

Ruralism

RESEARCH to IMPACT

28-30 SEPTEMBER 2023

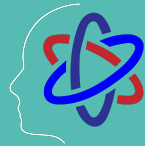
HOSTED BY:

**NEW
PLURALISTS**

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**More in
Common**



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INTRODUCTION

In September 2023, New Pluralists, More in Common, Over Zero, the Greater Good Science Center, and Center for the Science of Moral Understanding co-hosted the Research to Impact convening to help assess and strengthen the knowledge infrastructure necessary to support a vibrant pluralism field.

The field of “pluralism” is relatively new, emerging in response to some of the most difficult moments in recent history: the polarized political climate, violence in Charlottesville, and the murder of George Floyd.

Today, the field is at an important inflection point. While no longer a series of disparate initiatives responding to crises, the field is still in the early stage of cohering around a theory of change and building a robust evidence base. The Research to Impact convening focused on shaping a more detailed and accessible framework for this evidence base.

The event brought together over 60 researchers, practitioners, storytellers, and funders committed to strengthening a culture of pluralism in the United States—whether through researching the conditions, attitudes, and behaviors that promote or inhibit pluralism, running evidence-based programming to strengthen communities, telling compelling stories of the bigger “us,” or exploring new models for funding impact-driven work. The event had three main goals to help advance the field

- To identify and map the current state of the pluralism ecosystem, including the existing evidence base and promising practices to advance pluralism.

- To help identify key actions that researchers, practitioners and funders can take to close gaps and create a more integrated feedback loop between research, practice and evidence.
- To foster stronger relationships between funders, practitioners, researchers and storytellers to carry momentum and new partnerships forward.

This deck includes a synthesis of key learnings and reflections voiced by participants throughout the Research to Impact convening, as well as recommendations for next steps researchers, practitioners, and funders can take to strengthen the field of pluralism and to build stronger feedback loops between research and practice.



Day 1

5PM-9PM



HAPPY HOUR



WELCOME &
INTRODUCTION



DINNER



PANEL DISCUSSION:
WHY PLURALISM?
WHY NOW?



CLOSING

Day 2

8AM-6PM



BREAKFAST



WELCOME &
INTRODUCTION



DEEP DIVE:
THE SCIENCE OF
PLURALISM



MAPPING THE
LANDSCAPE OF
PLURALISM



PANEL DISCUSSION:
PLURALISM IN POLITICS: REDUCING
POLARIZATION & STRENGTHENING DEMOCRACY



PANEL DISCUSSION:
REDUCING PREJUDICE,
BUILDING TRUST

Day 2

8AM-6PM



RELIGIOUS PLURALISM:
CHALLENGES & OPPORTUNITIES



PANEL REPORT OUT



INSIGHTS, PUZZLES, ACTIONS:
SMALL GROUP DISCUSSIONS



CLOSING



HAPPY HOUR

Day 3

8AM-1PM



BREAKFAST



WELCOME &
INTRODUCTION



WORLD
CAFE



ASKS & OFFERING



CLOSING & NEXT STEPS



BAG LUNCH

DAY 1: THE CONTEXT

Why Pluralism? Why now?

The event kicked off with a panel discussion exploring the questions, why pluralism? Why now?

Panelists shared a brief history of the field, discussed why pluralism is critical for the health of the country, considered what the field needs moving forward, and defined what success would look like at the end of the event and six months from now.

The event was grounded in a shared belief in the power of pluralism. Describing its potential, Lauren Higgins explained,

"Pluralism offers a choice: to harness the power and creativity inherent in our diversity rather than let it seed chaos and disruption... Pluralism encourages us to evolve beyond zero-sum thinking towards fostering communities of belonging."

The next two days explored the evidence and strategies needed to best harness the potential of pluralism.



Moderator: Dan Vallone
More in Common



Rev. Branden S. Polk
Stand Together



Wendy Feliz
Arthur M. Blank
Family Foundation



Lauren Higgins
New Pluralists

THIS FIELD WAS BORN
FROM PASSIONS. HOW DO
WE MOVE IT TO AN
EVIDENCE BASED FIELD?



"CONSERVATIVE" AND
"LIBERAL" ARE
INSUFFICIENT LABELS TO
SPEAK ABOUT THE
HUMAN CONDITION.



DAY 2: THE RESEARCH THE SCIENCE OF PLURALISM

In this deep dive, Dr. Gray and Dr. Womick presented a first draft matrix to help the field define and visualize the pluralism research landscape.

The session fostered an open dialogue about the matrix's strengths and limitations, encouraging a collective exploration of the challenges inherent in defining and promoting pluralism. The matrix was updated to integrate feedback from the field.

A revised draft of the matrix is available on slide 9. Additionally, Dr. Womick drafted a preliminary list of research related to pluralism available [here](#) (slide 10). Note: this list is not exhaustive, rather a starting point for the field to build off.

Presentation available [here](#).



