

Systems Change with an Equity Lens

Community Interventions that Shift Power and Center Race

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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

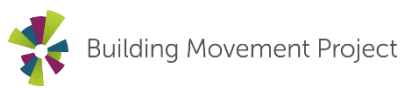
MAG and Building Movement Project



Management Assistance Group
Make real change



Building Movement Project



Featured Practitioners



Rev. Joan C. Ross
*North End Woodward
Community Coalition*



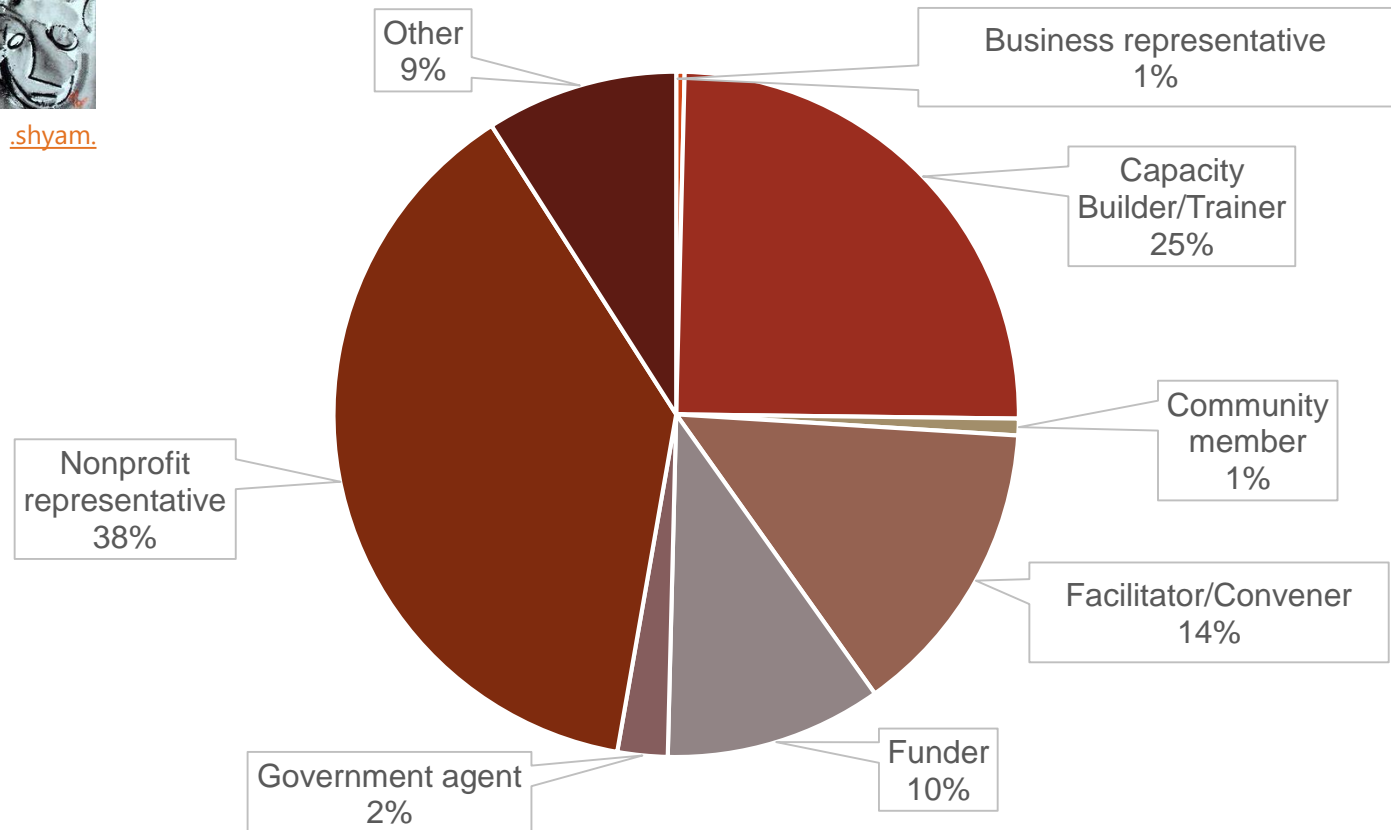
Lauren Padilla-Valverde
*Toward a Racially Equitable
Monterey County,
The California Endowment*

Poll: Getting to Know Each Other



[.shyam.](#)

