

# CREATING EQUITABLE SYSTEMS: COLLECTIVE REFLECTION ON SYSTEMS CHANGE

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Community Engagement for Equitable  
Systems Change

August 18, 2020

Anne Jin Soo Preston

Research Partner  
Sahng Sahng, LLC



# Overview and Methodology

This report includes a theme analysis from the August 18, 2020, Collective Reflection on Systems Change convening.

Notes from the small group discussions submitted through a form as well as the large group discussions provided the data used for the thematic analysis. The qualitative coding analysis was partially structured based on the question prompts and the overall learning questions for the project.

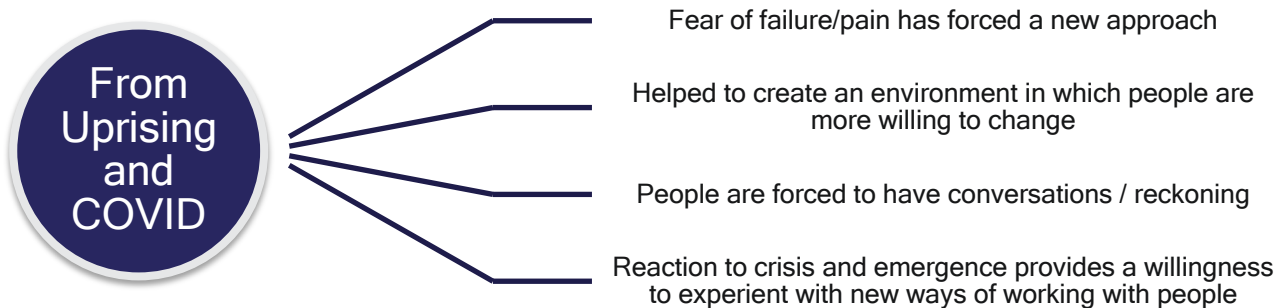
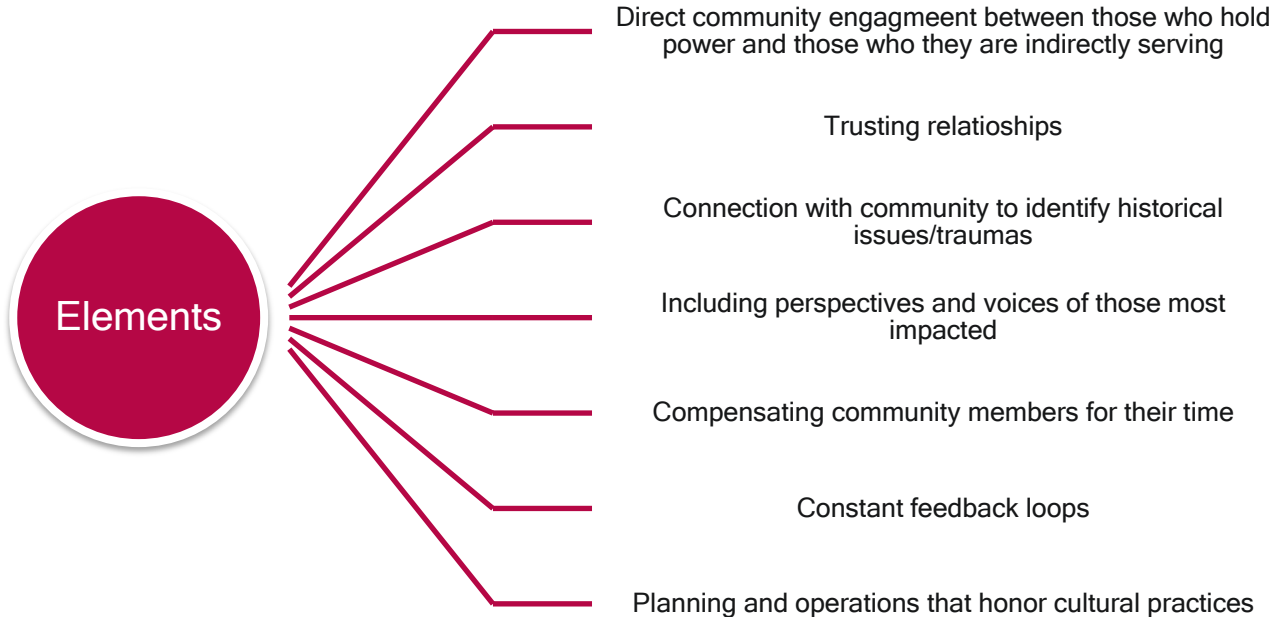


