team/organization/community recognizes that domination economics creates artificial scarcity. and has an expanded vision for what is possible.

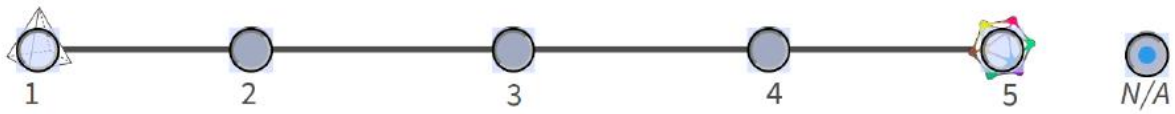
## f. core assumptions




My family/team/organization/community assumes that the conquest of nature is normal and good.

My family/team/organization/community assumes that humans are part of nature, which must be cared for by us.

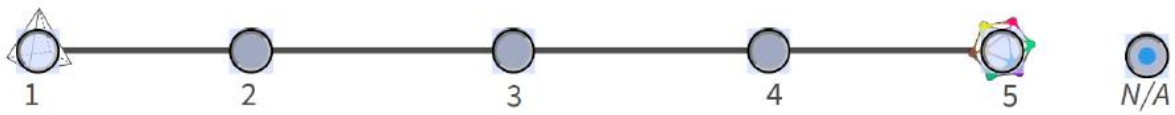
## g. relationship with nature




My family/team/organization/community supports technologies that enable extractive, destructive activities that deplete natural resources.

My family/team/organization/community supports technologies that facilitate regenerative, sustainable relationships with nature.

## h. economic value of nature

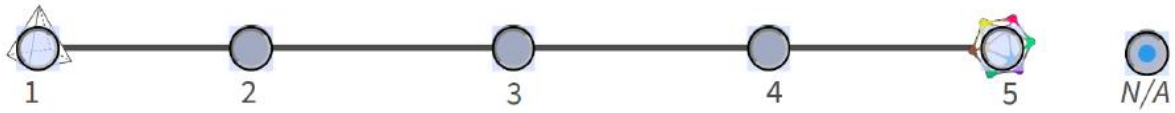



My family/team/organization/community supports technologies that make invisible the economic value of healthy natural ecosystems.

My family/team/organization/community supports technologies that make visible the economic value of healthy natural ecosystems.

# Q5: ECONOMICS

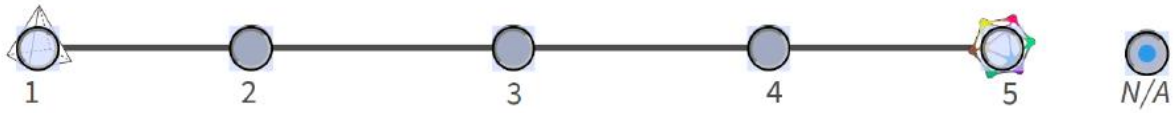
## i. technology and innovation




My family/team/organization/community valorizes individual "genius" inventors and innovators as the drivers of progress, and believe technology alone can save our future.

My family/team/organization/community believes technology development is a social process and that cultural and technological change must align to ensure a better future for all.