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

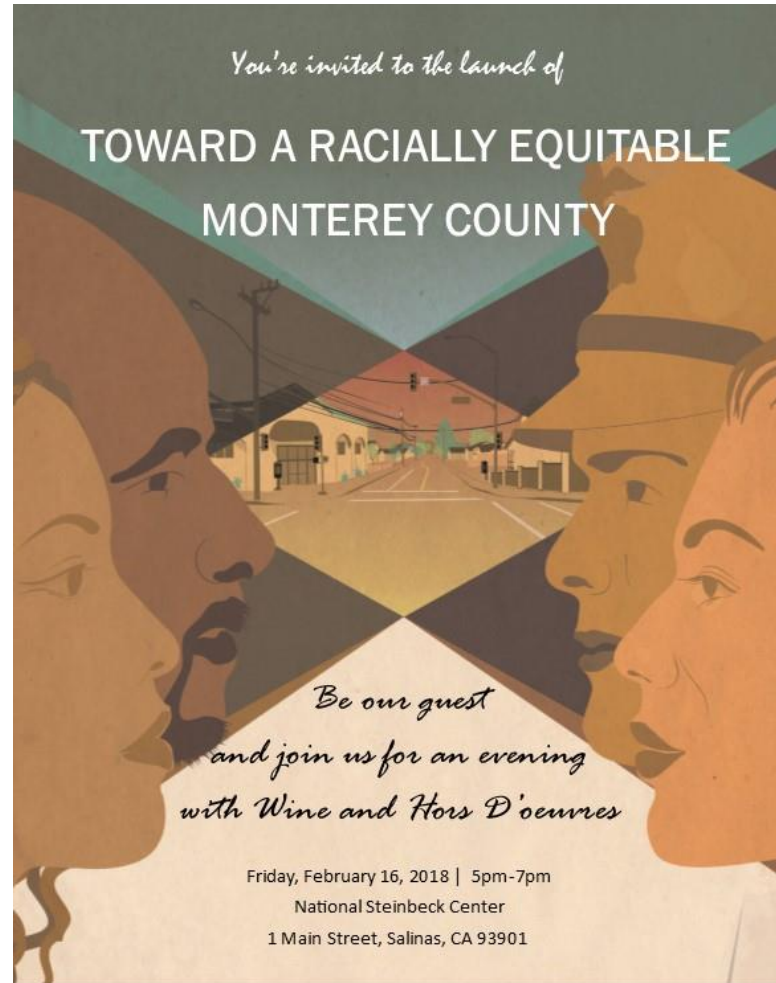


Rev. Ross: Changing Systems of Community Owned Resources



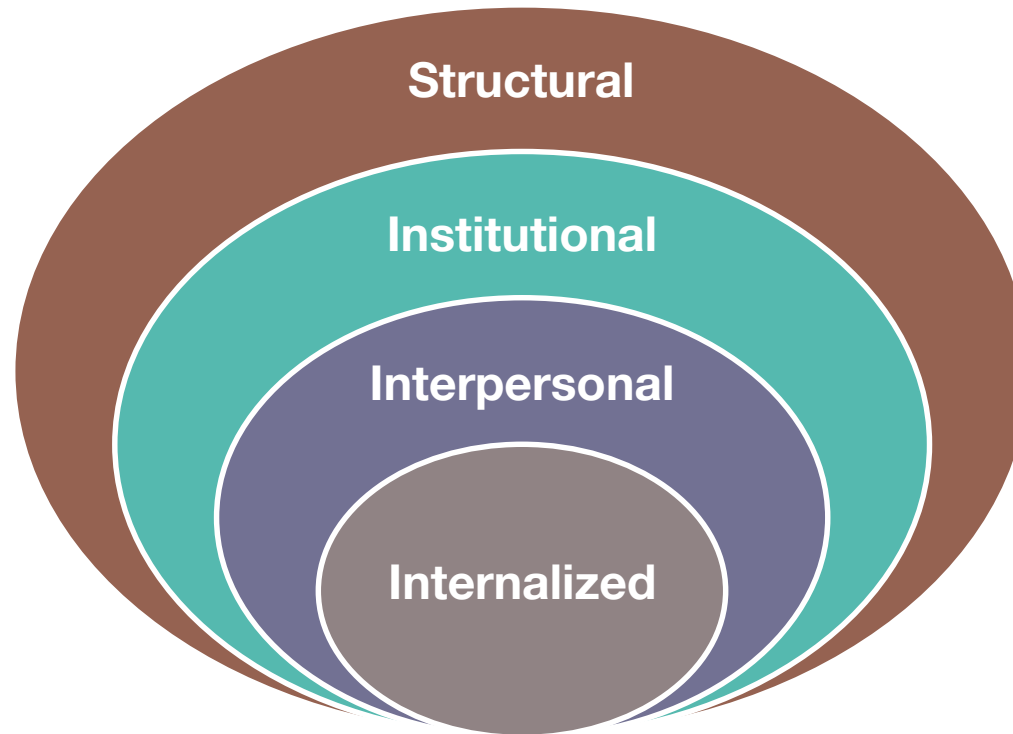
Reverend Joan Ross and her producers recording a show.
