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

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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 **@CIForumtweets** and **#collectiveimpact**

Jennifer Splansky Juster
Executive Director, Collective Impact Forum
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
Amplifying the voices and wisdom of people from around the world who are effectively cultivating radical transformation

www.collectivechangelab.org
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

SIX CONDITIONS OF SYSTEMS CHANGE

Policy
Practices
Resource Flows
Relationships & Connections
Power Dynamics
Mental Models

Structural Change (explicit)
Relational Change (semi-explicit)
Transformational Change (implicit)
Transforming Systems Comes Through Shifting the Deeper Levels of Systems Change

SIX CONDITIONS OF SYSTEMS CHANGE

- Policy
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models

Structural Change (explicit)
Relational Change (semi-explicit)
Transformational Change (implicit)
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

Source: Terry Cross – National Indian Child Welfare Association
Approaches that support conditions for transformation already exist

**Non Dominant Frames**

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

Source: Terry Cross – National Indian Child Welfare Association
Five Qualities of Radical Containers
We have seen that radical containers have five qualities that support individual and collective transformation:

- **Deep relational work**: Enabling people to be seen for who they are and to experience authentic connections.
- **Prioritizing change within oneself as a means of creating change in the world**: Building power among those who have been marginalized while equalizing accountability among all.
- **Acting in “right relationship” with the earth and with others while inviting a universal source, which is love, to participate in the process**: Supporting people in sharing their trauma(s) and working to restore the harm done to them.
- **Transforming power dynamics**: Enabling people to be seen for who they are and to experience authentic connections.
- **Serendipity and The Sacred**: Prioritizing change within oneself as a means of creating change in the world.
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.”

**ÉDUCATION** 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
GirlTrek - USA

Take a walk. Join a movement!
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/Wz7dwBFXWKhdEwY99
“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
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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• Collaborating during COVID-19
• Holding Hard Conversations and Moving Beyond Neutrality
• Allies and Co-Conspirators: Stepping up to support Anti-Racism
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