



**COLLECTIVE  
IMPACT FORUM**



# **Shifting How We Work to Reach Transformational Change**

**March 25, 2021**



# Land Acknowledgement

We would like to acknowledge that this session is presented and recorded on the traditional land of the Massachusett, the Ohlone, the Coast Salish, the Suquamish, and the Duwamish people past and present.

We honor with gratitude the land itself and the Massachusett, the Ohlone, the Coast Salish, the Suquamish, and the Duwamish tribes.

Thank you.



# Participatory Land Acknowledgement

Please let us know the indigenous lands that you are on in the chat!

If you are not sure whose land you are on, and are based in the United States or Canada, you can either:

- Enter your location here: <https://native-land.ca/>
- Text your city and state or zip code to **1-855-917-5263**

*This text service is an open source project created by Code for Anchorage*



## Welcome!

- We want to hear from you! Share your **questions** in the Q&A section where the moderator can review them.
- A **recording** of today's discussion will be made available within 24 hours. We'll send you an email once it's online.
- When using the chat box, if you want all attendees to view your message, make sure to designate it **“All Attendees and Panelists.”**
- Share on Twitter at **@CIForamtweets** and **#collectiveimpact**



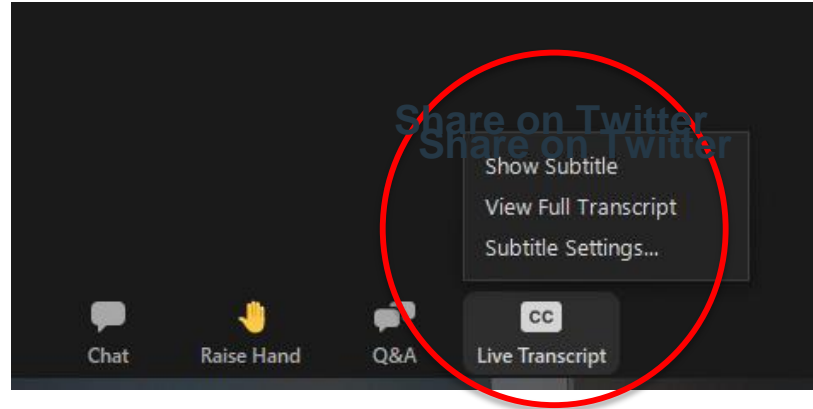
**Jennifer Splansky  
Juster**

Executive Director,  
Collective Impact Forum

## Live Captioning

Live captions are automatically on.

If you wish to turn them off, go to **Live Transcript** in your webinar menu and choose Hide Subtitle. Click Show to see the captions appear.



## For Technical assistance

E-mail **Ask for assistance in the Question box** or email [tracy.Timmons-gray@collectiveimpactforum.org](mailto:tracy.Timmons-gray@collectiveimpactforum.org)



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change lab

Amplifying the voices and wisdom of people from around the world who are effectively cultivating radical transformation

[www.collectivechangelab.org](http://www.collectivechangelab.org)