Bryce Huffman, Michigan Radio

Lauren Padilla-Valverde: Toward a Racially Equitable Monterey County



What is Deep Equity?

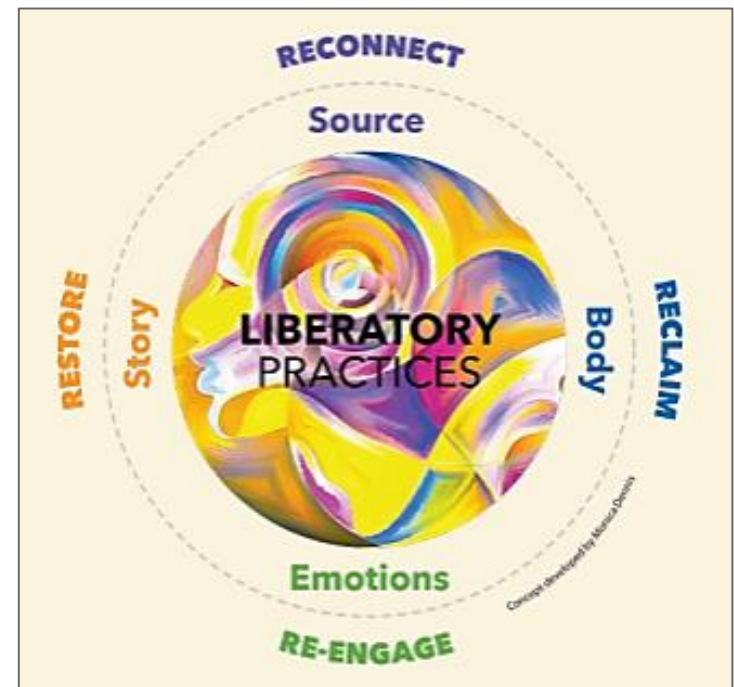
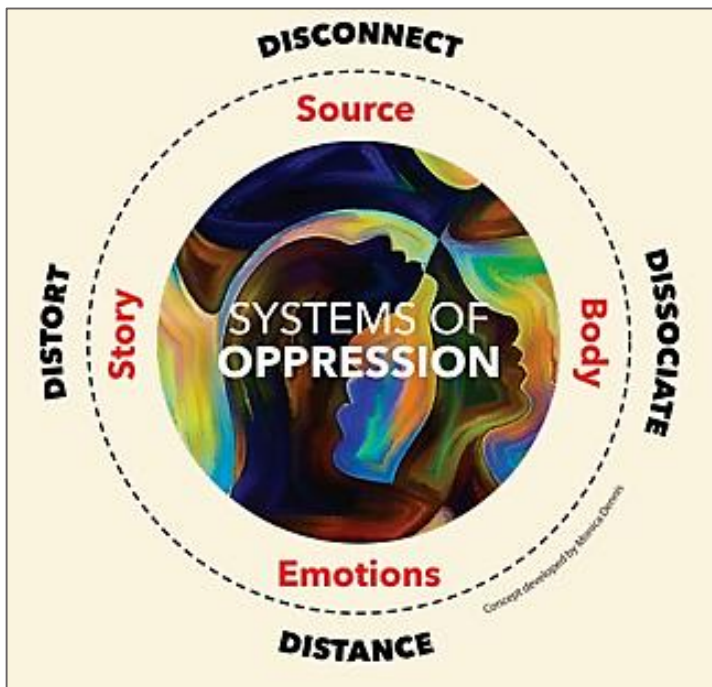
Levels of Racial Inequity