Moderator:
Dr. Allison Briscoe-Smith
Greater Good Science Center

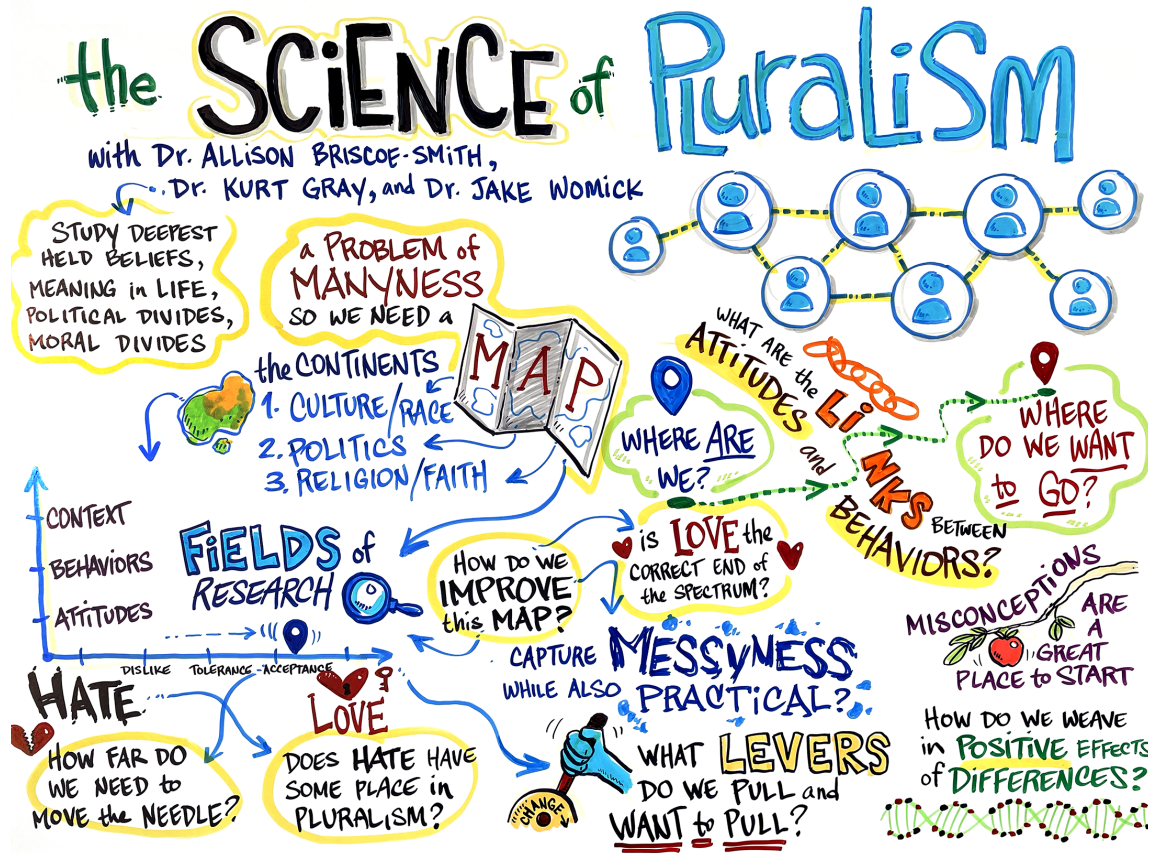


Dr. Kurt Gray
Center for the Science of
Moral Understanding, UNC

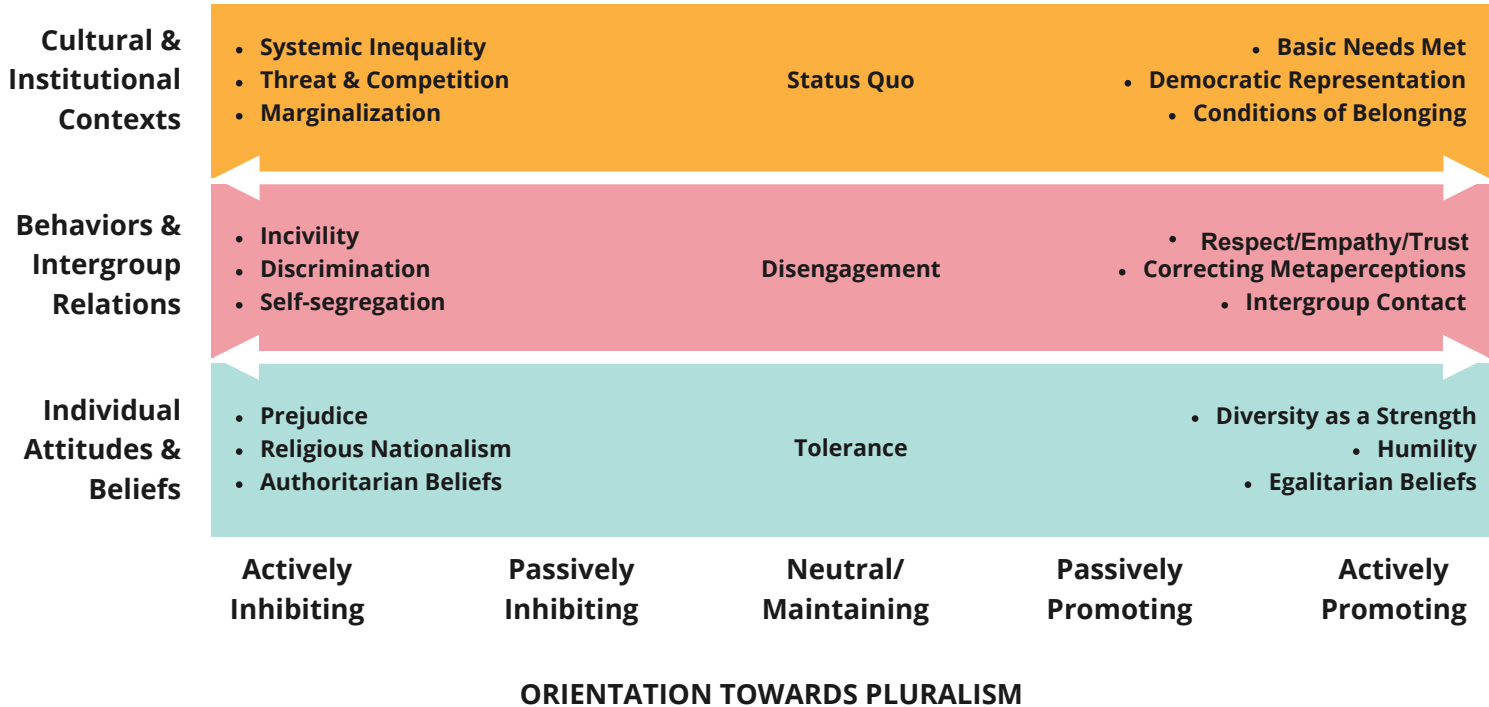


Dr. Jake Womick
Center for the Science of Moral
Understanding, CSU Bakersfield

MISCONCEPTIONS ARE A
GREAT PLACE TO START.



