Promoting Wellness and Fairness in Schools and Communities

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WELL BEING: Meeting “I COPPE” Challenges

- Interpersonal well-being
  - “Getting Along”

- Community well-being
  - “Belonging”

- Occupational well-being
  - “Doing Well”

- Physical well-being
  - “Keeping Healthy”

- Psychological well-being
  - “Feeling Happy”

- Economic well-being
  - “Saving Money”
## Types of Justice

<table>
<thead>
<tr>
<th>Substantive</th>
<th>Situational</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distributive</td>
<td>Intrapersonal</td>
</tr>
<tr>
<td>Procedural</td>
<td>Relational</td>
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<tr>
<td></td>
<td>Developmental</td>
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<tr>
<td></td>
<td>Cultural</td>
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<tr>
<td></td>
<td>Occupational</td>
</tr>
</tbody>
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Wellness as Fairness: Need for Integration
Franz de Waal (2013). Fairness study with capuchin monkeys. Study published in *Nature*
Wellness and Fairness: Need for Integration

Wellness Continuum

Fairness Continuum
Wellness Continuum

Psychosocial Processes

Fairness Continuum
Wellness Continuum

Thriving

Psychosocial Processes

• Promotion of Responsive Conditions
• Prevention
• Individual Pursuit
• Avoidance of Comparisons

Optimal Conditions of Justice

Fairness Continuum
Wellness Continuum

Thriving

Psychosocial Processes

• Promotion of Responsive Conditions
• Prevention
• Individual Pursuit
• Avoidance of Comparisons

Optimal Conditions of Justice +

Coping

• Resilience
• Adaptation
• Compensation
• Downward Comparison

Suboptimal Conditions of Justice +

Fairness Continuum
Wellness Continuum

Psychosocial Processes

Thriving
- Promotion of Responsive Conditions
- Prevention
- Individual Pursuit
- Avoidance of Comparisons

Coping
- Resilience
- Adaptation
- Compensation
- Downward Comparison

Confronting
- Critical Experience
- Critical Consciousness
- Critical Action
- Righteous Comparison

Optimal Conditions of Justice

Suboptimal Conditions of Justice

Conditions of Injustice

Fairness Continuum

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& HUMAN DEVELOPMENT
Wellness Continuum

Psychosocial Processes

- Promotion of Responsive Conditions
- Prevention
- Individual Pursuit
- Avoidance of Comparisons

Optimal Conditions of Justice

- Resilience
- Adaptation
- Compensation
- Downward Comparison

Suboptimal Conditions of Justice

- Critical Experience
- Critical Consciousness
- Critical Action
- Righteous Comparison

Conditions of Injustice

- Oppression
- Internalization
- Helplessness
- Upward Comparison

Persisting Conditions of Injustice

Fairness Continuum

Thriving

Coping

Confronting

Suffering
Mattering

entitlement <-> invisibility

domination <-> helplessness

Recognition

Impact
<table>
<thead>
<tr>
<th>Paradigms:</th>
<th></th>
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<tbody>
<tr>
<td><strong>DRAIN</strong></td>
<td><strong>SPEC</strong></td>
</tr>
<tr>
<td><strong>Deficit</strong></td>
<td><strong>Strengths</strong></td>
</tr>
<tr>
<td><strong>Reactive</strong></td>
<td><strong>Prevention</strong></td>
</tr>
<tr>
<td><strong>Alienating</strong></td>
<td><strong>Empowerment</strong></td>
</tr>
<tr>
<td><strong>Individual</strong></td>
<td><strong>Community</strong></td>
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<tr>
<td>change</td>
<td>change</td>
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<table>
<thead>
<tr>
<th>Skills and Strategies for Change for:</th>
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<tbody>
<tr>
<td>Individuals</td>
</tr>
<tr>
<td>Groups</td>
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<tr>
<td>Schools</td>
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<tr>
<td>Communities</td>
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| BET I CAN                           |
| Behaviors                           |
| Emotions                            |
| Thoughts                            |
| Interactions                        |
| Context                             |
| Awareness                           |
| Next Steps                          |
Bullying and Violence

• Violate interpersonal, community, occupational, psychological, and physical well-being
• Violate substantive and situational types of justice
• Undermine mattering through lack of recognition and impact
• Can be prevented through SPEC paradigms and BET I CAN strategies