Source: john powell, "Systems Thinking and Race"

What is Deep Equity?

Focusing on Relationships and Addressing Trauma

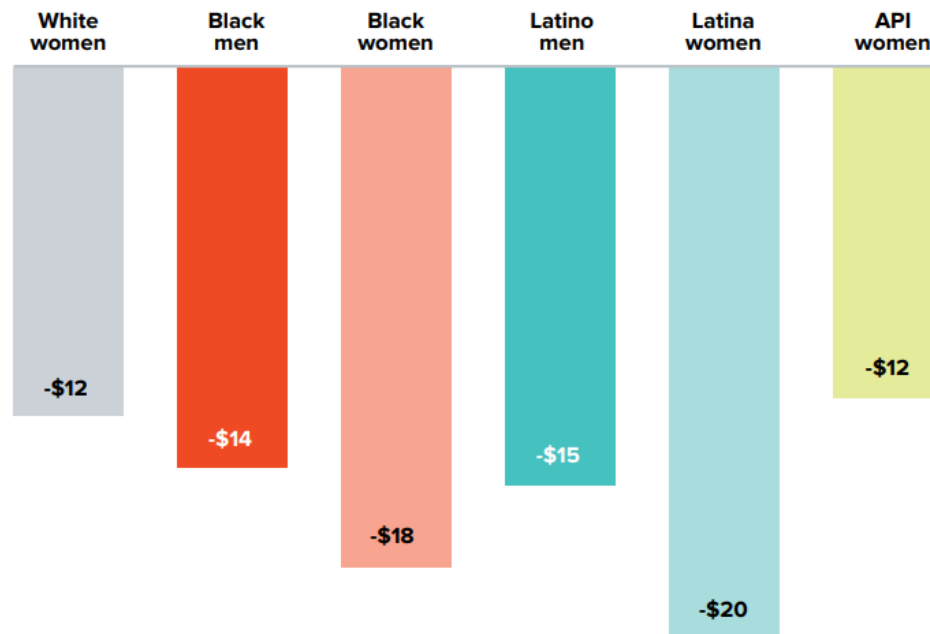


Source: Monica Dennis and Rachael Ibrahim, Move to End Violence

What is Deep Equity?