THE MATRIX



THE EVIDENCE

	A	B	C	D
1	Research Related to Pluralism			
2	Research to Impact Convening			
3	Updated Jan. 2024			
4	Dr. Womick drafted a preliminary list of research related to pluralism. The list is organized around three broad categories, which correspond to those on the y axis of the research matrix. Within each broad category, there are research topics in bold, followed by names of researchers doing relevant work and sample articles. The list is roughly organized in descending order from things detrimental to pluralism to those beneficial for pluralism.			
5	<i>Note: this list is not exhaustive, rather a starting point for the field to build off of.</i>			
6	Category / People	Area	Topic	Example Paper
7	Individual Attitudes & Beliefs			
8	At the individual level, those things that are really bad for pluralism include hate (e.g., intolerance towards ideologically and religiously dissimilar targets, partisan animosity, intolerance based on immutable characteristics such as race, ethnicity, gender, age, sexual identity, geography, etc); mindsets/ worldviews/ attitudes/ beliefs/ values such as religious fundamentalism, Christian nationalism, authoritarianism, social dominance orientation, other forms of extremism in beliefs, zero-sum beliefs, etc. We would also include anything else that happens within people here, such as cognitive rigidity, beliefs about moral and intellectual superiority, biased information processing, and other cognitive biases.			
9	On the opposite end of the spectrum, we have things that are sort of the opposite of these that are really good for pluralism: Valuing cooperation, attenuating hierarchy, egalitarianism, love for humanity, curiosity for and appreciation of the dissimilar, anti-hate / anti-racism, etc.			
10	In the middle, we have things like tolerance, indifference, NYMBY beliefs (not in my back yard), maybe just world beliefs.			
11	Prejudice			
12	Neil Lewis Jr.	Psychology	Diversity / Anti-Bias training	https://journals.sagepub.com/doi/full/10.1177/2372732220983840?utm
13	Betsy Levy Paluck	Psychology	Evaluation of Bias Interventions	https://www.annualreviews.org/doi/pdf/10.1146/annurev-psych-07162
14	Calvin Lai	Psychology	Reducing Implicit Bias	https://www.researchgate.net/publication/255856489_Reducing_Implic
15	Mina Cikara	Psychology	Hate crime increases with status	https://www.nature.com/articles/s41562-022-01416-5
16	Jessica Remedios	Psychology	Racial hierarchy	https://www.researchgate.net/publication/360251333_The_Maintenan
17	Jazmin Brown-Iannuzzi	Psychology	History, Slavery and Current Bias	https://www.pnas.org/doi/full/10.1073/pnas.1818816116
18	Stephanie Fryberg	Psychology	Focus on indigenous peoples	https://sites.lsa.umich.edu/rise/
19	Tessa Charlesworth	Psychology	Attitude - Social Outcome Links	https://banaji.sites.fas.harvard.edu/research/publications/articles/2022_
20	Keith Maddox	Psychology	Implicit dehumanization	https://www.pnas.org/doi/pdf/10.1073/pnas.2300995120?download=tr
21	Samantha Moore-Berg	Psychology	Fits in multiple categories	http://samanthamooreberg.com/resources/2022.Moore-Berg.Anti-Islam

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topics in bold, followed by names of researchers doing relevant work and sample articles. The list is roughly organized in descending order from things detrimental to pluralism to those beneficial for pluralism.

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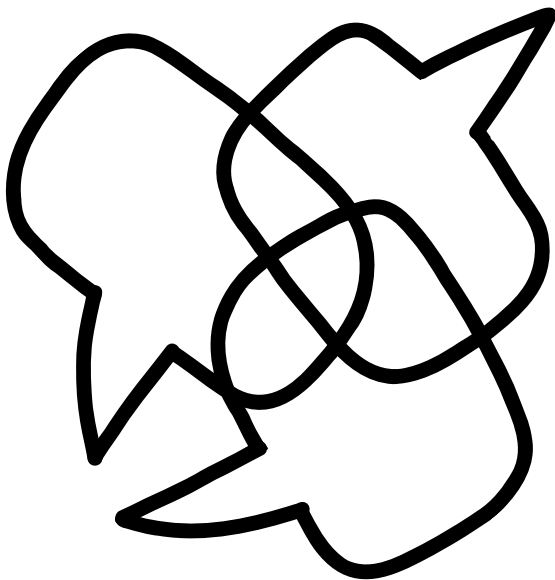
DAY 2: THE RESEARCH PANEL DISCUSSIONS

The next session included a series of three panel discussions, which highlighted representative findings within the landscape of research. The themes explored included politics and polarization, reducing prejudice, and fostering religious pluralism.

Each panel included two researchers and one practitioner. Panelists shared evidence-based insights that either exacerbate or reduce pluralism, highlighted the practical implications of the findings, and discussed opportunities and challenges for communicating and applying the findings in real world contexts.

After each panel, participants identified key insights, puzzles and actions in small groups.

*For more insights from the panel discussions, read Juliana Tafur's article, ["Three Insights to Help You Build Bridges Across Differences"](#) in the *Greater Good Magazine*.*



DAY 2: THE RESEARCH PLURALISM IN POLITICS: REDUCING POLARIZATION AND STRENGTHENING DEMOCRACY

Panelists discussed a variety of factors that, according to research, are contributing to political polarization in the US today and undermining American democracy. They also discussed the strengths and limitations of potential interventions that can be used to reduce political polarization and intergroup animosity, including mindset interventions, contact interventions, and institutional interventions.

Panelists highlighted the importance of cross-disciplinary collaborations between academics and practitioners to improve the design and implementation of these interventions.