## j. reality and alternate reality

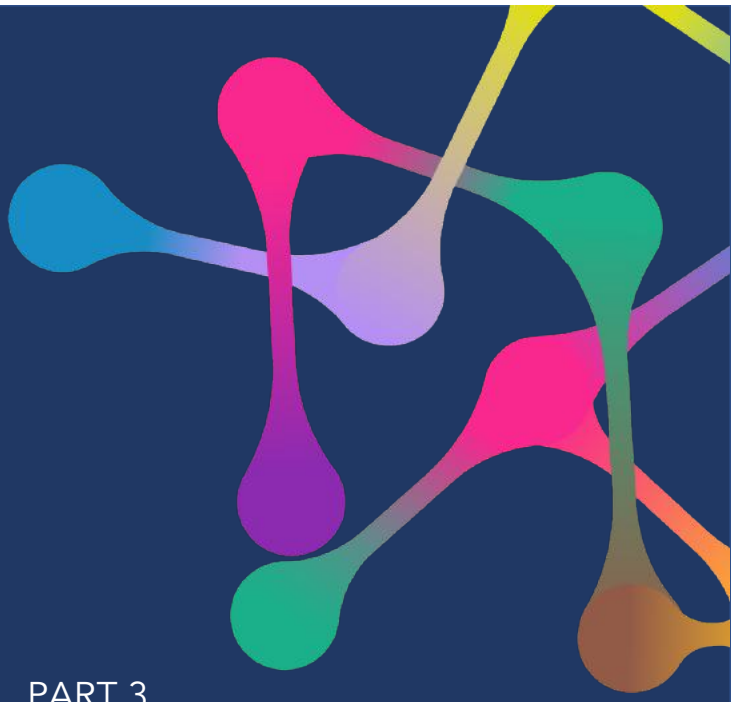



My family/team/organization/community assumes that existing reality is inadequate and can be improved by technology-rendered realities.

My family/team/organization/community assumes that existing reality is rich and valuable and needs nurturing to thrive rather than substitute realities.

IDEAS FOR MOVING TOWARD PARTNERSHIP:

1. _____
2. _____
3. _____



PART 3

# PARTNERSHIP WORKSHEET

"You never change things by fighting the existing reality. To change something, build a new model that makes the existing model obsolete."

~ Buckminster Fuller

# IDEA GENERATION WORKSHEET

Ranked 3 or below

Ideas for moving Partnership forward in this area:

Ranked 3 or below

Ideas for moving Partnership forward in this area:

Ranked 3 or below

Ideas for moving Partnership forward in this area:

Ranked 3 or below

Ideas for moving Partnership forward in this area:

# IDEA GENERATION WORKSHEET

Ranked 3 or below

Ideas for moving Partnership forward in this area:

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Ranked 3 or below

Ideas for moving Partnership forward in this area:

Ranked 3 or below

Ideas for moving Partnership forward in this area:



PART 4

# PARTNERSHIP WORKSHOPS

"We can change culture when we make visible the invisible framework that shapes social institutions and human behavior."

~ Riane Eisler

## WORKSHOP COMPONENTS

We offer the Partnership Toolkit at no cost on our website to those who prefer to work through the Partnership Framework independently. For teams or organizations interested in a more customized approach, we offer two tiers of fee-based services that provide an adapted Partnership Toolkit and/or bespoke advisory and implementation services customized to our client partner needs.

### COMPLEMENTARY

People may download our Partnership Toolkit and our Technology Toolkit directly from the Center for Partnership Systems website at no cost for their personal and/or professional use. We do ask that those who download our product report back on their experience.

### SECTOR ALIGNED

We adapt our Partnership Toolkit to align with specific industry sectors or companies. We work with internal stakeholders to customize our framework to align with general healthcare, finance, education, manufacturing, retail, energy, transportation, or other business/economic activity sectors. We recommend CPS workshop and/or implementation services with this option.

### PROCESS ALIGNED

We customize our Partnership Toolkit to align with the specific objectives and deliverables of divisions/ teams within organizations. We work with internal stakeholders to integrate and operationalize our framework within specific practice area processes. We strongly recommend CPS workshop and/or implementation services with this option.

### FEE STRUCTURE

| | |
|---|---|
| Sector Toolkit: | $2,500 |
| Bespoke Toolkit: | $5,000 |
| Half-Day Workshop: | $10,000 [plus travel and accommodations]* |
| Full-Day Workshop: | $15,000 [plus travel and accommodations]* |
| Two-Day Course: | $25,000 [plus travel and accommodations]* |
| Implementation Services: | $2,000 [per diem, plus travel and accommodations]* |

*Unless conducted via Zoom or other digital platform.

## WORKSHOP AGENDA

CPS offers custom workshops for teams to deepen their understanding of the Partnership Framework and to generate specific ways to implement Partnership principles in their workflow.