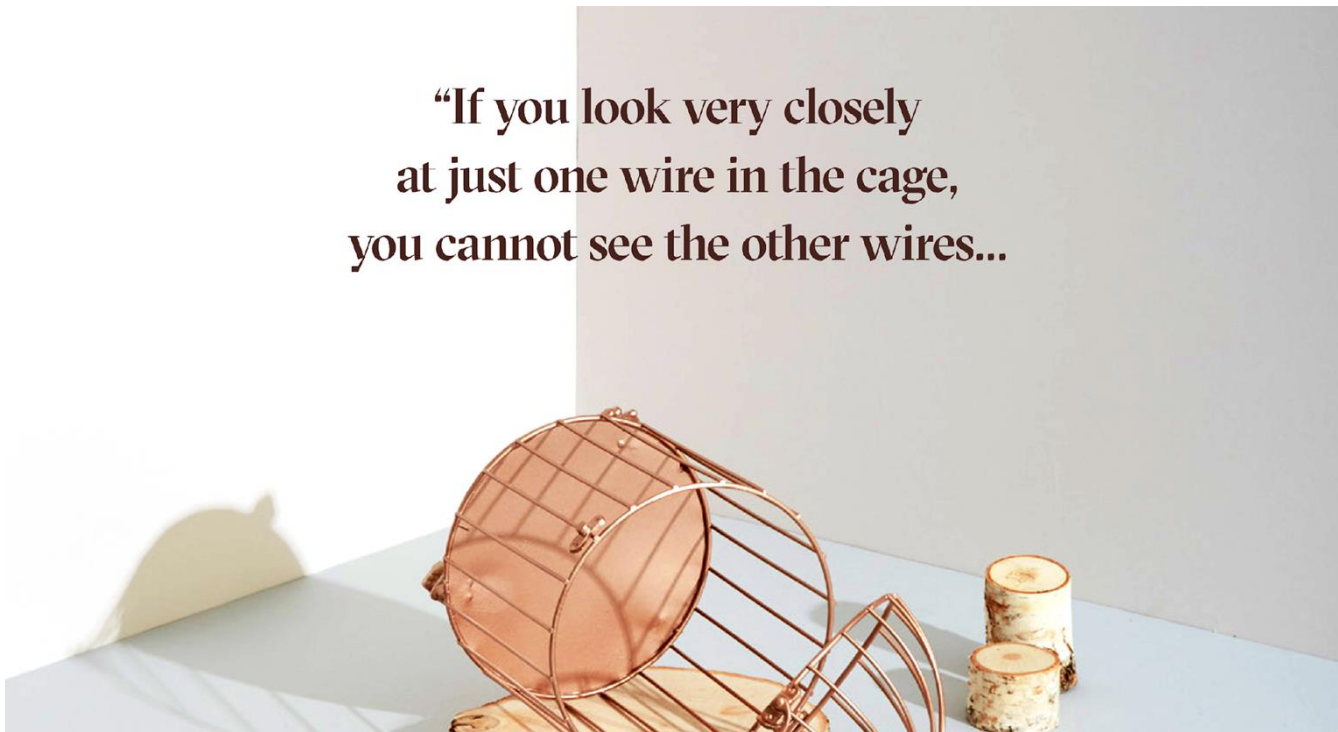
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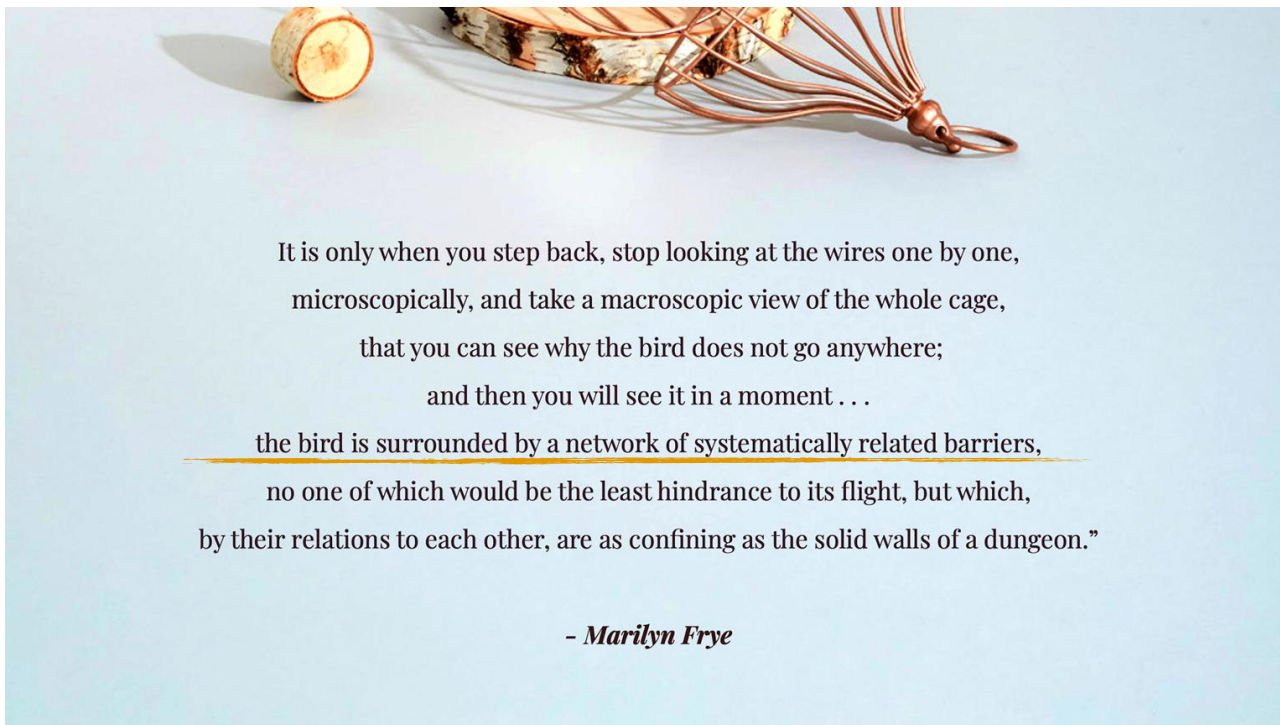
**Which one word comes to you when you think about  
“transformational change”?**