Eliminating Disparities & Achieving Just Outcomes

Racial and Gender Inequities in Pay Among Workers with College Degrees

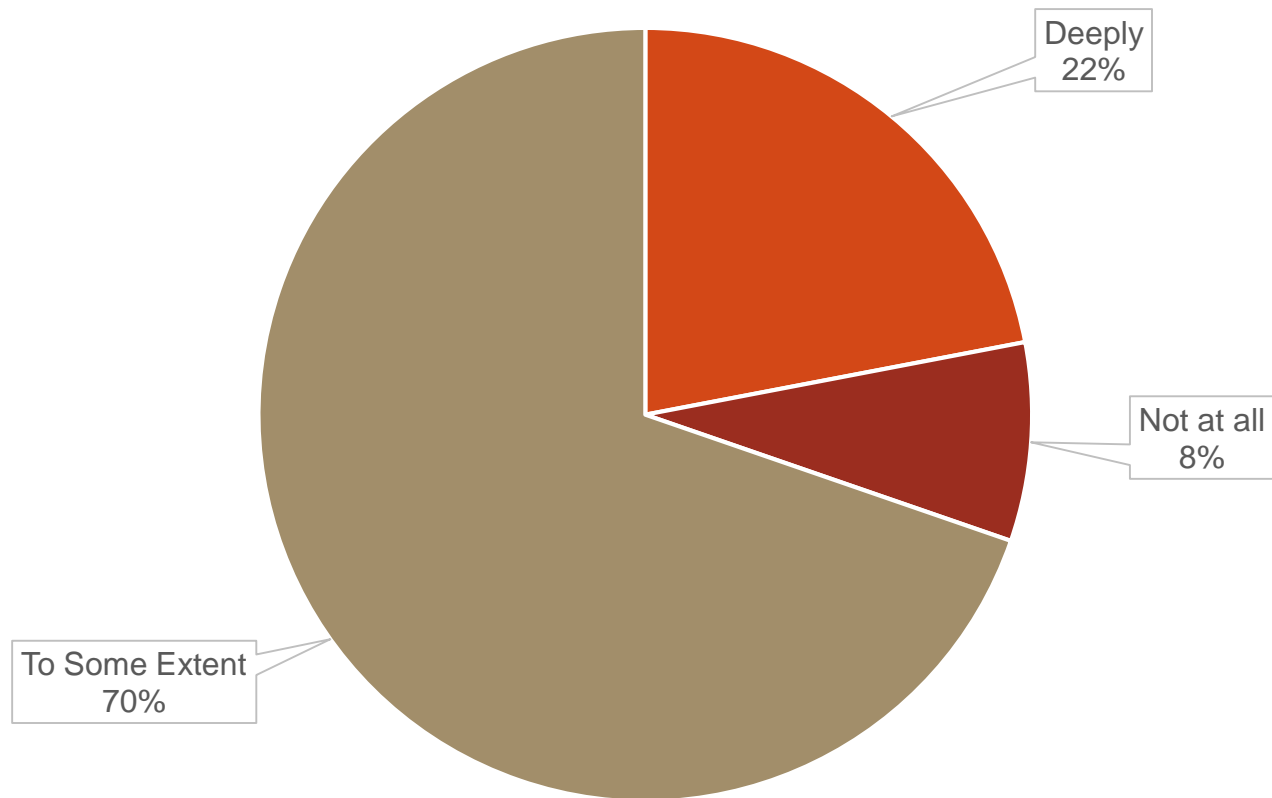


Poll: Deep Equity



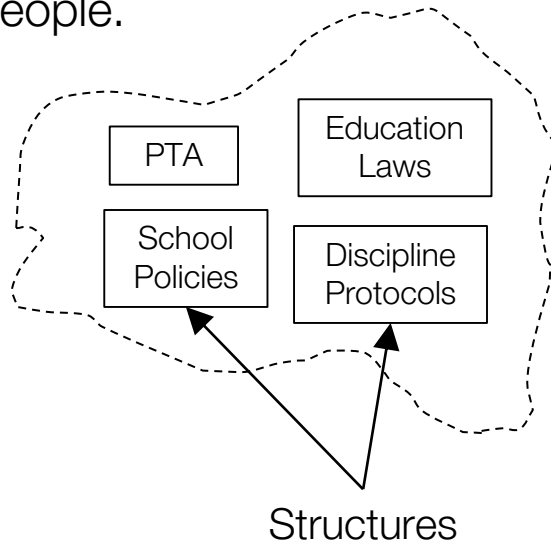
Monica Trinidad Art.

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

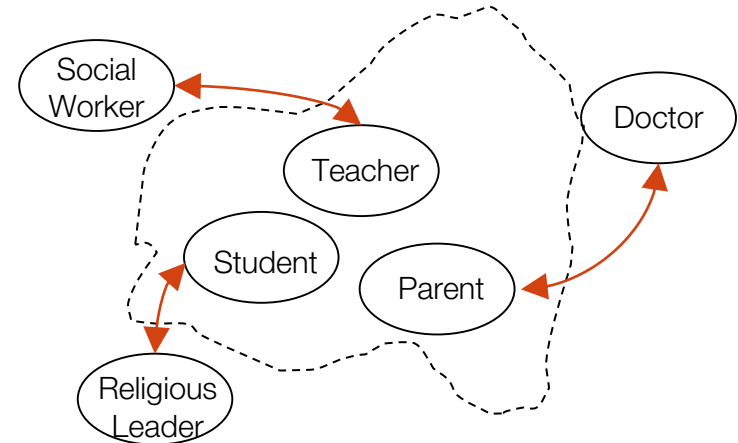


What is a System?

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

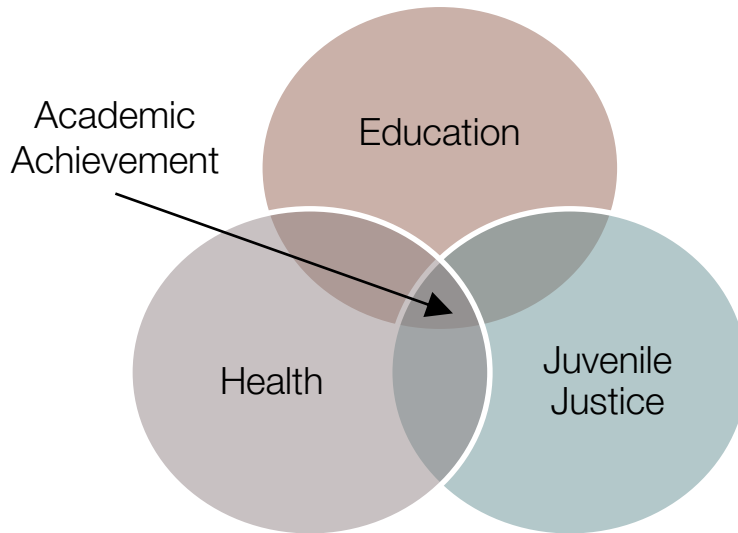


Systems are bounded and dynamic. Boundaries are permeable.

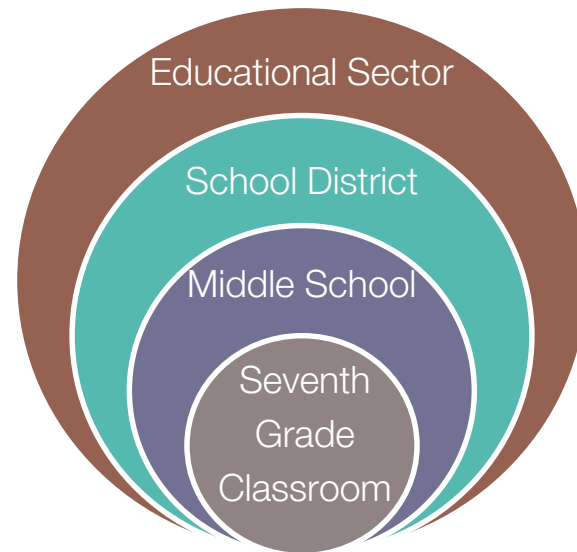


What is a System?

Systems may overlap without being fully subsumed.