# Themes Summary from the Gathering

What **CONDITIONS** made the systems change success you all experienced possible? Think **circumstances, context, environment, etc.**

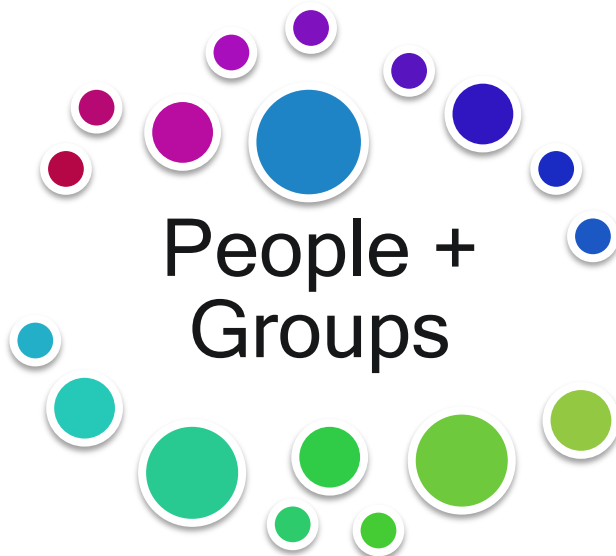
Attendees called out specific **skills, values, actions, elements,** and **situations** that **can/have** made up conditions for success.



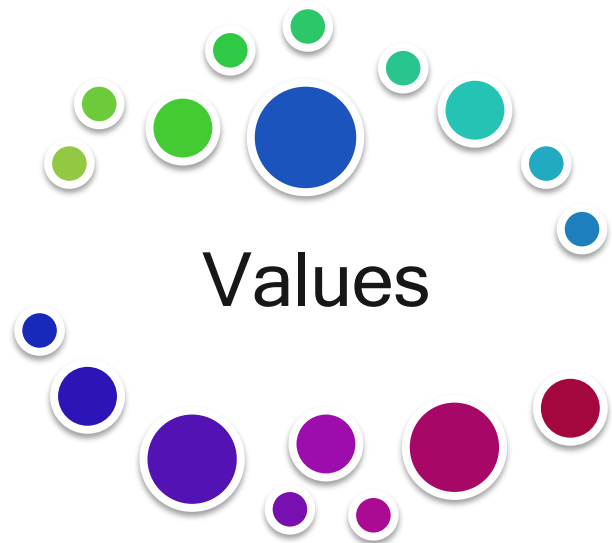


## What ASSETS are in place that supported your successes? Think resources, organizations, champions, etc.

Within assets, **people and groups**, **values**, and **approaches/practices** were the significant themes talked about by attendees. Assets had similarities to conditions, especially in the values, and approaches and practices.



- Champions of the work
- Community members and connections
- Parents
- Organized groups of people who had a goal for change
- NorthPoint Health and Wellness
- Reviving the Islamic Sisterhood for Empowerment (RISE)
- City Council
- Neighborhood watch groups in June
- A strategic planner who brought legitimacy to the effort
- An evaluator who was legitimate and brought belief in the system



- Understanding the history of oppression, trauma, and colonization
- Leveraging and honoring existing relationships
- Belief in equity
- Committed to anti-racism
- Willingness to engage
- Openness to change
- Providing hope and encouragement
- Acknowledging complexity and not oversimplifying
- Devoted to mission/values
- Humility
- Courage
- Parking "egos"
- Taking risks