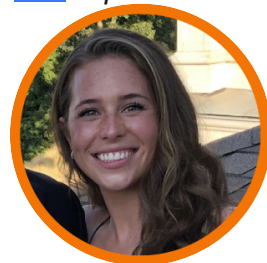
Moderator: Ben Klutsey
Mercatus Center at George
Mason University



Dr. Nour Kteily
Northwestern University
[Link](#) to presentation



Dr. Justin Gest
George Mason University
[Link](#) to presentation



Gabriella Timmis
Braver Angels
[Link](#) to presentation

FIELD REFLECTIONS: INSIGHTS, PUZZLES & ACTIONS

PLURALISM IN POLITICS

- **The composition of America is changing:** “Majority minority” in 2040s, polarization of political parties, decline in organized religion, and inflamed racial tensions all present challenges to promoting pluralism. ([Gest & Reny](#))
- Interventions to mitigate intolerance and cultivate inclusion should **meet people where they are**, both physically (work, school, church, Walmart, etc.) and metaphorically (it is hard to ask people to “do” pluralism).
- A surprisingly large part of our animosity towards outgroup members appears to come from inaccurate and pessimistic **meta-perceptions**. Showing people real data about their outgroup’s true perceptions can help to moderate attitudes. ([Nour](#))
- Promoting Pluralism involves employing mindset, contact, and institutional interventions, each presenting unique challenges and considerations for scalability ([Gest & Reny](#)). They require **long-term investment**.
- Engagement in mindset and contact interventions are subject to **participation bias**, frequently engaging individuals already inclined to bridge divides. Need to understand what motivates desire to engage (pre-existing social networks, etc.).

INSIGHTS



- **What is the goal of pluralism?** To simply tolerate or coexist? To validate and celebrate difference?
- Is there **consensus** that America was **founded on pluralistic principles**?
- The challenge of finding appropriate measures for gauging the impact of interventions underscores the importance of fostering stronger collaboration between researchers and practitioners for effective assessment. **How do we evaluate the medium and long-term impact of interventions without being intrusive and within existing funding models?**
- How do we prime or set people up to want to engage across lines of difference?
- Where do we see examples of successful scaling?
- What is the right balance between fixing political structure & political culture?

PUZZLES

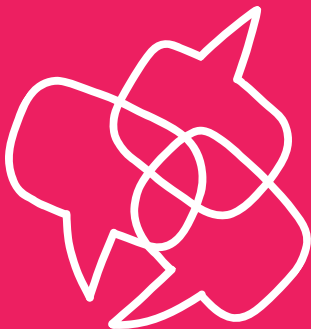


- **There are opportunities for deeper inquiry:** desire to further explore the relationship between attitudes and behaviors, the limits of perception gap interventions, which models have the most durable impact (e.g., mindset, contact, institutional), and the relationship between social trust and trust in institutions.
- **Need to broaden the tent** of who is included in the pluralism movement. How do we bring elected officials, for-profit sector, DEI and corporate responsibility sectors, technologists, journalists, and other influencers into this work?
- There is a clear need for more **experimental studies among adults** to gain a deeper understanding of outcomes. ([Gest & Reny](#))
- Research on scalable **entertainment and mass media** interventions is limited. ([Gest & Reny](#))
- Replicate existing interventions to understand what works, for which outcomes, among which audiences, and under what circumstances. ([Gest & Reny](#))
- More research on intergroup contact with different populations and under different conditions. ([Gest & Reny](#))

ACTIONS



MISCONCEPTIONS ARE A
GREAT PLACE TO START.



Pluralism in Politics

with BEN KLUTSEY, GABRIELLA TIMMIS, Dr. JUSTIN GEST, and Dr. NOUR KTEILY



DAY 1: THE RESEARCH

Reducing Prejudice, Building Trust

This session focused on the prejudice, intolerance, and “othering” that certain people and groups suffer based on their identities and immutable characteristics—particularly, but not limited to, race—and steps we can take to reduce these prejudices.

The conversation explored how academic research can inform practical efforts to reduce prejudice and foster trust at the individual, group, and institutional level. Panelists also offered insight into strategies to foster deeper collaborations between researchers and practitioners.



Moderator: Michelle Barsa
Omidyar Network



Dr. Rodolfo Mendoza-Denton
UC Berkeley
[Link](#) to recording



Dr. Linda Tropp
University of Mass Amherst
[Link](#) to presentation



Kimberly Serrano
Center for Inclusion & Belonging,
American Immigration Council
[Link](#) to presentation

FIELD REFLECTIONS: INSIGHTS, PUZZLES & ACTIONS

REDUCING PREJUDICE, BUILDING TRUST

- Direct engagement between groups (**Contact Theory**) can lower prejudice, reduce feelings of threat and anxiety, and increase trust and empathy. ([Tropp](#))
- Consider the conflict intensity and how intergroup relations may change over time when selecting an intervention (**intergroup dialogue or collaborative activities**). Outcomes likely correspond with depth of contact and level of engagement. ([Tropp](#))
- Need to understand the starting point when aiming for mindset change. Progress can involve **moving from an extreme negative view to a less negative one**, not necessarily complete social cohesion. ([Tropp](#))
- Research illustrates how ambiguity in various contexts can lead to prejudice. Conversely, **clarity is equity**. Building clarity (accessibility of information, rules, and regulations) into the structure of environments and organizations is a way of reducing prejudice and building trust. ([Mendoza-Denton](#))
- Silver bullet solutions have limited usefulness in complex, high-stakes environments. It is helpful to understand the **conditions in which diverse strategies are effective** to support the sequencing of interventions on the ground. ([Serrano](#))

INSIGHTS



- Research on belonging is complex, messy and inherently slow, while work on the ground moves quickly, responding to evolving needs and external timelines (grant deadlines). **How can we think creatively about designing research that is more responsive to the speed at which work is happening on the ground?** What signals can we monitor and learn from in the short-term?
- Better understanding how individuals and groups transition from being open to more collaborative is crucial for facilitating change.
- Humans will inherently make mistakes. Do we have examples of work or research focused on **repair, recovery, or accountability?**
- How can we **increase trust in public institutions** by being more transparent?
- Changing environments takes time and buy in. Given the challenges, **what types of environments should we focus on now?**
- **Do we prioritize** engaging people who are already open to change or those who are less likely to be receptive?