### HALF/FULL-DAY WORKSHOPS [FULL-DAY ARE MORE IN-DEPTH]

**Outline**

- Detailed walk-through of the Partnership Toolkit
- Facilitated discussion on Partnership principles
- Facilitated discussion on Reflective Questions
- Participants complete Partnership Workbook Questions
- Break [Morning/Afternoon]
- Facilitated discussion of Partnership Workbook Questions responses
- Facilitated discussion of pre-Workshop 360 surveys [if applicable]
- Facilitated discussion of participant Idea Generation Worksheets
- Facilitated discussion of general insights and takeaways

**Objectives**

- Participants learn about the Partnership Framework
- Participants develop personal goals for how they want to inform their work
- Participants develop team goals to inform processes/services/product development

**Outcomes**

- Participants learn how others perceive them [360 survey, if applicable]
- Participants generate new ways of personal behavior/interaction
- Participants generate new ways of advancing/achieving professional goals

### MULTI-DAY COURSE

**Outline**

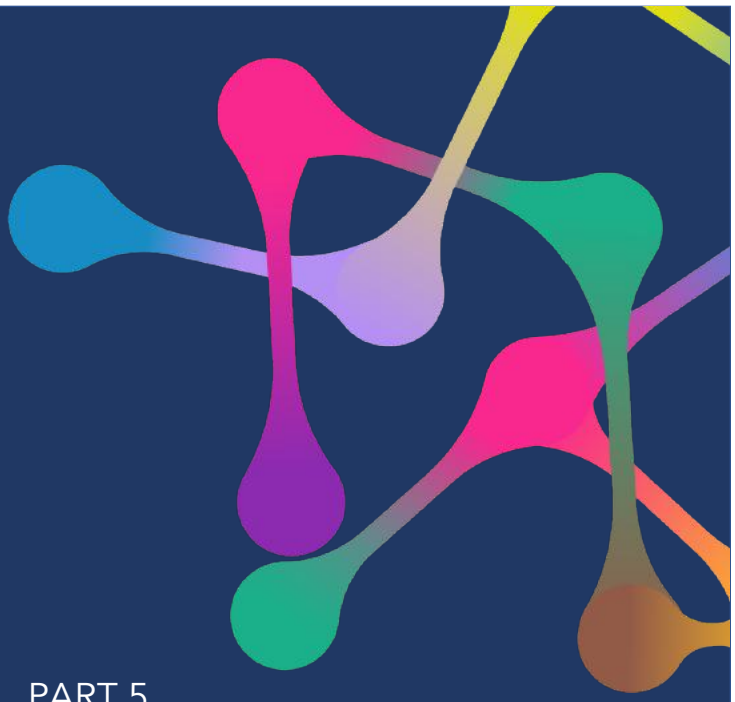
- Detailed walk-through of 4-module Partnership Course
- Facilitated discussion on Partnership principles
- Facilitated discussion on Reflective Questions
- Participants complete Partnership Workbook Questions
- Break [Day 1/Day 2]
- Detailed walk-through of the Partnership Toolkit and Reflective Questions
- Participants complete Partnership Workbook Questions [and 360 survey, if applicable]
- Facilitated discussion of Partnership Workbook Questions responses, insights
- Facilitated discussion of participant Idea Generation Worksheets and goals

**Objectives**

- Participants become certified Partnership Framework practitioners
- Participants develop personal goals for how they want to inform their work
- Participants develop team goals to inform processes/services/product development

**Outcomes**

- Participants train/workshop others in the Partnership Framework
- Participants generate new ways of personal behavior/interaction
- Participants generate new ways of advancing/achieving professional goals



PART 5

# PARTNERSHIP PROFILES

"Never doubt that a small group of thoughtful committed individuals can change the world. In fact, it's the only thing that ever has."

~ Margaret Mead

## PIONEERING PARTNERSHIP

All around the world, projects and initiatives are underway that support the shift from Domination to Partnership. Here are a few pioneering Partnership projects that are helping to move the needle toward Partnership in each of the four cornerstones. These kinds of projects expand our thinking about what is possible and encourage connection and cross-pollination.

### Dr. Lyla June Johnston

Championing indigenous rights and traditional land stewardship practices and healing inter-generational and inter-cultural trauma.



Dr. Lyla June Johnston is a scholar, community organizer, historical ecologist, and artist. Her Partnership message combines a scholarly "excavation of hidden indigenous history" with deep ancestral wisdom about the sacredness, preciousness, and beauty of life. As a speaker, writer, musician, and activist she highlights the deep Partnership traditions of her Diné (Navajo), Tsétsêhéstâhese (Cheyenne), and European lineages and shows their relevance today.