# How Systems Transform



***“If you look very closely  
at just one wire in the cage,  
you cannot see the other wires...”***





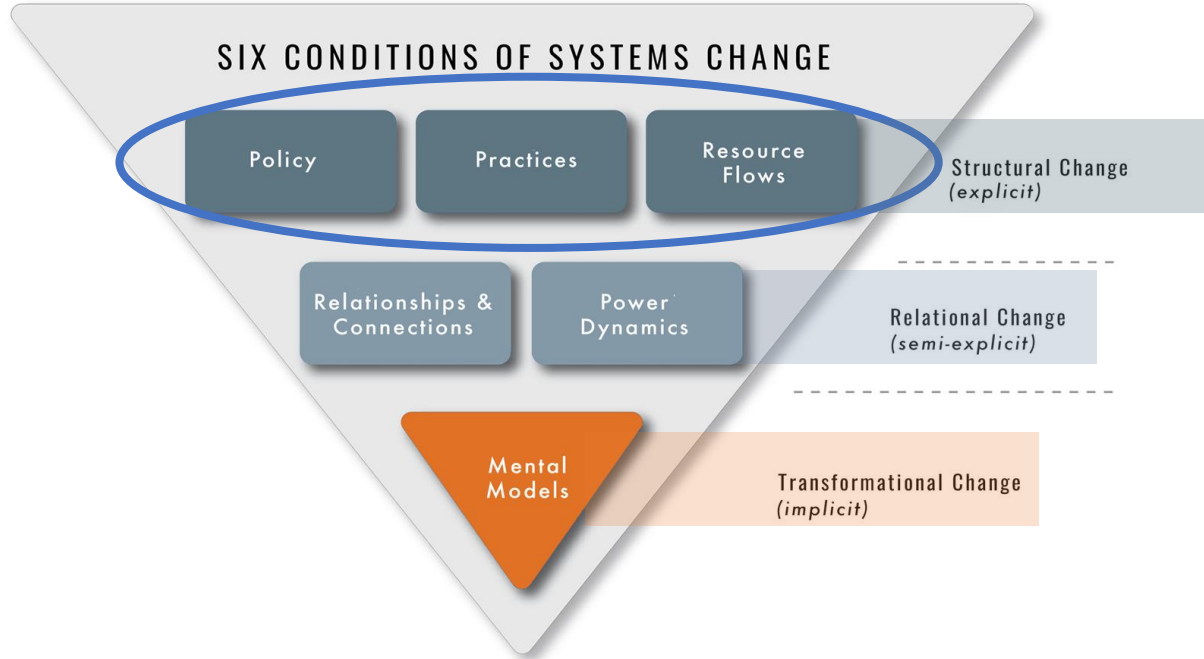
It is only when you step back, stop looking at the wires one by one,  
microscopically, and take a macroscopic view of the whole cage,  
that you can see why the bird does not go anywhere;  
and then you will see it in a moment . . .  
the bird is surrounded by a network of systematically related barriers,  
no one of which would be the least hindrance to its flight, but which,  
by their relations to each other, are as confining as the solid walls of a dungeon.”

