Systems Change with an Equity Lens
Community Interventions that Shift Power and Center Race

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A Framework for Dismantling Systems of Injustice
Purpose of Today’s Conversation

1. Build a shared understanding of what we mean when we say “systems” and “equity”

2. Access a framework for pursuing systems change with a deep equity lens with concrete examples from practitioners

3. Learn about the pathway for adapting systems change approaches to include equity
MAG and Building Movement Project
Featured Practitioners

Rev. Joan C. Ross
North End Woodward Community Coalition

Lauren Padilla-Valverde
Toward a Racially Equitable Monterey County,
The California Endowment
Poll: Getting to Know Each Other

What is your role? Or, for practitioners, what is your role within your systems change effort?

- Nonprofit representative: 38%
- Funder: 10%
- Facilitator/Convener: 14%
- Government agent: 2%
- Community member: 1%
- Capacity Builder/Trainer: 25%
- Business representative: 1%
- Other: 9%
Rev. Ross: Changing Systems of Community Owned Resources

*Reverend Joan Ross and her producers recording a show.*
Bryce Huffman, Michigan Radio
Lauren Padilla-Valverde: Toward a Racially Equitable Monterey County

You're invited to the launch of
TOWARD A RACIALLY EQUITABLE MONTEREY COUNTY

Be our guest
and join us for an evening
with Wine and Hors D'oeuvres

Friday, February 16, 2018 | 5pm-7pm
National Steinbeck Center
1 Main Street, Salinas, CA 93901
What is Deep Equity?

Levels of Racial Inequity

- Structural
- Institutional
- Interpersonal
- Internalized

Source: john powell, “Systems Thinking and Race”
What is Deep Equity?

Focusing on Relationships and Addressing Trauma

Source: Monica Dennis and Rachael Ibrahim, Move to End Violence
What is Deep Equity?

Eliminating Disparities & Achieving Just Outcomes

Racial and Gender Inequities in Pay Among Workers with College Degrees

<table>
<thead>
<tr>
<th></th>
<th>White women</th>
<th>Black men</th>
<th>Black women</th>
<th>Latino men</th>
<th>Latina women</th>
<th>API women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay Gap</td>
<td>-$12</td>
<td>-$14</td>
<td>-$18</td>
<td>-$15</td>
<td>-$20</td>
<td>-$12</td>
</tr>
</tbody>
</table>

Source: Equity Atlas
Poll: Deep Equity

To what extent are you embedding deep equity into your work?

- Deeply: 22%
- Not at all: 8%
- To Some Extent: 70%

Monica Trinidad Art.
What is a System?

A **system** is the relationships among interconnected structures and people.

**Systems are bounded** and dynamic. Boundaries are permeable.

![Diagram of system components](image)
What is a System?

**Systems may overlap** without being fully subsumed.

**A system can be nested within another system.**

Diagram showing:
- Academic Achievement
- Education
- Health
- Juvenile Justice
- Educational Sector
- School District
- Middle School
- Seventh Grade Classroom

#systemsandequity
Poll: Systems Change

To what extent are you working in complex systems change?

- Deeply: 42%
- To Some Extent: 49%
- Not at all: 9%

Rini Templeton
What is Equitable Systems Change?

**What is equitable systems change?**
Systems change is the process of shifting narratives, relationships, and power in order to foster equity and self-determination.

**How does equitable systems change occur?**
Systems change is an ongoing process that consists of:
1. Mapping out the forces and linkages that connect structures, culture, institutions, and individuals;
2. Sensing and influencing patterns; and
3. Connecting patterns to learning and experimentation that foster a healthy system.

**What does it mean to do equitable systems change?**
True systems change efforts do not merely change inequitable structures, but strive to transform the underlying power dynamics, narratives, and histories that built these structures and enable them to thrive. An equity lens is essential to systems change efforts to avoid change efforts that reinstitute the status quo or replace one systemic inequity with another.
The Characteristics of Equitable Systems Change

- **Grounded in Shared Humanity**
- **Shifts the Role of Power from Reinforcing Systems of Injustice to Sparking Equitable Change**
- **Resources and Reinforces Decisions Made by Communities Affected by Injustice**
- **Addresses the Internal Condition of the Intervener as well as the System**
Poll: Your Work in Systems and Equity

To what extent does this framework reflect the work you’re already doing in systems change?

- I am doing this and already have language to describe my work: 26%
- This is brand new: 26%
- I'm already doing this but haven't named it: 48%
The systems change effort is aligned around a clear vision for change that recognizes the unique and individual needs of everyone in the system. The effort seeks to repair/restore/lift up relationships and connections across people and communities to support shared stewardship for change.

*Wasaba SoulQueenWu Sidibay.*
Resources and reinforces decisions made by communities affected by injustice

The systems change effort redistributes and rebalances power – communities are a part of meaning making and decision-making rather than simply informed. This includes providing communities with the funding, training and information needed to make decisions that serve them.

*Monica Trinidad Art.*
Shifts the role of power from reinforcing systems of injustice to changing them

Approach is grounded in an understanding of how white supremacy and patriarchy have shaped systems and structures to perpetuate inequity. The strategy assesses who/what has power and how we build, redistribute and share power to transform systems and prevent systems from resetting.

Wasaba SoulQueenWu Sidibay.
Effective systems change requires the intervener to look inward and tend to the inner health of the change effort in order to effectively spur change. Systems change effort seeks to alter the dominant and oppressive narratives we tell ourselves and supports people in being grounded and in touch with their emotions so that they can be in relation with one another.

*Monica Trinidad Art.*
Poll: Your Work in Systems and Equity

Where do you see room to grow?
- Addressing the internal condition of the intervener as well as the system.
- Grounding in shared humanity.
- Resourcing and reinforces decisions made by communities affected by injustice.
- Shifting the role of power from reinforcing systems of injustice to sparking equitable change.

Where in the framework do you feel strongest?
- Addressing the internal condition of the intervener as well as the system.
- Grounding in shared humanity.
- Resourcing and reinforces decisions made by communities affected by injustice.
- Shifting the role of power from reinforcing systems of injustice to sparking equitable change.

Monica Trinidad Art.
Developing a Systems Thinking Mindset with an Equity Frame is an Ongoing, Messy Process

- Noticing
- Trying & Doing
- Failing Forward
- Practice Shift
- Learning
- Frameshift

Capacity vs. Time

Management Assistance Group
Building Movement Project

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And to the artists who contributed their work to make this content sing:

Wasaba SoulQueen
Wu Sidibay
Rini Templeton
Monica Trinidad
Stay in Touch

Take the webinar feedback survey: bit.ly/equitablesystemschange

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www.wnuc.org

Read more about the work in Monterey County and resources that informed the work:
“Building The We – Healing Informed Governing for Racial Equity in Salinas, California” – a case study by Race Forward

No More Heroes: Grassroots Challenges to the Savior Mentality – a book on social change by Jordan Flaherty