PUZZLES

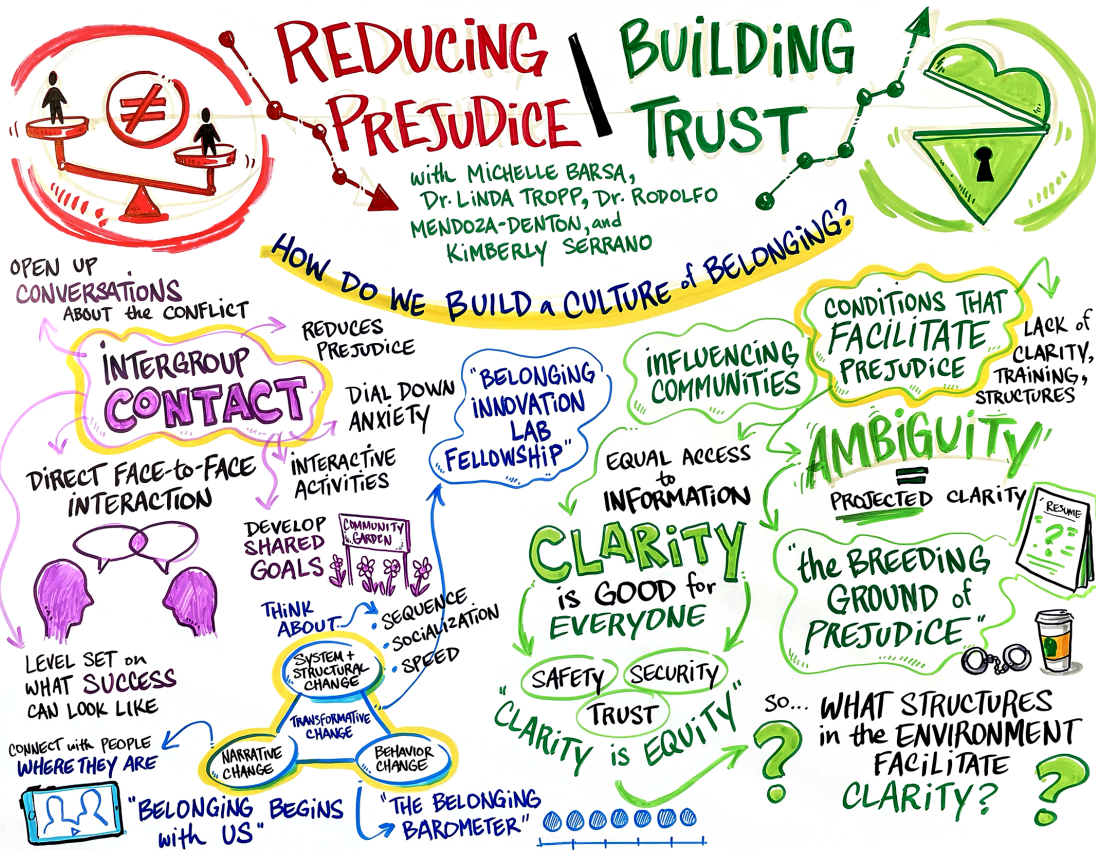
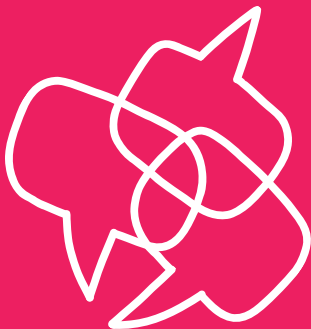


- Researchers to consider **socialization** at the outset of their work by involving end-users as partners from the beginning.
- Shift from "**research on**" to "**research with**," embracing co-creation in the research process.
- Practitioners to **anticipate the research needs** at the start of a project, beyond measurement and evaluation.
- **More training for institutional leaders** on practices and methods to create greater clarity on the structure of environments and organizations.
- More research on understanding what sustained contact looks like and what effects it has when the contact is **online or via digital spaces** (video games, VR, etc.).
- Integrated research with practitioners to **map where settings already exist** that enable contact between groups – how to then strengthen the impact of these settings?
- While some interventions are highly localized and tailored to specific issues, identifying broader, general trends can facilitate the replication of successful strategies across different settings.

ACTIONS



AMBIGUITY BREEDS
PREJUDICE. CLARITY IS
EQUITY.



DAY 1: THE RESEARCH

Religious Pluralism: Challenges and Opportunity

This final panel discussion explored the challenges and opportunities for religion to help achieve a pluralistic vision of the United States, particularly in the context of the recent rise in Christian nationalism.

Panelists spoke about religion as both a social identity and belief system, describing that it has the potential to both impede and promote pluralism.



Moderator: Petra Alsoofy
Institute for Social Policy and
Understanding



Dr. Ruth Braunstein
University of Connecticut/
Meanings of Democracy Lab
[Link](#) to presentation



Dr. Michael Pasek
University of Illinois Chicago
[Link](#) to presentation



Sarah Beckerman
One America Movement
[Link](#) to presentation

FIELD REFLECTIONS: INSIGHTS, PUZZLES & ACTIONS

RELIGIOUS PLURALISM, CHALLENGES & OPPORTUNITIES

- Religion is a **social identity** subject to the same psychological processes as other group memberships (promotes “us” vs “them” thinking). When it feels like our group is losing, some experience **psychological threat, which can breed hostility**. In an increasingly religiously diverse and secular America, some **Christians feel under attack** (can promote religious prejudice, Christian nationalism, xenophobia, etc.) ([Pasek](#))
- Belief can manifest in forms that impede pluralism, but it can also **promote social cohesion and moral values that help us get along**. ([Pasek](#))
- Recent rise in Christian Nationalism has ignited a diverse wave of **pluralistic resistance** which presents opportunities (model “bridging cultural practices” that celebrate similarities and differences) and challenges (strategic disagreement, inequality, comms challenges and disagreements over meaning of pluralism). ([Braunstein](#))