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

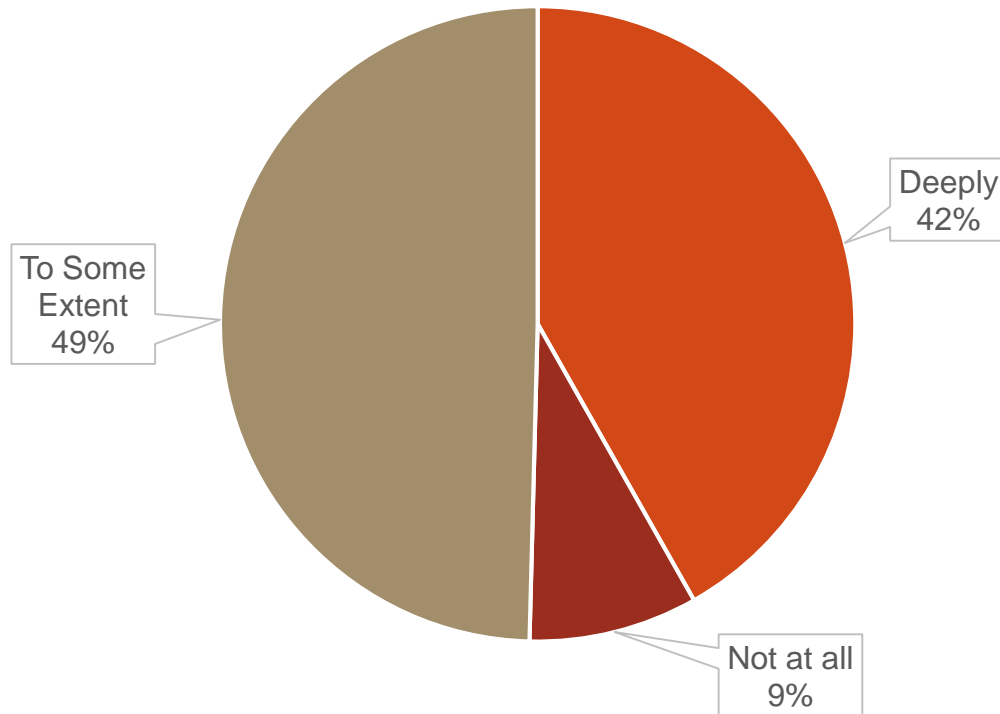


Poll: Systems Change



[Rini Templeton.](#)

To what extent are you working in complex systems change?



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?

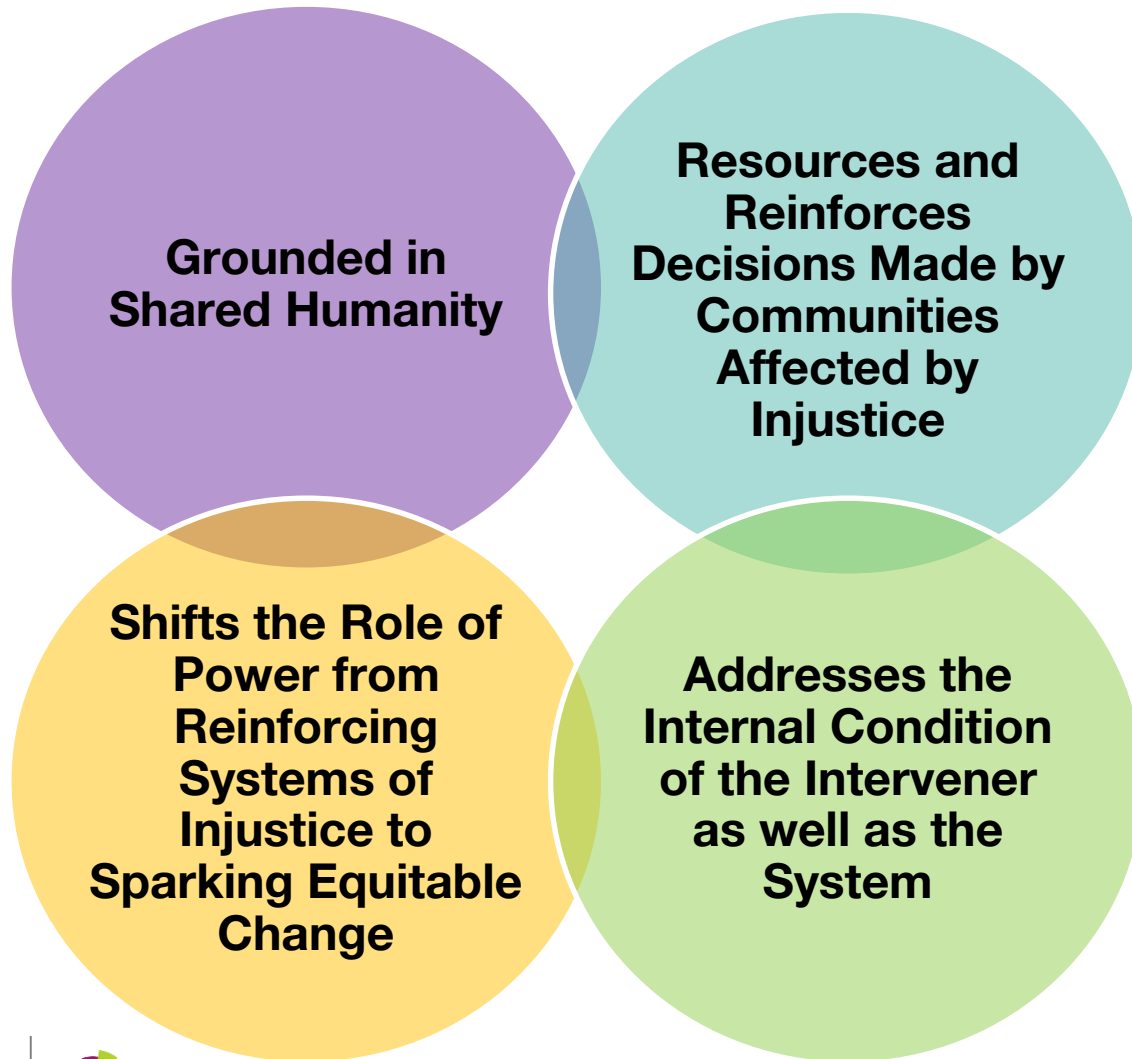
Systems change is an ongoing process that consists of:

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

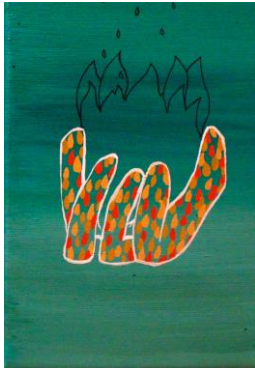
What does it mean to do equitable systems change?

