Deep divisions make it increasingly difficult for Americans to work together to solve our biggest challenges. Since 2009, Convergence has been bringing together leaders, doers, citizens and experts across ideological, political, and identity lines. Using our time-tested collaborative problem-solving methodology, we build trusting relationships, identify breakthrough solutions, and form unlikely alliances for action on contentious issues.

Our Mission
We build trust and bridge divides to solve critical issues and strengthen our democracy and society.

Our Vision
We envision a vibrant society built on broad collaboration and inclusion.

Our Expertise
- Rigorous problem-solving methodology and expert facilitation
- Neutrality
- Focus on contentious, "stuck" issues
- Frame issues in a way that brings a truly diverse group to the table
- Development of higher ground solutions that go beyond compromise
- Design projects to lead to action and impact

Americans want to come together across divides.

93% of Americans say it is important to reduce divisiveness in the U.S.
Public Agenda

86% believe it is possible for people to disagree in a healthy way.
Weber Shandwick

79% say, given the opportunity, they would play a part in reducing social division in America.
Listen First Project

“There is a Mark Twain quote that reads, 'Everyone complains about the weather, but no one does anything about it.' Convergence is doing something about it and they’re doing the right thing. It is extremely difficult to get people to reason and identify together, and Convergence has realized that the best way to get people to think straight is to build relationships.”

— Jonathan Haidt
Social Psychologist and Author
Our Methodology

Our evidence-based process is reliably successful, and informed by continued advances in neuroscience and psychology.

1. Discovery and Design
   We conduct extensive research to select seemingly intractable issues ready for a breakthrough and create a disarming frame with a tailored process formed to best overcome the barriers to consensus.

2. Convene a Diverse Table
   We convene diverse tables of leaders, experts, citizens, and doers, many of whom oppose each other so stridently they never thought they could talk.

3. Build Trust
   Our team and facilitation approach never fail to build trust and find common ground among participants.

4. Generate Consensus
   We facilitate consensus through establishing guiding principles and creating a shared framework to produce breakthrough ideas and solutions.

5. Make an Impact
   Our projects are designed to inspire and equip stakeholders to form lasting relationships and champion their solutions as unlikely allies to achieve impact.

WHAT OUR PARTICIPANTS SAY

I’m so grateful for the opportunity to participate in the Convergence Collaborative on family policies. It was refreshing to have friendly and in-depth discussions with people across the U.S. who work on the ground, and on the policy development of factors that affect American families’ everyday lives. I especially appreciated starting our discussions with what we all believed it meant for families to flourish and realizing that we almost universally shared the same ideals. I learned a lot in the process, and I am thankful for that.

— Rachel Greszler
Heritage Foundation

This opportunity allowed me to have the chance to know people who have different views but were respectful and understanding and tried to learn my views just as I did theirs.

— Indivar Dutta-Gupta
Center for Law and Social Policy

WHAT OUR PARTNERS SAY

I was unfamiliar with Convergence and what type of process could help soften ground between entrenched political positions and groups. What a delight it was to find out.

— Abby McCloskey
McCloskey Policy LLC
Our Programming

Collaboratives
Convergence Collaboratives bring together leaders and doers on all sides of contentious national and state-level issues to build trust, develop innovative solutions, and create unlikely alliances that achieve on-the-ground results. The solutions attract widespread support because of the unusually diverse needs they meet and the stakeholders who champion and implement them. Our track record includes:

- Family Policy
- Gun Suicide Prevention
- Nutrition & Wellness
- Digital Discourse
- Federal Budget Process
- K-12 Education

Learning Lab
Through the Convergence Learning Lab, we inspire and equip leaders to use our collaborative problem-solving methodology for addressing the deep divisions within their communities and organizations. We empower leaders from various sectors, including:

- Business
- Higher Education
- Government
- Community & Civil Society

TRAINING
Our customized training will improve your leadership and your organization’s effectiveness.

CONSULTING
Our tailored interventions bolster your capacity to tackle contentious issues head-on.

Our Impact
Convergence programs drive real change.

We unstick stuck issues
- Changes in national, state, and local policy
- Pilots and tests of public/private solutions
- Changes in business practices

We change hearts and minds
- Creating lasting relationships to champion solutions and collaborative approaches
- Shifting narratives in national conversation
- Shifting philanthropic priorities

“Convergence is very good at what it does. Through its projects, I’ve seen archenemies – gun rights and gun safety advocates, fast food executives and nutritional leaders, prisoner’s rights activists and for-profit prison executives – reach startling agreements.”

– Mark Zitter
The Zetema Project
“[Convergence] has been quietly connecting people with different priorities, beliefs, and political leanings to build trust and foster relationships, so they can find pathways for cooperative action... The process requires skill to manage, but it’s not magical. Convergence has shown it can be repeated with reliable consistency.”

—David Bornstein, The New York Times

Help us solve critical problems and spark hope in America’s collaborative future. Donate now at: convergencepolicy.org/donate.

To discuss meaningful partnership opportunities, contact us or reach out Beth Miller, Executive Vice President at: Beth@convergencepolicy.org.

SCAN TO CONTACT US