INSIGHTS



- Stigmatizing religion can lead to polarization and a rise in fundamentalism. How do **we elevate stories about the positive potential** for religion to advance pluralism?
- In what domains, how much, and how often is perceived persecution showing up in the pluralism space?
- Is part of creating a more religiously pluralist society naming Christian nationalist groups as the threatening “out-group” and what are the consequences of that for what it means to be pluralist?
- The challenge is **how to communicate the principles of pluralism without using the term “pluralism”** ... needs thoughtful consideration of language and framing to connect with diverse audiences effectively.
- Practitioners may face challenges related to the **context-specific nature of research findings**. What works in one context may not necessarily apply to another.
- Researchers may encounter obstacles in motivating practitioners to conduct experiments with data that can be published, especially if the **results challenge the effectiveness of established methods**

PUZZLES



- Christian Nationalism is currently seen as a problem on the right. **We need to examine the role the left might also be playing in fanning the flames and need more detailed analyses about the definition and magnitude of these views and behaviors.**
- Need to provide the faith community with the time, space and platform to **amplify the benefits of pluralism across religions**.
- We need to further explore **the positive potential power of religion** as it relates to pluralism.
- One of the sources of perception gaps between secular and religious Americans comes from conservatives perceiving power as cultural (e.g., Hollywood) while progressives focus on political power. Christians and others may feel marginalized because faith is rarely represented positively in mainstream culture—most often associated with prejudice, making talk of Christian privilege hard to understand. **We need to elevate more nuanced and diverse stories of Christians in America today.**

ACTIONS



RELIGION IS A SOCIAL
IDENTITY AND A BELIEF
SYSTEM



RELIGIOUS

Pluralism:

CHALLENGES and OPPORTUNITIES

with PETRA ALSOOFY, Dr. RUTH BRAUNSTEIN,
SARAH BECKERMAN, and Dr. MICHAEL PASEK

RELIGION CAN HELP
US ACHIEVE PLURALISM

MEANING and
PURPOSE

RELIGIOUS DIVERSITY

CAN
TEAR US APART
AND
BRING US TOGETHER

WE CAN SEPARATE
RELIGION
AND
RELIGIOUS CONFLICT

the
SOCIAL PSYCHOLOGY
of RELIGIOUS PLURALISM

RELIGION

SOCIAL
IDENTITY

BELIEF
SYSTEM

CAN PROMOTE
"US vs. THEM" MENTALITY

RELIGION CAN
BRIDGE CULTURAL
PRACTICES

CAN MODEL WHAT
HEALTHY DISAGREEMENT
LOOKS LIKE

EMBRACE
DIVISION of
LABOR

"WALLS TURNED SIDEWAYS
ARE BRIDGES"



CHRISTIAN
NATIONALISM
is on the
RISE... BUT

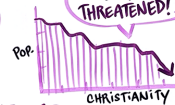
TOXIC POLARIZATION
is a
SPIRITUAL CRISIS

NEED HEALTHY
FAITH INSTITUTIONS

1. SUPPORT
FAITH LEADERS
2. BRING FAITH
COMMUNITIES
TOGETHER

SOME ARE
FUNDAMENTALIST
AND
AUTHORITARIAN,
BUT NOT ALL

I'M
THREATENED!



RESULTS in
WAVES of
PLURALISM

EACH WAVE:

- BUILDS ON PREVIOUS WAVES
- FACES NEW CHALLENGES
- BRINGS NEW PLAYERS
- INCLUDES MORE WHITE CHRISTIANS

2/3
of PEOPLE REJECT
or are SKEPTICAL

BUILD A
FAITH NETWORK

CREATE INTENTIONAL
SPACES for AUTHENTIC
CONVERSATIONS

INCREASE
SELF-REFLECTION



DAY 3: THE PIPELINE

World Café

During the final day, attendees participated in two rounds of World Café conversations to foster collaborative reflection and learning, spark new ideas and strengthen relationships. Participants reflected on the following prompt:

How do we want to move the ecosystem forward?

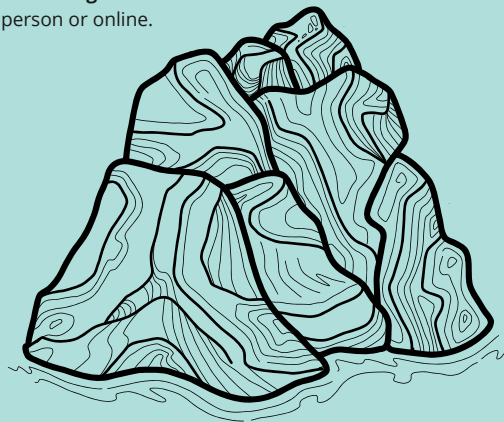
Thinking back to what we have heard and learned throughout the convening, what are some key opportunities or barriers that we need to address to strengthen the research and practice pipeline and field of pluralism?



FIELD REFLECTIONS: BARRIERS & OPPORTUNITIES

WORLD CAFÉ

- No clear definition of pluralism or field "**north star**" that articulates a shared vision, goals, and outcomes.
- **Limited alignment around incentives** for researchers and practitioners.
 - Researchers under professional pressure to pursue theoretically novel research and publish in academic journals.
 - Practitioners under pressure to meet evolving needs and prove to funders that their programs work.
- Researchers and practitioners often **operate in different conditions** (controlled vs. dynamic, narrow vs. interdisciplinary) and on different timelines (long vs. short).
- **Short funding cycles** (1-2 years) and pressure to prove impact limit ability to try new things, iterate and fail.
- The theoretical and context-specific nature of some research findings make it **challenging to apply in real world settings**.
- **Researchers and practitioners move in different professional circles**, with few opportunities to connect in-person or online.
- Pluralism **field lacks diversity**, largely led by social psychologists and bridge-builders.
- **No mechanism to facilitate "match-making"** between researchers and practitioners.
- Limited infrastructure to facilitate regular and accessible bi-directional knowledge sharing.
- Few funding opportunities to support research/practitioner collaboration at the start of a project.
- Concerns pluralism is seen as a partisan initiative.
- **Limited best practices and alignment around measurement and evaluation.**