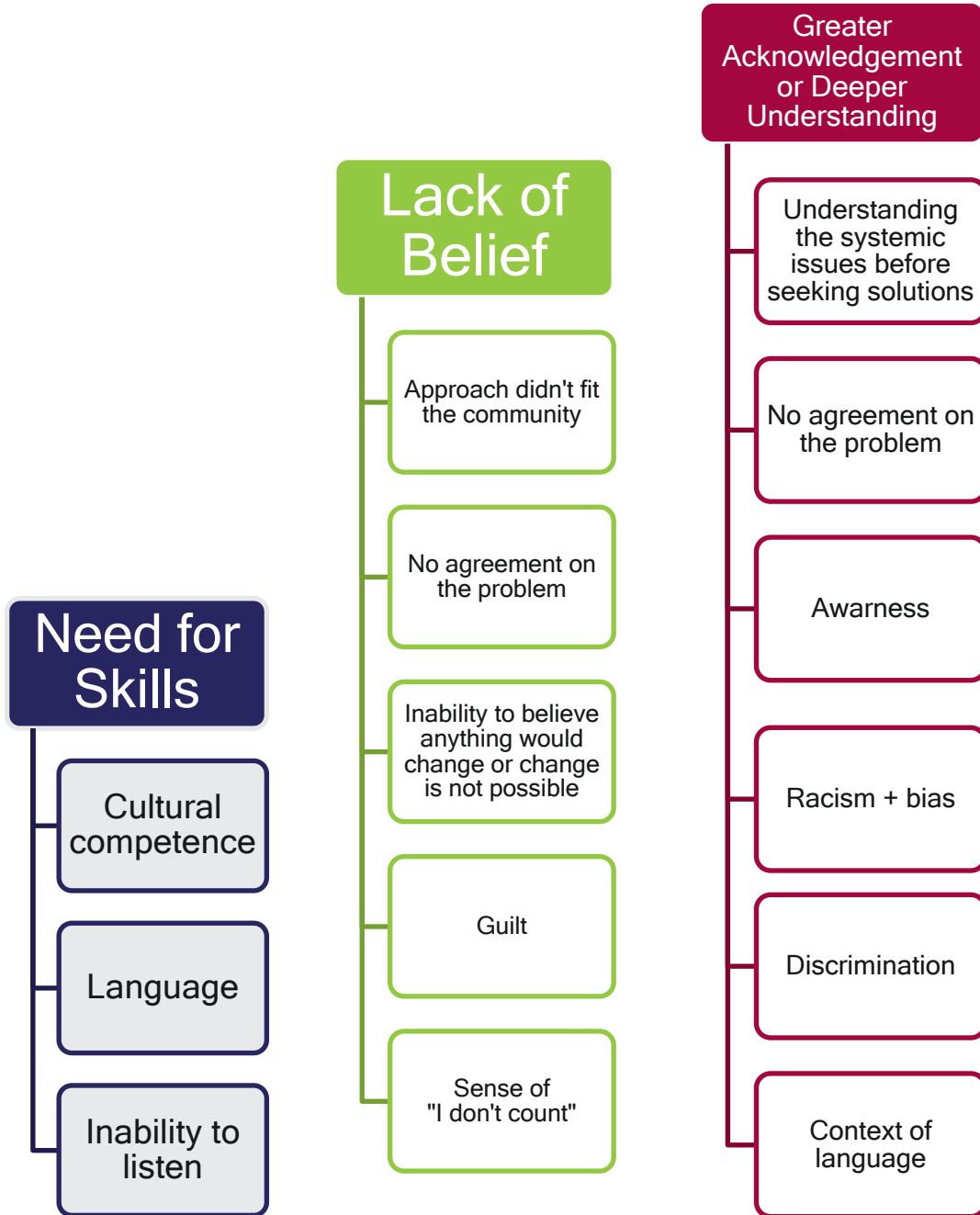


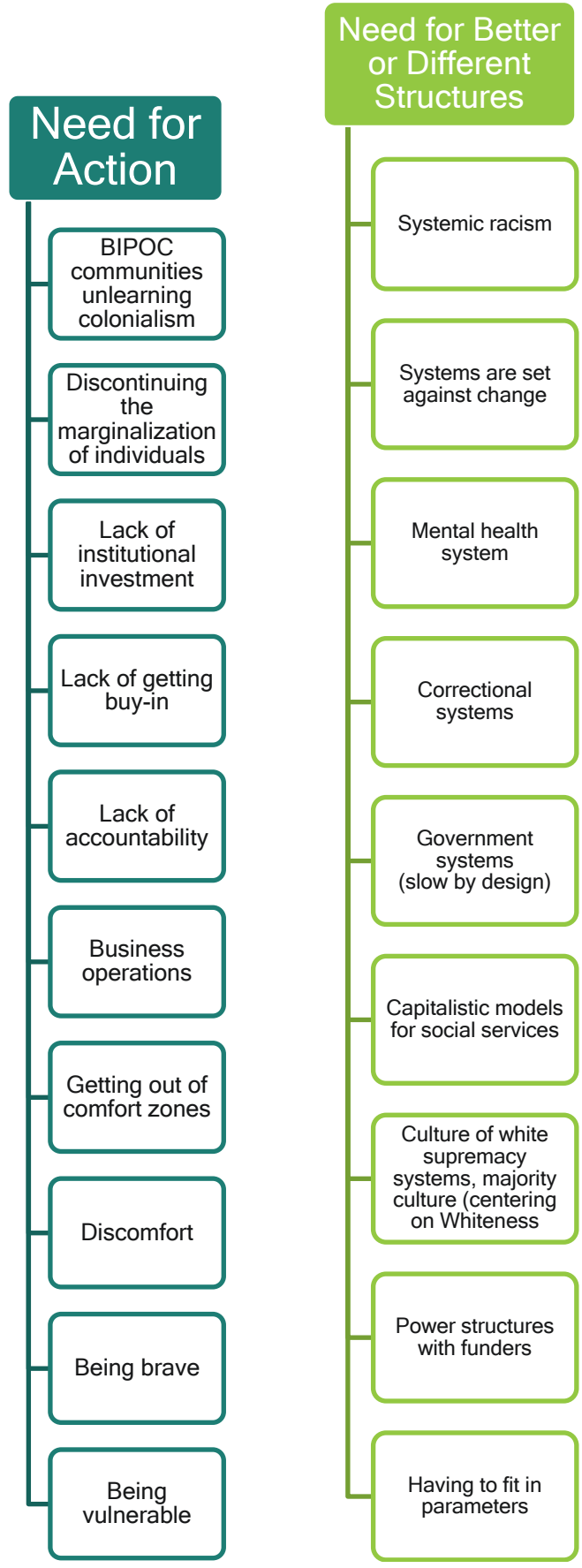
- Letting those most impacted lead
- Support and participation of people on the fringes
- Creating platforms for BIPOC voices
- Using the community and collective knowledge
- Maintaining relationships
- Creating pathways that hadn't existed before
- Trauma informed care workshops and trainings
- Collectivism
- Breaking bread together
- Equity review
- Space to slow down to go fast
- Not just "one and done"
- Participatory leadership
- Resources designated from the effort
- PTO