- *Marilyn Frye*

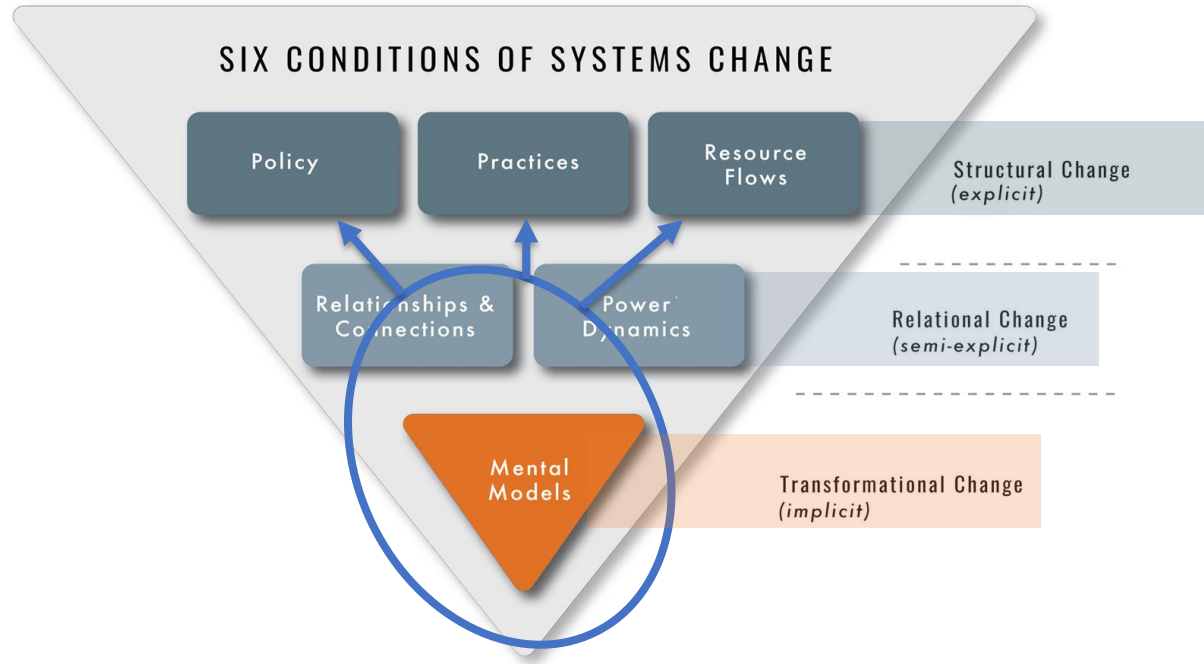
# Systems Change

Shifting the conditions that hold a problem in place

# The Six Conditions of Systems Change



# Transforming Systems Comes Through Shifting the Deeper Levels of Systems Change



# The values associated with non dominant culture must be elevated in order to shift the deeper levels of systems change



## Non Dominant (Relational) Values

- Patterns
- Wisdom- Aggregated over time
- Things in their own time
- Observation
- Generosity
- Interdependence
- Collectivism
- Autonomy
- Indirect Communication
- Oral Tradition
- Cycles and Phases
- Holistic Thinking
- Experience

## Dominant (Linear) Values

- Facts, measurement
- Knowledge (new)
- Timelines
- Scientific Method
- Materialism, Wealth
- Independence
- Authority, Hierarchy
- Individuality
- Direct Communication
- Written language
- Steps and stages
- Compartmentalizing, reductionist
- Credentials

