A root cause mapping framework based on Jackson Katz strategies

1. Violence against women

Surface framing

Why didn't she leave

Why was she there

Why didn't she report sooner

Root cause framing

Why did he believe this was acceptable

Who normalised this behaviour

What consequences were absent or delayed

What changes

Responsibility shifts from victims to culture, peers, institutions, and accountability systems.

2. Youth crime

Surface framing

Why are kids out of control

Why don't parents discipline them

Why are young people disrespectful

Root cause framing

What environments reward aggression

Where are authority and care inconsistent

What systems failed before the offence occurred

What changes

Moves the focus from punishment to early intervention, stability, and social infrastructure.

3. Workplace bullying and harassment

Surface framing

Why didn't they speak up

Why are they too sensitive

Why can't they just leave

Root cause framing

Why was the behaviour tolerated

Who benefited from silence

What power structures discouraged reporting

What changes

Shifts attention from individual resilience to organisational responsibility and leadership culture.

4. Political disengagement

Surface framing

People don't care

Voters are lazy or ignorant

Nobody shows up anymore

Root cause framing

Where trust has been broken

How decisions are made without genuine input

Why participation feels pointless

What changes

Reframes disengagement as a rational response to exclusion, not apathy.

5. Climate Action

Surface framing

Why don't people change their behaviour

Why won't consumers do better

Why are individuals irresponsible

Root cause framing

Who profits from delay

Which systems make harmful choices the default

Why policy protects incumbents over outcomes

What changes

Moves the burden from individuals to structural and economic design.

6. Social media harm

Surface framing

Why are people so angry

Why can't they behave better online

Why is discourse toxic

Root cause framing

What algorithms reward outrage

Who gains from polarisation

Why accountability is absent at scale

What changes

Exposes platform design and incentives rather than blaming users alone.

7. Health system burnout

Surface framing

Why staff can't cope

Why people are leaving

Why morale is low

Root cause framing

What workloads became normalised

Where staffing ratios broke

Why warnings were ignored

What changes

Shifts from individual toughness narratives to system sustainability.

8. Community conflict

Surface framing

People are divisive

They should be nicer

Everyone needs to calm down

Root cause framing

What decisions triggered loss or fear

Who was excluded from process

Where transparency failed

What changes

Turns moral judgement into diagnostic inquiry.

9. Governance failures

Surface framing

A few bad apples

One rogue decision

An unfortunate mistake

Root cause framing

What oversight failed

How incentives discouraged challenge

Why warning signs were ignored

What changes

Prevents repetition by addressing design flaws rather than personalities.

10. Silencing of dissent

Surface framing

They're troublemakers

Why won't they move on

Why are they so loud

Root cause framing

What accountability gaps remain unresolved

Why formal channels failed

Who benefits from silence

What changes

Repositions dissent as a signal of system failure, not personal defect.