## What BARRIERS had to be overcome on the way to successes?

For attendees, barriers fell into areas of **needs for better/different structures, action, skills, greater acknowledgment/deeper understanding, and lack of belief.**

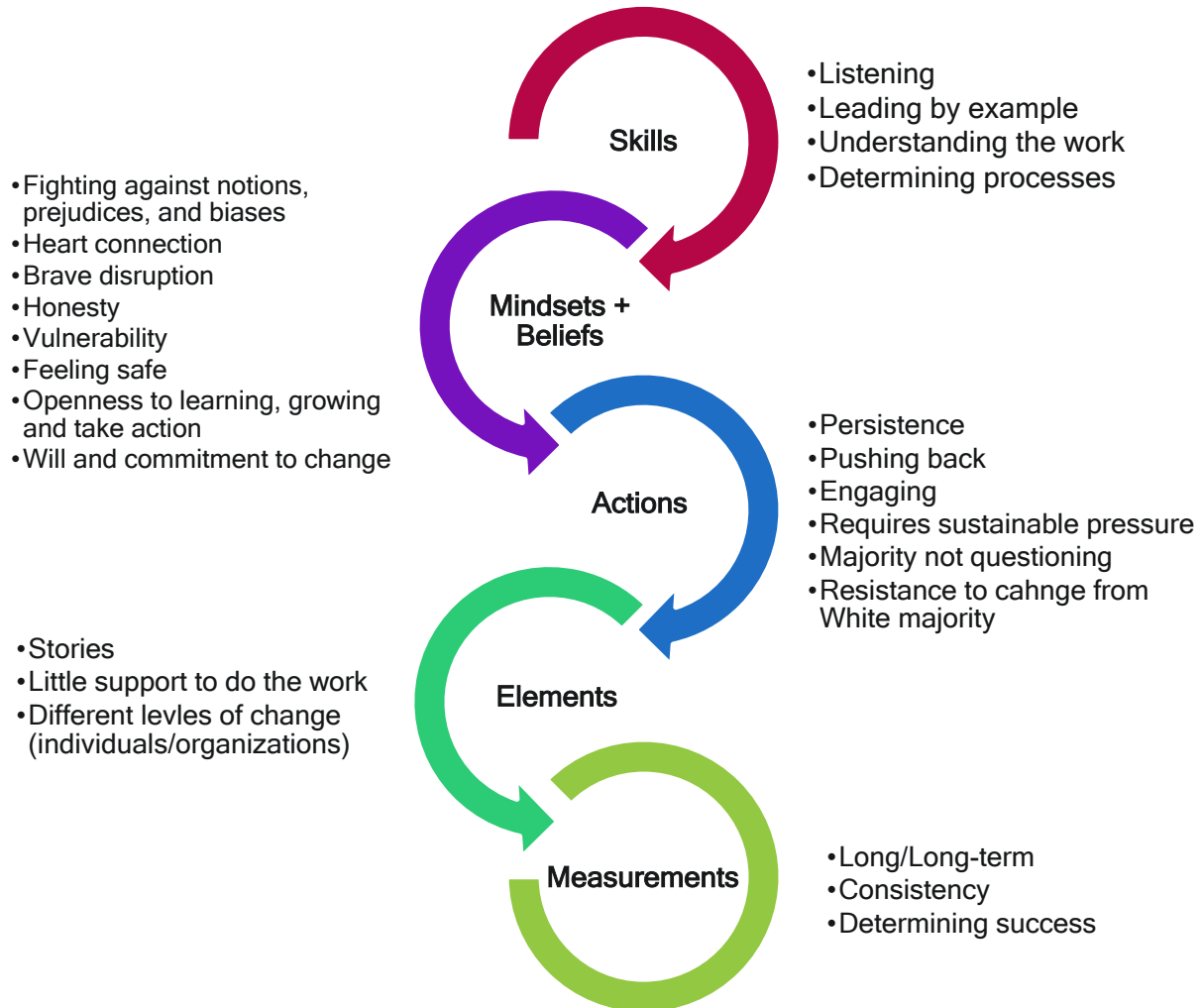






## What PATTERNS are you noticing across all the success stories?

Patterns that were called out across the stories heard fell into five major themes: **skills, mindsets/beliefs, actions, elements, measurements.**



Also, during the large group discussion, attendees provided various patterns from the stories they heard, but **perseverance** and **trust** rose to the top.

There were several more that were important to the group. They included **changing ourselves first, history, informal pathways of communication, intersectionality, pain making space to try something new, power dynamics, resource allocation, and value relationships above all else.**



## Learnings shared from the Jamboard

From the Jamboard, the things that resonated most for participants were:

- Moving beyond equity to anti-racist policies and organizations
- Centering community voices
- The people involved have to be open to the idea of behaving differently

Noted on the Jamboard and in the large group, attendees discussed racism and gatekeeping. The other item that resonated was the role of people giving up power for the collective good.

Systems Change - Appreciative Inquiry HARVEST

The Jamboard contains the following key notes:

- Need platforms for BIPOC voices**
- Centering community voices**
- RACISM**
- Barrier - White dominated board and membership**
- Name unspoken biases**
- Personal privilege**
- Organizational commitment to values/mission**
- Asset - champions on board and staff**
- Desire to change in light of a series of global crises**
- Moving beyond equity to anti-racist policies & org**
- What conditions/assets/barriers were overcome to support success?**
- Policy clearly prohibits retaliation**
- black and brown students centered themselves in the narrative**
- folks need to "park their egos"**
- Leadership is bought**
- Crisis leads to innovation**
- self preservation**
- Sharing the stories in community**
- The role of people giving up power for the collective good**
- Progress in having courageous conversations happen**
- willingness to change ourselves personal commitment**