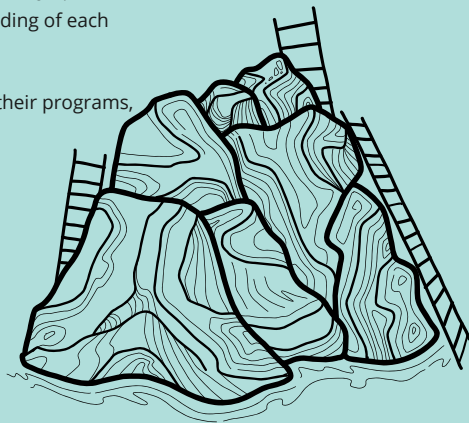


BARRIERS

FIELD REFLECTIONS: BARRIERS & OPPORTUNITIES

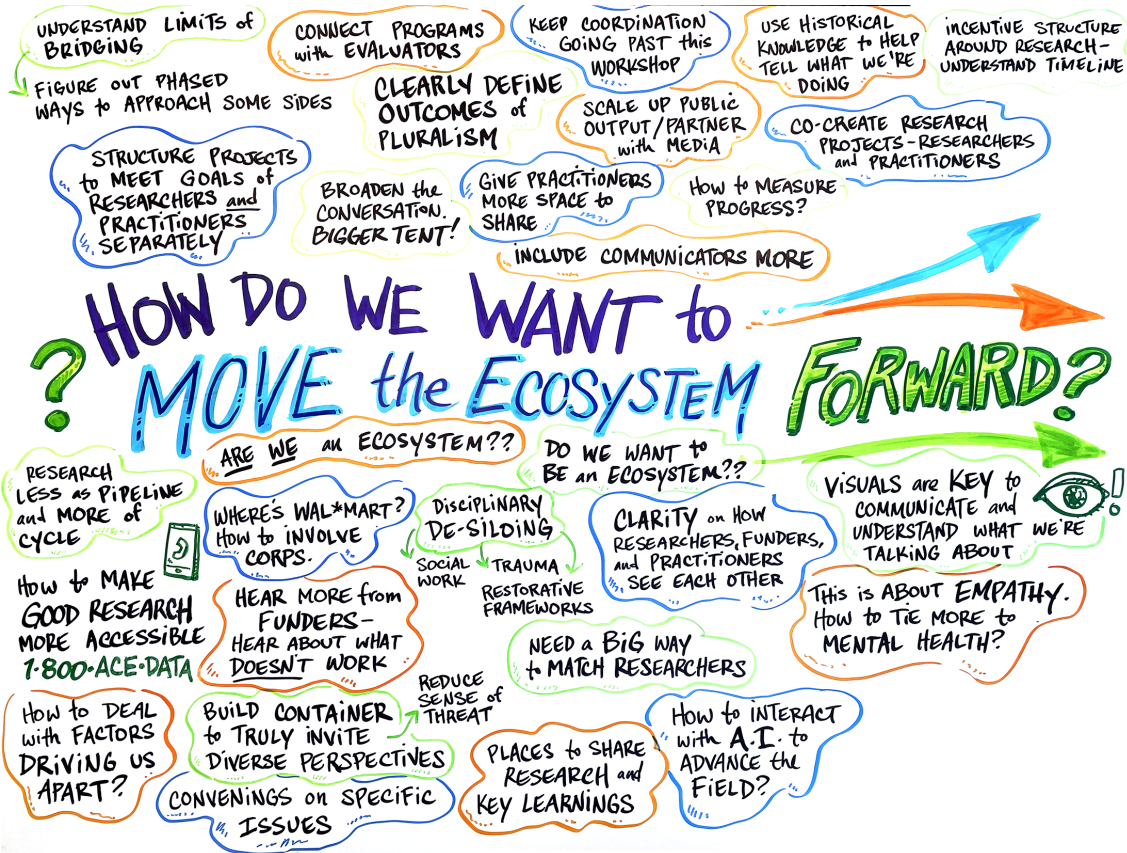
WORLD CAFÉ

- **Increased investment in new funding models** that encourage co-creation.
- Heighten national salience of pluralism by drawing connections to other topical concerns (e.g., public health, declining trust, etc.).
- **Broaden diversity of field builders** who see their work as related to advancing pluralism (conservatives, religious leaders, political scientists, business, technologists, journalists).
- Invest in infrastructure to **facilitate better “matchmaking”** between researchers and practitioners (needs and offerings).
- **Develop a centralized and accessible repository** to facilitate bi-directional sharing of research, best practices and tools.
- Create a visualization of the field of practice related to pluralism to capture the scope of what is being done and by whom.
- **More skill building and educational opportunities** for researchers and practitioners to foster deeper understanding of each other's approach, strengths, limitations and needs.
- Connect practitioners with evaluators.
- Create space for practitioners to share what they're doing and to hear from researchers: How could they improve their programs, what in their programs corroborates or challenges research, what sparks ideas for new research?
- Draw on expertise in marketing and/or political communications to better socialize the word "pluralism".
- **Host a practitioner led convening** on applying, measuring, and improving evidence.



OPPORTUNITIES

NEED TO INVEST IN
INFRASTRUCTURE TO
FACILITATE MORE
REGULAR OPPORTUNITIES
FOR COLLABORATION.



FIELD REFLECTIONS: SMALL GROUP DISCUSSION RECOMMENDATIONS

- Enhance **interdisciplinary work** to better situate research at multiple levels of the pluralism landscape.
- Thinking about research ideas in terms of **how levels of analysis influence each other** (individuals vs. behaviors vs. institutions).
- We know a lot less about individual level variables that promote pluralism vs. those that inhibit it. It's worth thinking about this opposite side of the spectrum.
- We need a better scientific understanding of the top level of the framework—how institutions and culture create conditions that inhibit vs. promote pluralism.
- **Work with practitioners from the start of the research process** (e.g., idea generation, methodological design, grant writing). We can have way more impact (and funding!) together.