She blends her study of Human Ecology at Stanford, graduate work in Indigenous Pedagogy, and the traditional worldview she grew up with to inform her music, perspectives, and solutions. Her doctoral research focused on the ways in which pre-colonial Indigenous Nations shaped large regions of Turtle Island (aka the Americas) to produce abundant food systems for humans and non-humans.

"The Partnership paradigm has great implications for the indigenous conversation here in what we now call the Americas… I come from one of the peaceful, Partnership societies that lasted for centuries and millennia."




### Brie Mathers

Empowering healthy embodiment and emotional resiliency for girls and women.



Brie Mathers, founder of Love the Skin You're In, is a Partnership speaker and presenter, promoting Partnership values to young women and men, schools and organizations in the U.S. and Europe. In 2019, Love the Skin You're In established the Girls Resiliency Education Fund, in partnership with the Center for Partnership Systems to address the adolescent girls' mental health crisis in the US.

Mathers has spoken to 100K+ teen girls worldwide, inspiring them to lead compassionate conversations about their bodies and beings. She speaks regularly at Stanford University's Global Innovation Summit and has collaborated with National Youth Week New Zealand, Bay Area TEDx, University of Rochester Medical Center, YWCA, and Center for Partnership Systems. Her work has been featured in The Toronto Star, The San Jose Mercury News, and Coastal Living Magazine.

"Through questioning the myriad ways in which femininity and masculinity are constructed, Love the Skin You're In teaches youth to access their kind, connected humanity and become leaders of a more peaceful, equitable world."



## Dr. Mwalimu Musheshe

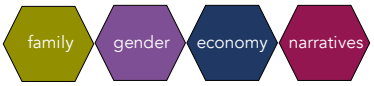
### Empowering grassroots leaders to create practical, community-based social development programs.



Dr. Mwalimu Musheshe is an Ashoka Fellow and the Co-founder and Chairman of Uganda Rural Development and Training Program (URDT) which includes several innovative educational institutions that train young people to become catalysts of change. Musheshe is also a founder of the African Rural University for Women that facilitates development on a large scale.

Believing that traditional academic training lacks practicality and context and hence leaves development workers ill-equipped to develop and pursue sustainable solutions to social problems, Musheshe's Partnership approach to addressing poverty and agricultural development in Uganda has brought together creative problem solvers with a shared commitment to collective visioning. His collaborative, co-creative approach has generated a practical and contextual curriculum, powerful partnerships, and institutional linkages.

"Our program, by its very design, is a Partnership approach because we have a conversation, we don't instruct, we don't enforce or impose...it is based on conversations with people about what they would like to see."




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## Dr. Teddie Potter

### Embedding Partnership Systems in nursing leadership, interdisciplinary research, and environmental health.



Teddie Potter, PhD, RN, FAAN, FNAP is a Clinical Professor and the Director of Planetary Health for the School of Nursing at the University of Minnesota, where she "applies principles of Cultural Transformation on a daily basis." She is also Co-Director of the Katharine J. Densford International Center for Nursing Leadership.

As an educator and author, Potter has reached thousands of students who have gone on to become transformational leaders in the field of nursing. The Interdisciplinary Journal of Partnership Studies reaches over 500 people globally per month. Potter also speaks at international conferences, sharing the values and principles of a shift to Partnership Systems in healthcare, and on a larger scale, to meet the urgent challenges of climate change.

Potter is the co-founder, with Riane Eisler, of the Interdisciplinary Journal of Partnership Studies, and the co-author with Riane Eisler of Transforming Interprofessional Partnerships: A New Framework for Nursing and Partnership-Based Healthcare. She works with global colleagues in a long-term commitment to systems thinking and innovative Partnership solutions.

"The only way we will bring about the urgent social and behavioral changes that are required for a healthy future is to transition all human systems and sectors from patterns of Domination to Partnership."



## Neil Takemoto

### Organizing and leading regenerative places designed, governed and owned by BIPOC communities.

Takemoto is an innovative Partnership leader who is employing Partnerism as a conceptual foundation for a new global currency, economy and culture based on regenerative values, known as SEEDS.