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

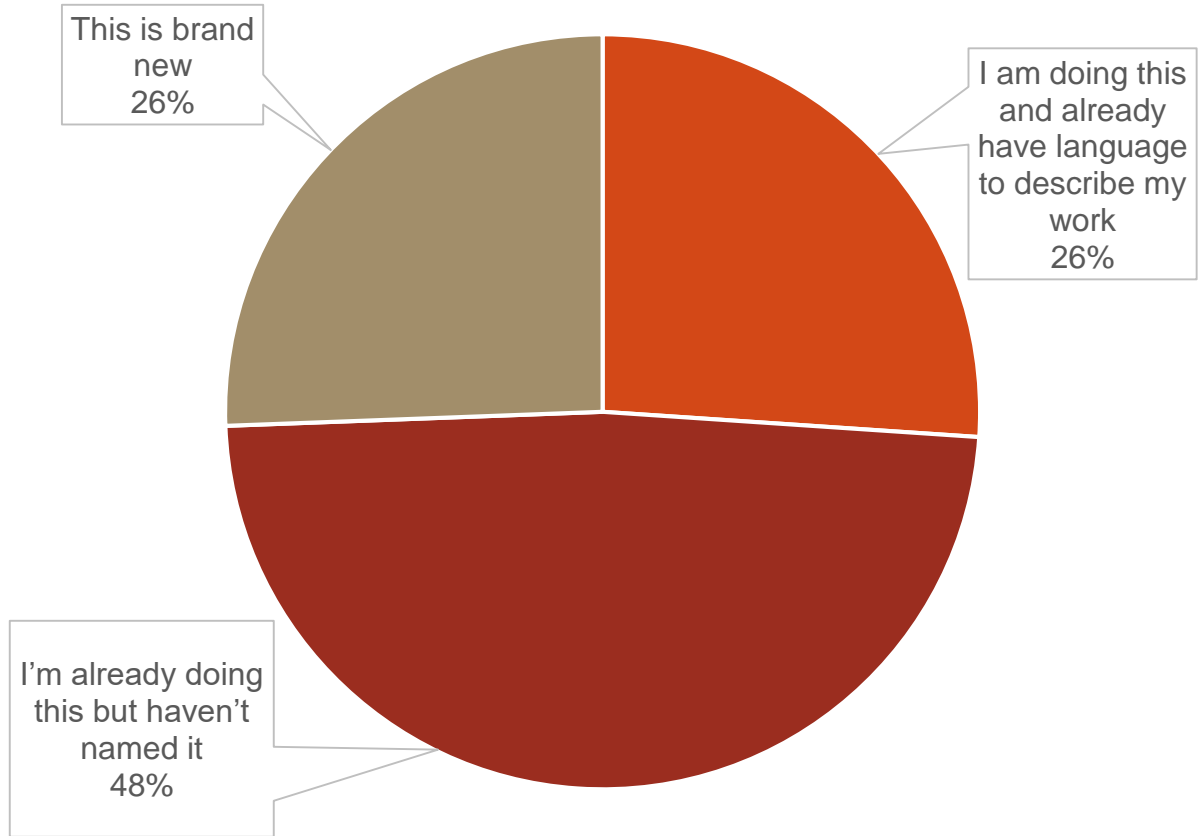


Poll: Your Work in Systems and Equity

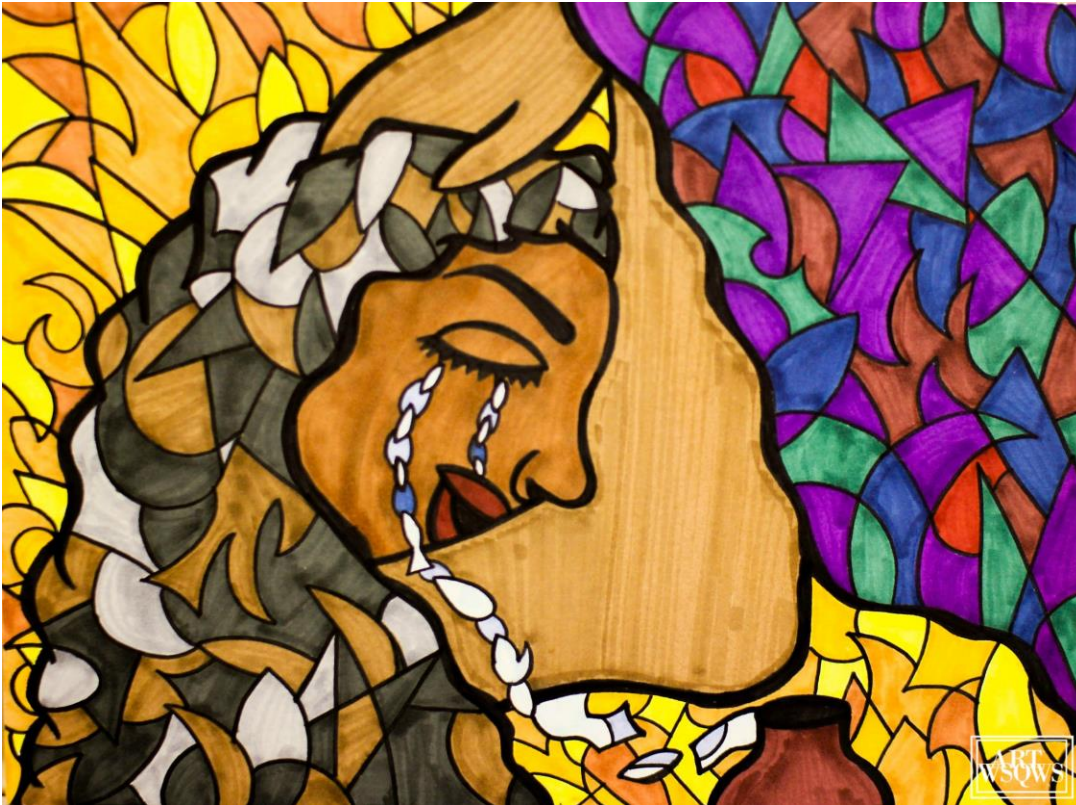


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To what extent does this framework reflect the work you're already doing in systems change?



Grounded in Shared Humanity



Wasaba SoulQueenWu Sidibay.

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.

Resources and reinforces decisions made by communities affected by injustice



Monica Trinidad Art.

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.

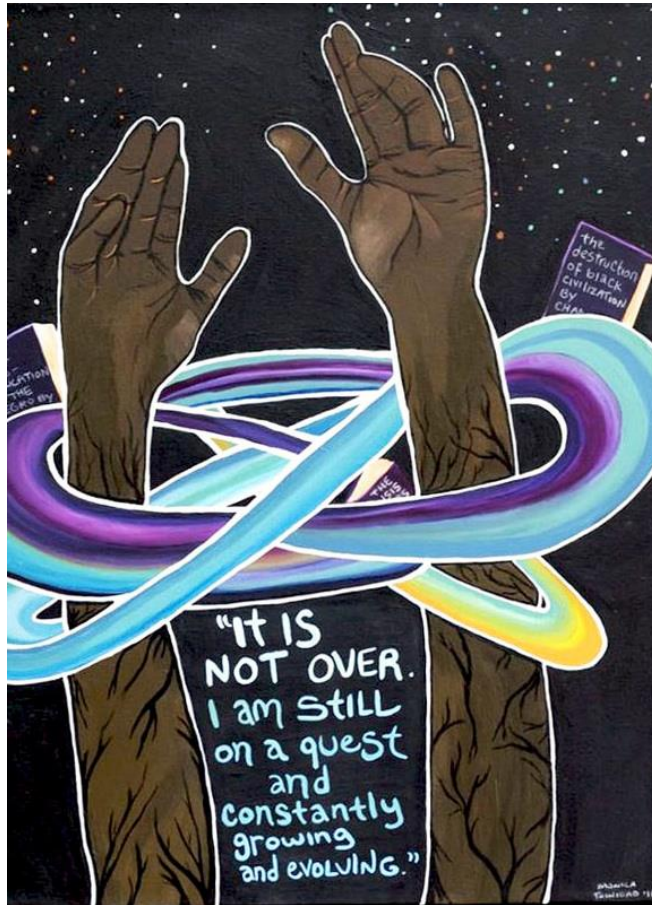
Shifts the role of power from reinforcing systems of injustice to changing them



Wasaba SoulQueenWu Sidibay.

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.