- Stepping out of comfort zone, trying something new**
- assets: leadership support and freedom to act**
- Centering community voices**
- Resistance to change / resistance to uncertainty**
- The importance of leveraging my position to infiltrate systems change- don't necessarily need to be in leadership, or high level positions for this to happen.**
- The folks most impacted by the issue were center in the narrative and a strategic part of the alliance to make change.**
- Asset - anti-racism training**
- Openness from participants in the program.**
- Organizational commitment to values/mission**
- Staying authentic to the communities input not allowing the system to reshape it beyond the intent**
- Asset - champions on board and staff**
- Hurry to fix and solve before fully understanding the problem**
- prayers from ancestors provided strength**
- people creating space for themselves**
- Committed Leadership**
- Power players at the top who support community voices**
- Individuals who are not afraid to fight**
- love for self, family and community**
- White board members who are unwilling to look at their role in structural racism**
- understanding history**
- Dope educators and advocates using their influence to make it happen**
- shared language and models**
- stepping into our own power, our knowledge is powerful**
- Disrupting through coalition**
- Desire to change in light of a series of global crises**
- pain of inequity felt by those in power-made space/willingness to try something new**
- Make visible the invisible. Pushing past the fear to be vulnerable.**
- People in the middle: Gatekeepers vs. Bridgers**
- There needs to be a constant feedback loop, in which people can be heard when we're getting it wrong.**
- Confronting our bias and racism**
- BIPOC students were in fact the majority, and the impression reflected this reality.**
- White dominance**
- Intention/space for change**
- Increased % of students from Black, Indigenous and persons of color in enrollment of college due to her efforts with the college president**
- Build on past work, partnerships and persistence, barrier/discrimination**
- Community engagement from the beginning of a process and results shared in a way that reflects the community**
- Centering community voices**
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