A leader in social impact, community, and real estate development, Takemoto is a founding director of Be The Change Cooperative, a cooperative of leaders developing regenerative places designed, governed and owned by local communities, including a BIPOC community and wellness center cooperative in Washington DC.

He is also a member of the Burning Man Diversity Forum, and developed a new standard of racial inclusion for Burning Man 2022. He developed the practice of crowdsourced placemaking that integrates community organizing with placemaking.



"Partnerism provides a legitimate system for the communities I work with that are conditioned in Domination culture, but don't have the tools, language or framework to recognize it. Partnerism, like the name implies, becomes a trusted friend for surviving and thriving in a world shifting way from domination culture."




## Dr. Darcia Narvaez

### Making the connections between early childhood, moral development, and human flourishing through a Partnership lens.

Dr. Darcia Narvaez PhD. is an advocate for healthy early childhood and family relations, the first cornerstone of Partnership systems. Her current research explores how early life experience influences wellbeing and character in children and adults, specifically the effects of humanity's evolved nest on child, adult and cultural wellbeing.

Narvaez is a fellow of the American Psychological Association and the American Educational Research Association. She has numerous publications, including the forthcoming Restoring the Kinship Worldview. A recent book, Neurobiology and the Development of Human Morality: Evolution, Culture and Wisdom won the 2015 William James Book Award from the American Psychological Association. She blogs for Psychology Today and hosts the webpage EvolvedNest.org. She is president of KindredWorld.org.



"Human life is built on Partnership all the way down to our microbiome. We rely on safe supportive relationships to co-construct our wellbeing, in early life and all the way through life. To restore our cooperative human nature, we need to restore the wellness-informed, Partnership pathway that begins with our species' evolved nest."



## Khayree Bey

### Fostering children's well-being and equity through trauma-informed education.



Bey is an award-winning middle school health teacher in New Castle Delaware whose innovative work integrates frameworks for children's mental, physical, and social well-being, including brain development, mindfulness, trauma-informed education, Social Emotional Learning, intersectionality, power and privilege, and culturally responsive teaching practices.

A member of the Delaware Professional Standards Board Bey helps ensure that issues related to children's social and emotional well-being are included in the standards for nearly 9,000 teachers. A pilot "Teacher Academy" course developed by Bey has reached nearly 900 students, mostly young people of color, introducing them to teaching as a way to uplift their communities, create cultural transformation, and work for a more equitable world.

700+ kids per year experience the Social Emotional Learning course Khayree designed called "Taming Your Wild Mustang," which teaches mindfulness and meditation skills, values clarification, and self-regulation practices. Khayree also impacted 300+ parents, teachers, and staff last year with community-based training that emphasizes the importance of reading to children ages 0-3 and highlights the cascading impacts of trauma on brain architecture.

"ACE testing doesn't get at the full array of traumas experienced by kids living in food deserts and redline districts. The pandemic exposed many of the problems of public school systems and shined a light on the fact that trauma-informed, Social Emotional Learning skills are not 'soft skills,' but rather the essential skills for thriving as a learner."




## Ricket Gard Diamond

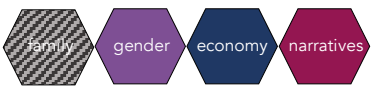
### Advocating for economic systems that work for women.



Rickey is a dedicated caring economy and Partnership leader and founder of the feminist alliance, An Economy of Our Own (AEOO). Her column at Ms. Magazine, Women Unscrewing Screwnomics, has highlighted Riane Eisler's Bretton Woods75 keynote, and her neuroscience research in Nurturing Our Humanity. Rickey writes, "An Economy of Our Own is honored by Riane Eisler's service on our advisory board and enriched by partnering with the Center for Partnership Systems, bringing the Social Wealth Index to women's attention.

Gard Diamond speaks widely at national conferences and AEOO hosts women's economic conversations which are widely available via her blog on Medium and a new AEOO YouTube channel. AEOO also offers a Learning Circle workshop series for women's financial literacy and local economic activism, incorporating Partnerism and caring economy principles.