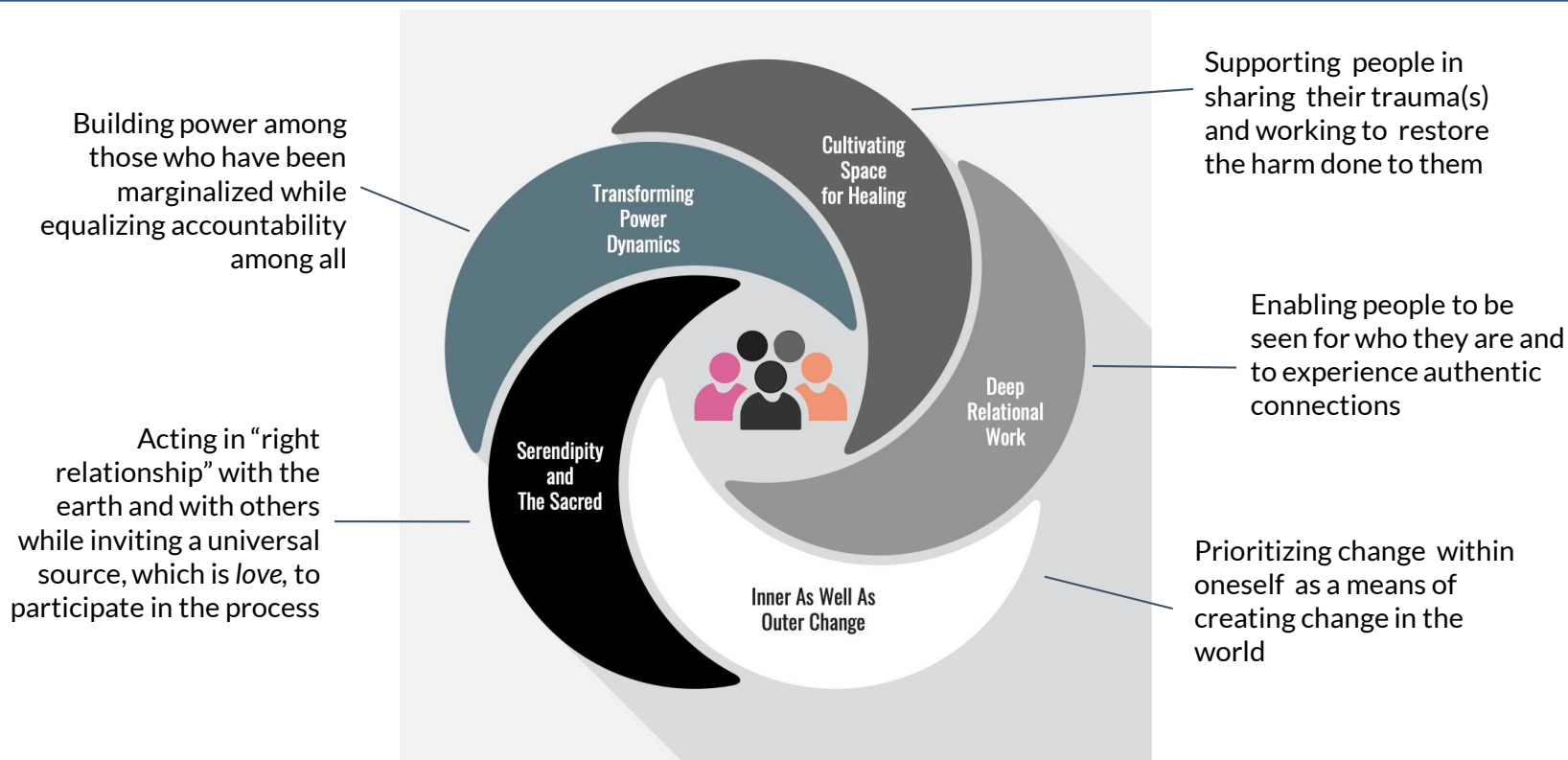
## Non Dominant Frames

- Indigenous practices
- Eastern/Western wisdom traditions
- Restorative Justice
- Truth and Reconciliation

# Five Qualities of Radical Containers



# We have seen that radical containers have five qualities that support individual and collective transformation:





**Roca is a community-based organization serving high risk young men and young mothers in Massachusetts and Baltimore**



## A circle story

**“Was I there when that happened? Was I one of the arresting officers?” asked the detective.**

**“Yes you were,” said the young man.**

**“So when I showed up, was I okay?” asked the detective**

**“Yeah, you were fine,” said the young man**

**“To be honest,” said the detective, “if someone did that to my mother, I don’t know that I wouldn’t have done the exact same thing you did.”**



## | Entreprises |



«Tamkeen ne fait rien et Tamkeen fait tout. Tamkeen nous apprend à compter sur nous-mêmes», dit un garçon de 12 ans, Communauté de quartier à Tanger en 2012.

## EDUCATION LA VOIE FACILITATRICE DE LA CONSCIENCE

La **Fondation Tamkeen** vient de prouver, témoignages à l'appui, que des transformations

2018. De la pauvreté des familles aux problèmes d'accès aux établissements scolaires dans le milieu rural, en passant



# Girl Trek and Systems Change



**GirlTrek reframed the dominant culture of “fitness” and infused it with what they call a “360 degree agenda to make our communities healthier”**

*The most powerful thing is that GirlTrek is not rooted in dominant pathology to fix black women but operates from a stance of love and moving you to health*

*Their actions are also rooted in a deep commitment to community – what’s necessary to build relationships that create connection, power, and leadership*

*The impact cascades to the various ways in which women lead and shows up at work and in other aspects of their personal lives*