RESEARCHERS

- Collaborate to build and socialize tools that **help make the “why” behind interventions (why should it work) more transparent**; support sharing lessons on what is and isn't working.
- Build relationships with academic and research organizations to **bring in specific expertise earlier in program design and during key moments of evaluation and analysis**. “Evaluation” might not appeal to researchers, but they will be engaged by hearing “We have data, and we want to do something with it.”
- These relationships can also help with program iteration and improvement. Build in time to update researchers and ask: How does our work align with research? How can it be improved? What ideas does it spark for new research?
- **Partner more closely with storytellers**. How can experts in communications/marketing help convey the importance and key takeaways of your work and communicate pluralistic messages?
- **Work with researchers to communicate** and better understand one another's incentives, funding timelines, and other structural realities that could be incorporated into program design but might otherwise serve as barriers to collaboration.

PRACTITIONERS

- Investment in infrastructure that facilitates **“match-making”** between researchers and practitioners.
- Explore new funding models to facilitate more intentional and mutually beneficial collaboration between researchers and practitioners.
- **Work with practitioners** to develop models for project design that are collaborative across multiple levels of the evidence framework and that embed measurement and evaluation throughout the entirety of the project.
- Embed measurement and evaluation in grants, to include **funding for communicating the results** across the ecosystem.
- When supporting academic institutions, **embed funding for dissemination and integration** among practitioners and the broader ecosystem.
- Further develop the **funder-to-funder storytelling assets** about *why* pluralism and *how* pluralism.

FUNDERS

DAY 3: NEXT STEPS

Conclusion

The Research to Impact convening marked the next step in cohering the field of pluralism, through identifying the existing evidence base related to pluralism and brainstorming strategies to build stronger feedback loops between research and practice.

While there is still much work to be done, the event helped carry momentum and new partnerships forward. In the final activity, participants completed the statement, *First I thought, now I think...* One participant wrote:

First I thought only a few people were doing this work. Now I think that there is an army that just needs to organize, collaborate and share resources

The convening underscored that fostering a culture of pluralism is not only necessary, but possible. The field is now faced with the exciting challenge of leveraging the innovation and expertise of a diverse and growing field to help chart a new path forward.

Conversations illuminated some promising next steps the field can take to further strengthen the ecosystem. Coming out of the convening, there is now a framework and momentum to better organize evidence. However, this framework needs to be turned into an accessible, editable, and adaptable set of documents or products, and it needs to be embedded into a long-term process to socialize its adoption among the research community. This process would ideally feature connected-events that focus on specific themes and issues within the broader pluralism framework.

Relatedly, there is a need to better assemble and organize existing tools, products, and practitioner resources onto a platform that more easily directs specific funder and practitioner audiences to the relevant evidence – how can funders think about funding metrics and goals that draw on and support the evidence framework? What sorts of tools or resources would be most useful to specific institutions (e.g., corporations, civic society, institutes of learning, government, faith, etc.)? There are many existing tools, but no easily accessible "atlas" or "wiki" to orient groups to the most relevant resources.

Finally, there is a need to story tell about evidence in ways that make the insights accessible and relevant for broader audiences. Evidence can't just be academic articles or metrics on a spreadsheet – the framework needs to be filled out with case studies and practitioner generated content that harnesses a shared vocabulary to tell stories about what worked, what didn't, and perhaps most importantly, why. Too often practitioner-centric stories stay at the level of "what happened," whereas academic articles probe on causality and correlation but are technical in nature and more difficult to access.



Pluralism

RESEARCH to IMPACT

thank you!



PRACTITIONER LANDSCAPE

Anti-hate/Prejudice

Includes efforts to address group-targeted rhetoric and actions, including hate speech and violence. Work in this category often includes education initiatives.

Bridging & Anti-Polarization

Includes work to bring people together with the explicit goal of creating connection across divides (typically partisan or ideological), often via dialogue and discussion around areas of disagreement and/or through collective problem solving.

Fostering Trust & Social Connection

Includes work to build a culture of belonging & inclusion where all groups feel they are welcomed and can meaningfully participate in and shape public life. This category also includes efforts to build shared civic, national, or other cross-cutting, unifying identities.



Strengthening Democracy

Includes work to address threats to pluralistic, multiracial democracy, including authoritarianism and extremism. It also includes efforts to engender cross-partisan support for policy changes that groups believe would help shift incentives around polarization (e.g., rank choice voting).

Communication & Narration Shaping

Includes communications campaigns and story-telling initiatives to shift narratives around welcoming and inclusion, and to show pluralism in action.

Addressing Social Inequity/Promoting Social Justice

Includes work to explore and address historical and systemic inequities and their continued impact. Work in this category seeks to ensure everyone has equal economic, political, and social rights and opportunities.

RESEARCHER LANDSCAPE

Anti-Pluralistic Conditions

Social and societal situations, environments, or institutions that inhibit pluralism, including structures that create extreme competition or inequality, unhealthy polarization, rapid demographic change, and other destabilizing events.

Anti-Pluralistic Behaviors

Individual behaviors that undermine pluralism, including consuming and spreading misinformation, expressing incivility, being exclusionary, undermining democracy, or engaging in violence.

Anti-Pluralistic Attitudes

Individual beliefs that undermine pluralism including cultural, ideological, and religious animosity.



Conditions for Pluralism

Social and societal situations, environments, or institutions that facilitate pluralism, including democratic organizations, the addressing of systemic inequalities, resilient institutions, as well as engaged citizenship and collective action.

Pluralistic Behaviors

Individual behaviors that promote pluralism, including participation in intergroup contact, fostering belonging, expanding the moral circle, and correcting misperceptions.

Pluralistic Attitudes

Individual beliefs core to pluralism, including egalitarianism, humility, curiosity for the dissimilar, and the value in working across cultural, ideological, and religious differences.