"Money is not our measure. Women's creativity and her relationships have been the underpinning of every kind of economy—and now women must be partners in power."



## Sharon Sund

### Organizing for a caring economy and a multi-racial democracy.

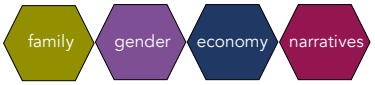
Sharon Sund is an innovative Partnership and caring economy leader whose advocacy and equity work reaches throughout Minnesota and nationally. Her affiliations include the Conflict Resolution Center, Isaiah, and Faith in Minnesota.

Sund is a mediator, conflict coach, restorative justice facilitator, educator and community organizer. She is nationally recognized for her work in helping to bring affordable health care to many and is also a legislative liaison, advocating for building a multiracial democracy.

Sund draws from her personal experience growing up in Germany and from there moving to Biloxi, Mississippi where she became the first Black student to integrate an all-white school. She then moved to the all-Black inner city of Memphis where she recalls the beauty and the caring of Black people and Black culture that now motivates her to see the beauty in all cultures. Sharon was the first Black woman to graduate from Macalester College with degrees in chemistry and biology.



"Humanity is at an evolutionary crossroads. Are we going to continue to devolve into clans and individuals, each out for themselves or theirs? We see a better way—Partnerism. Partnerism represents our collective humanity and our intentional evolutionary progress."




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## Dr. Jed Diamond

### Crafting new narratives of masculinity.

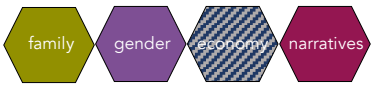
Jed Diamond, Ph.D. is a committed ally of the collaborative work of shifting from Domination to Partnership systems, one relationship at a time. Over the years Jed has written and widely shared countless posts and articles elaborating on Riane Eisler's work, enriched by his worldview and professional experience working with men, women and families in a Partnership framework.

Diamond holds a Ph.D. in International Health and a Masters degree in Social Welfare. He is the author of sixteen books, including international best-sellers Surviving Male Menopause: A Guide for Women and Men and The Warrior's Journey Home: Healing Men. He and his wife, Carlin, are proud parents of five children, seventeen grandchildren and two great grandchildren and are committed to the well-being of the community of life on planet Earth, now and for all time.

Dr. Jed Diamond's books have reached millions worldwide and have been translated into seventeen foreign languages. His weekly newsletter and articles reach 15,000 subscribers at MenAlive.com. They are republished on GoodMenProject.com with 3,000,000 monthly visitors and on Medium.com with 60,000,000 to 80,000,000 readers each month.



"For more than fifty years I have been working to help men and their families to live fully, love deeply, and make a positive difference in the world. The Partnership values that Riane Eisler has developed over the last thirty-five years are not only critically important for men, women, and children, but for the very survival of humanity."



### Dr. Margaret Frimouth

Creating safe, healing spaces for marginalized and traumatized children and women.

Margaret Frimoth, Ph.D. is a community college educator, Partnership leader and founder of the Victory Over Child Abuse (VOCA) Camps, supporting women and students seeking to rebuild their lives after trauma. She has been an advocate for women's and children's rights for over 40 years. She creates supportive environments for pregnant teenagers, shelter services for domestic violence survivors, and safe, educational environments for marginalized students.

In 1987, while working with child survivors of sexual abuse, she received a grant that grew into a non-profit organization promoting intentionally safe healing environments through Victory Over Child Abuse (VOCA) Camps. Margaret's commitment to VOCA Camps earned her the Governor's Volunteerism Award, a mention in the Congressional Record by former Oregon Rep. Les AuCoin, was honored as one of Clatsop County's 100 Women Who Make a Difference, and received the Carolyn Desjardins award from the Oregon Branch of the American Association for Women in Community Colleges.



"Our "Eisler's theory of Cultural Transformation taught me to listen for the often-whispered stories of unimaginable traumas from survivors of domestic violence and hate crimes, or of immigration bias, racial and religious bigotry, and the heart-wrenching stories from child survivors of sexual violence. I learned that when children are safe, cared for and beloved, the world will be healed."