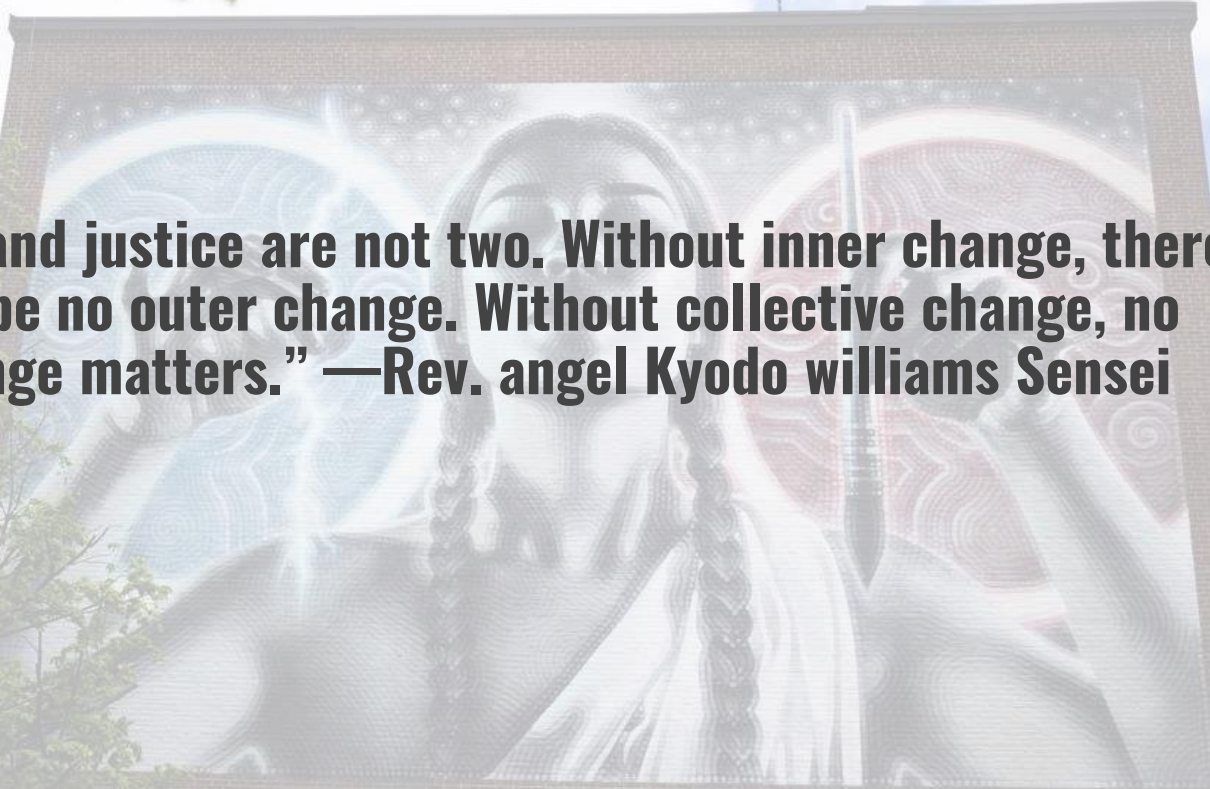
**- GirlTrek Member**

# Closing

## Feedback Form

<https://forms.gle/Wz7dwBFXWKhdEwV99>





**“Love and justice are not two. Without inner change, there can be no outer change. Without collective change, no change matters.” —Rev. angel Kyodo williams Sensei**

# COLLECTIVE IMPACT ACTION SUMMIT



APRIL 27-29, 2021

Join us online this April 27-29 for the [2021 Collective Impact Action Summit!](#)

Featuring 25 virtual sessions, along with plenary sessions with **Rev. Dr. William Barber** (Repairers of the Breach), **Melody Barnes** (Aspen Institute Forum for Community Solutions), **Crystal Echo Hawk** (IllumiNative), **Rashad Robinson** (Color of Change), **Nayantara Sen** (Race Forward), and **Sonya Renee Taylor** (activist, poet and author of *The Body Is Not an Apology*.)

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**Podcast highlights include:**

- Getting Started in Collective Impact
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- Holding Hard Conversations and Moving Beyond Neutrality
- Allies and Co-Conspirators: Stepping up to support Anti-Racism
- Building Trust among Partners and Sharing Credit