Addresses the internal condition of the intervener as well as the system

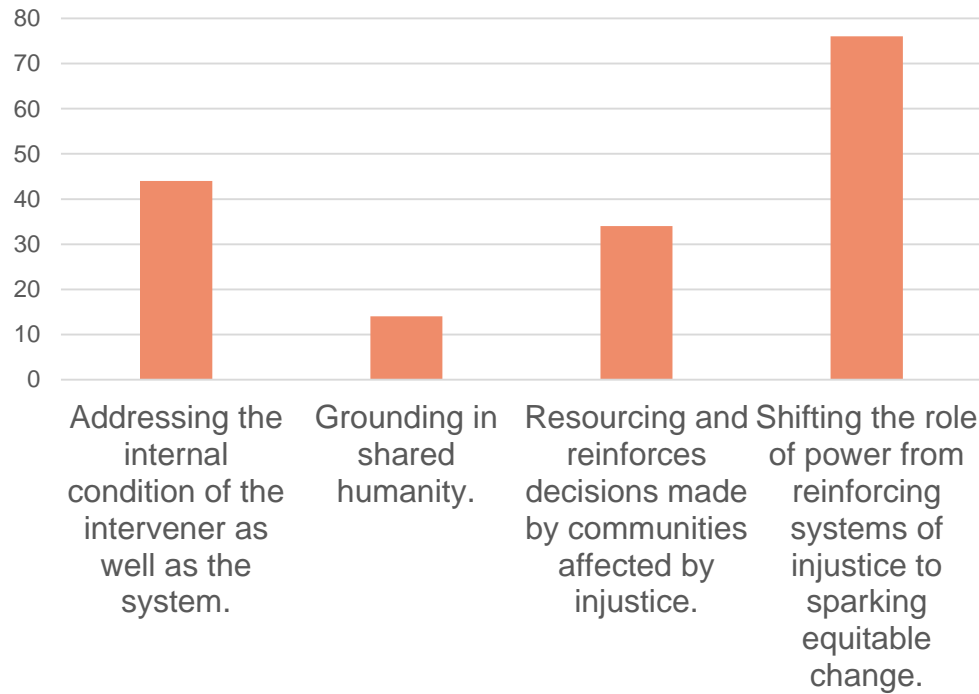


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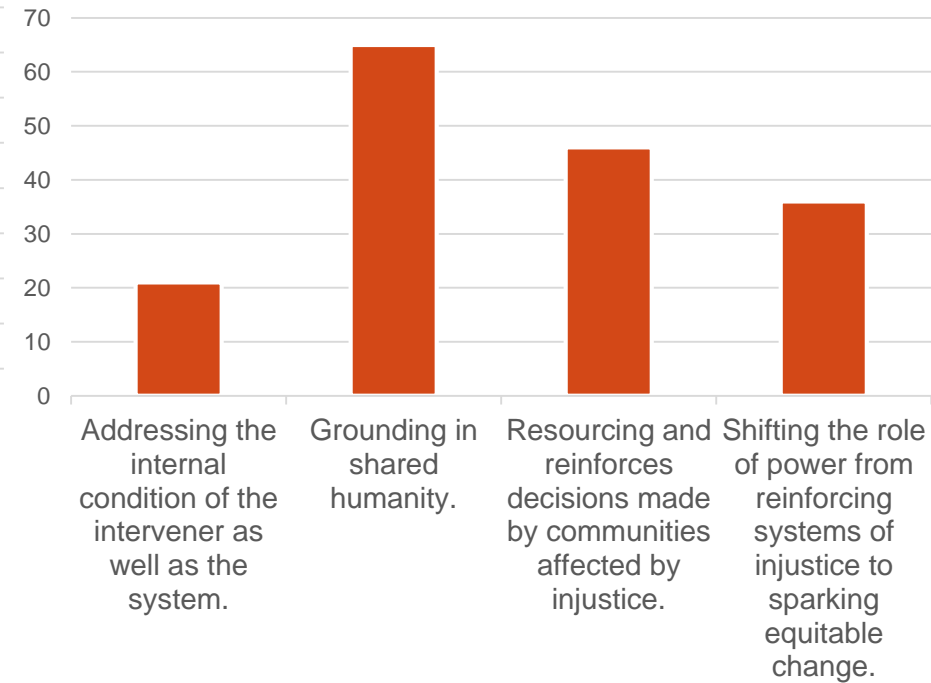
Effective systems change requires the intervener to look inward and tend to the inner health of the change effort in order to effectively spur change. Systems change effort seeks to alter the dominant and oppressive narratives we tell ourselves and supports people in being grounded and in touch with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

Poll: Your Work in Systems and Equity

Where do you see room to grow?

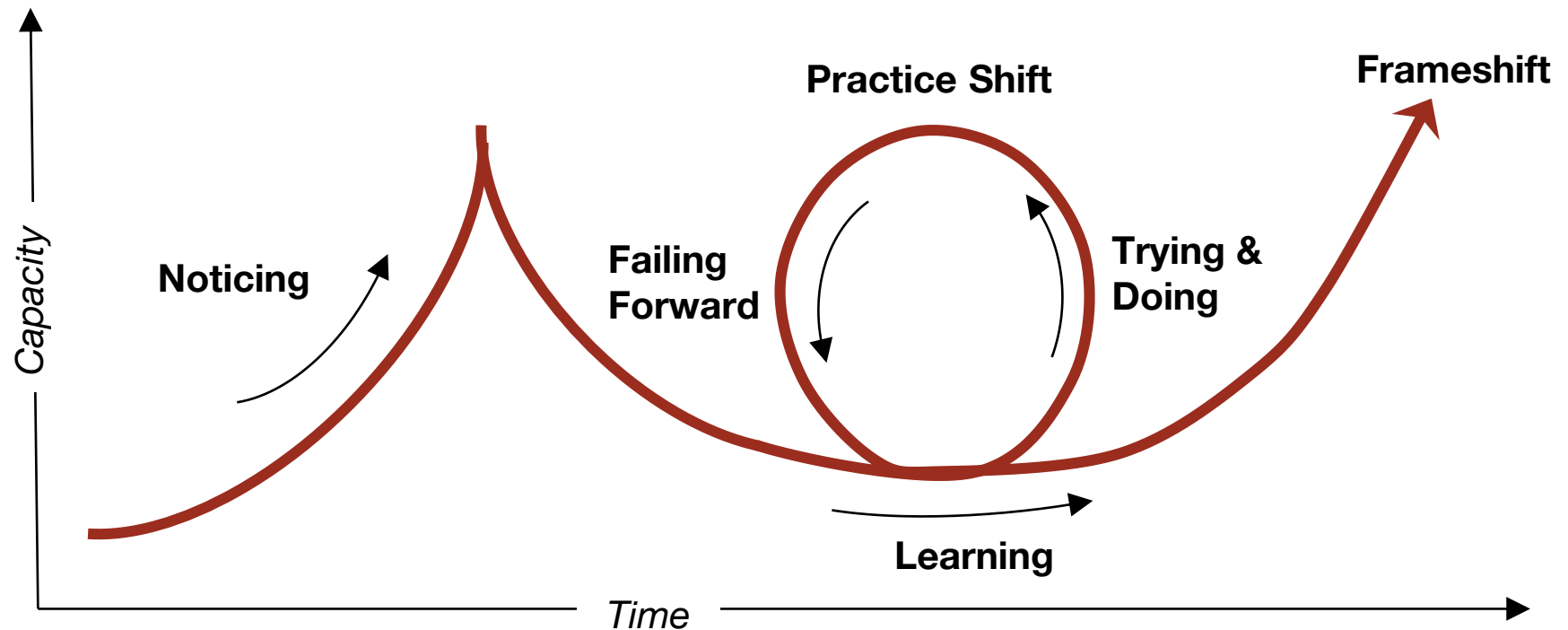


Where in the framework do you feel strongest?



Monica Trinidad Art.

Developing a Systems Thinking Mindset with an Equity Frame is an Ongoing, Messy Process



Special Thanks to...

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sujin lee

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CEO, Rockwood Leadership Institute

And many others who contributed their thoughts to the development of this framework....

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

[Wasaba SoulQueenWu Sidibay](#)

[Rini Templeton](#)

[Monica Trinidad](#)

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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