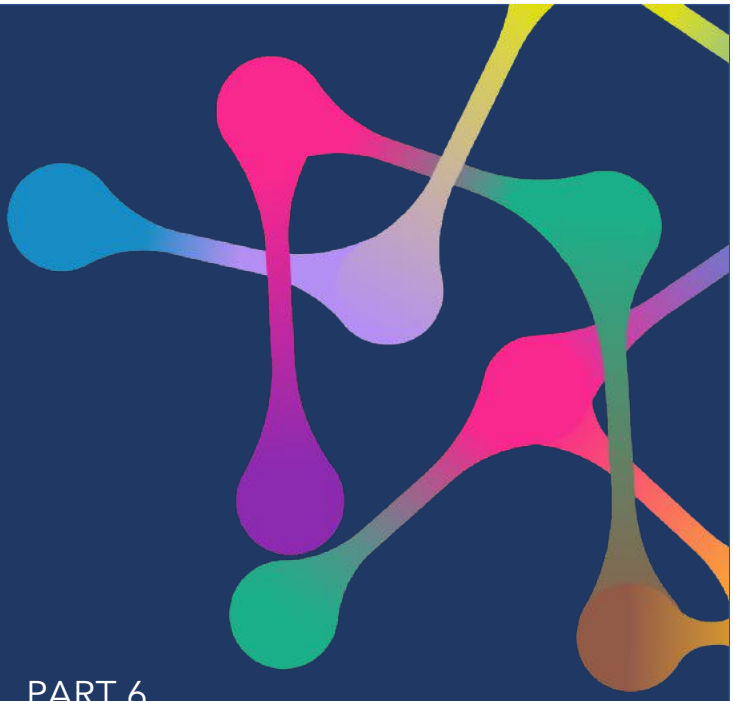

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If you know a Partnership Pioneer, please let us know!

We would be happy to interview them on the CPS Power of Partnership podcast and feature them in our annual CPS Impact Report.

Join the Partnerism Movement and become a Partnership Pioneer, yourself!

Contact us at: center@partnershipway.org



PART 6

# TOOLKIT APPENDIX

"The shift from domination to partnership systems requires a radical transformation of our values, beliefs, and institutions."

~ Riane Eisler

# GLOSSARY

## GENERAL TERMS

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|---|---|
| Social Configurations | The fundamental arrangement of society based on core, interactive elements. Eisler defines two such configurations, Domination and Partnership. Each of these societal configurations rest on [and are perpetuated by] the same four cornerstones: family/childhood, gender relations, economic relations, and narratives/language. Domination-based societies marginalize women and children [and other out-groups]. Partnership-based societies are integrated and inclusive of all groups. |
| Hierarchies of Actualization | Hierarchies characteristic of Partnership-based societal systems, where power is empowering rather than disempowering, and accountability, respect, and benefits flow both ways, rather than just from the bottom up as in Hierarchies of Domination. |
| In-group vs Out-group | Those groups that are either prioritized or marginalized, particularly in Domination-based social systems. In Domination systems, priority is given to "masculine" values and activities; anything coded as "feminine" is devalued. In-groups are typically male, often deflecting fear, anger, and violence to "inferior" out-groups based on rigid gender stereotypes, race, religion, sexual orientation, age, etc. |
| Interdisciplinary | A method of analysis that draws from many disciplines in the social and biological sciences, as illustrated by the study of relational dynamics that led to the identification of the Partnership-Domination biocultural social lens. This methodology contrasts with the uni-disciplinary, siloed approach still characteristic of most studies and universities. |
| Framework vs Narrative | Framework is the overarching construct/worldview of a social system; narrative is the story/language supporting a particular framework and its worldview. Both frameworks and narratives are defined and expressed very differently in Domination and Partnership social systems. |
| Non-binary Gender | Gender identities that are not solely male or female. Non-binary gender identity/experience can include being both a man and a woman, or can be fluid, in between, or completely outside of that binary. Domination systems all have rigid binary gender stereotypes and punish any deviation from them. Partnership systems equally value women, men, and those who are fluid, in-between, or outside of the male-female continuum. |
| Social Movement | Social movements are mobilized groups of people around a shared ideology or set of values. This Toolkit explores two kinds: those working to impose/maintain rigid rankings of Domination systems (MAGA in the U.S.) or those working to foster more inclusive, relational “linking” of Partnership systems (Black Lives Matter, Women's March). |

## ECONOMIC TERMS

| | |
|---|---|
| Capitalism | The economic operating system developed in the 1700s by Adam Smith, making the distinction between work in the market (labeled "productive") and work in the non-market household, volunteer, natural, or other economies (labeled "reproductive"). |
| Socialism | The economic operating system developed in the 1800s by Karl Marx, where workers rather than capitalists run the system; socialist theory also perpetuates the same gendered system of values that, like capitalism, devalues caring for people and nature, providing no recompense for this work in the non-market sectors and low pay in the market sector. |
| Caring Economics of Partnerism | An economic system that values and adequately rewards the most important human Partnership-based work: caring for people, starting at birth, and caring for our natural life support systems. |
| Domination Economics | Systems characterized by large income/wealth gaps, from ancient domination economics where a small group is in control (Chinese emperors, Indian Pashas, Arab sheiks, European feudal lords) to Putin's Russia or U.S. neo-liberalism, which has led to a billionaire class where, as in feudal times, a small minority control most of wealth, and those on bottom get only scraps falling from the affluent tables of those on top. |
| Gendered Values | The underlying values of Domination economic systems (capitalist, socialist, ancient, modern) in which anything labeled masculine (violence and domination) is ranked over anything labeled feminine (caregiving and nonviolence). This dynamic is behind prioritizing funding for prisons (stand-in for the punitive male head of household) rather than funding for childcare (stand-in for the female caregiver). |
| Illegal Economy | The economic value of activities generally considered illegal, such as the drug trade, the sex trade, pornography, gambling, etc. |
| Informal Economy | The economic sector that, although usually monetized, is performed worldwide on the margins by women (and children), waste pickers, street peddlers, market hawkers, and others, and is often not included in conventional economic metrics like GDP and GDP. |
| Volunteer Economy | The economic sector where work is performed for no money but greatly contributes to caring for people and planet. |
| Natural Economy | The economic sector that both capitalist and socialist theory exclude from what is considered productive work (trees needed to breathe are only included in GDP when they are dead, as logs). |
| Social Wealth Index | A new metric being developed by CPS that shows the economic return of investing in caring for people (from birth) and caring for our natural life support systems. This new metric takes into account the climate crisis and neuroscience findings on the importance of investing in quality care and education in the first five years of childhood, key considerations for the "high quality human capital" needed for our knowledge/service era. |

# RESOURCES

### Keynotes & Webinars

Keynote Address to AI for Good
Keynote from Bretton Woods
Text of Short Keynote from Next Generation Internet (NGI) Trust
Measurementality: Counting Mental Health and Caregiving
Uruguay International Conference on Policy and Education

### Guides

Caring Economics
Caring and Connected Parenting
Social Wealth Index
CXI Council on Extended Intelligence

### Books

The Real Wealth of Nations: Creating a Caring Economics
The Chalice and The Blade: Our History, Our Future
Nurturing Our Humanity: How Domination and Partnership Shape Our Brains, Lives, and Future

### Journal Articles

Bringing Partnership Home: A Model of Family Transformation by Julie Hanks
Social Wealth Economic Indicators for a Caring Economy by Indradeep Ghosh
Untangling Partnership and Domination Morality by David Loye
Partnership-Based Health Care: Suggestions for Effective Application by Teddie M Potter
Glossary for Cultural Transformation: The Language of Partnership and Domination by Stefano Mercanti

### Other Articles

You've Met The Fathers Of Capitalism And Socialism — Now Meet The Mother of Partnerism

### Websites

www.rianeeisler.com
www.centerforpartnership.org
http://www.partnerism.org/

# CONTRIBUTORS

We thank The Ford Foundation and Spitfire Strategies for supporting this Partnership Toolkit, as well as its prototype, the CPS Technology Toolkit. This project has been informed by a brilliant community of collaborators from the worlds of technology, business, and cultural transformation. We are grateful to those listed below who lead the effort in turning their insights into this vital resource.

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