

# The Interplay of Systems Change and Programmatic Activities

Florida College Access Network  
Summit: **Candid Conversations**

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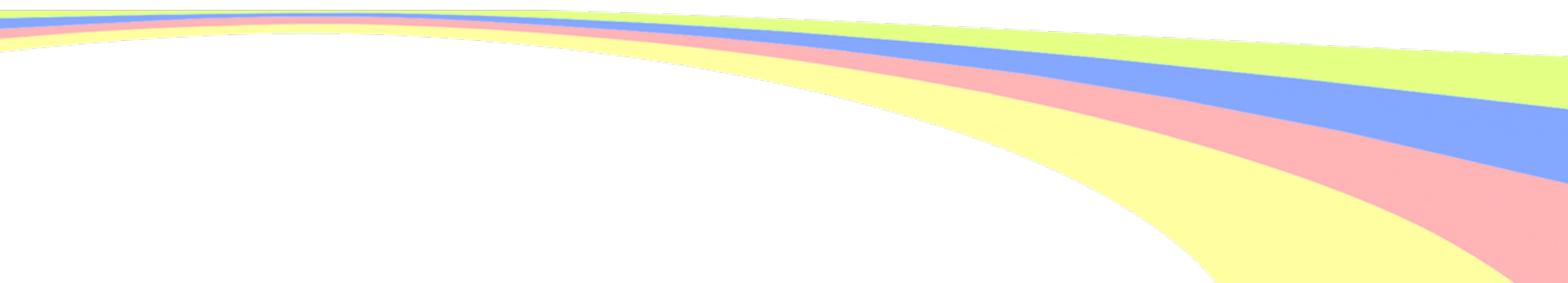
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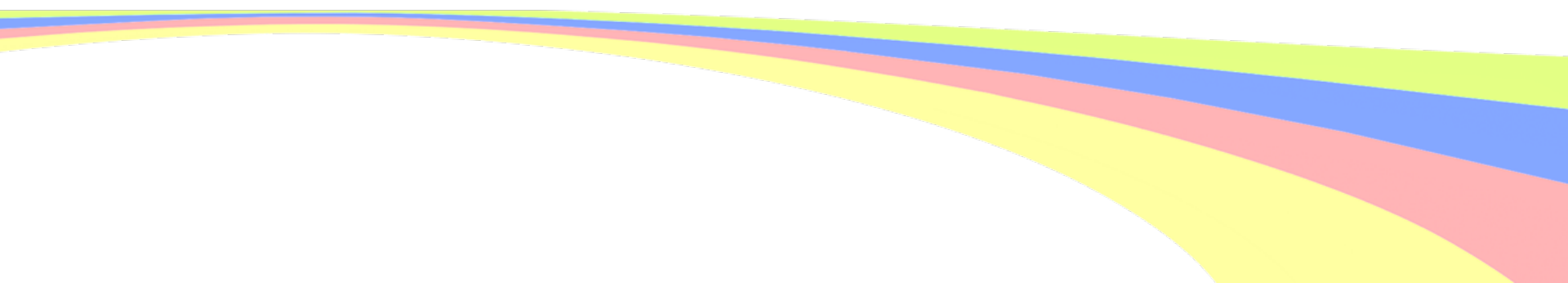
**How can communities move beyond programs to influence attitudes and beliefs, improve coordination, and change policy?**

**What does it take to put a systems approach into action?**



# Participants will learn and understand the:

- Meaning of systems change
- Six conditions of systems change
- Importance of community engagement
- Role of racial equity in systems change



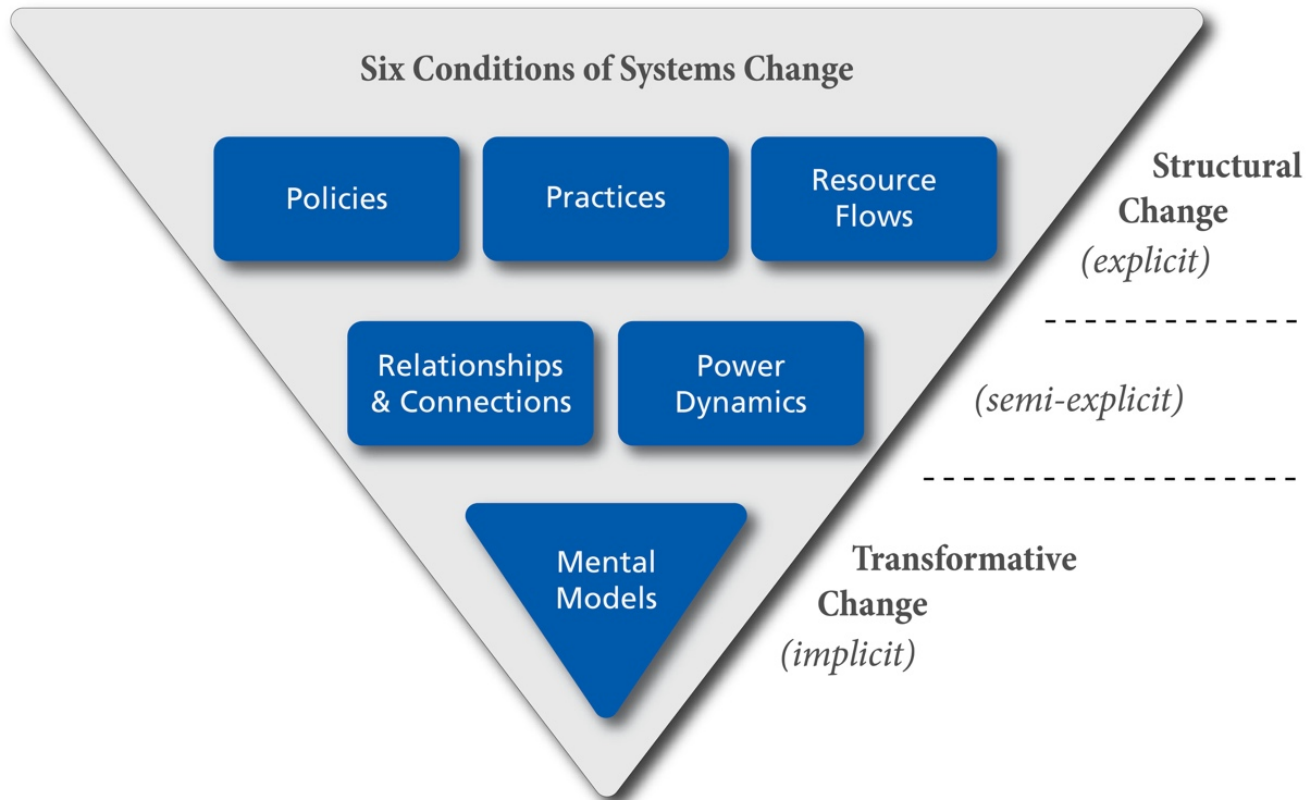
# What is systems change?

Systems change is about advancing equity by shifting the conditions that are holding a problem in place

# Barriers to systems change

- Government policies
  - Societal norms and goals
  - Market forces
  - Incentives
  - Power imbalances
  - Knowledge gaps
  - Embedded social narratives
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# Six Conditions of Systems Change



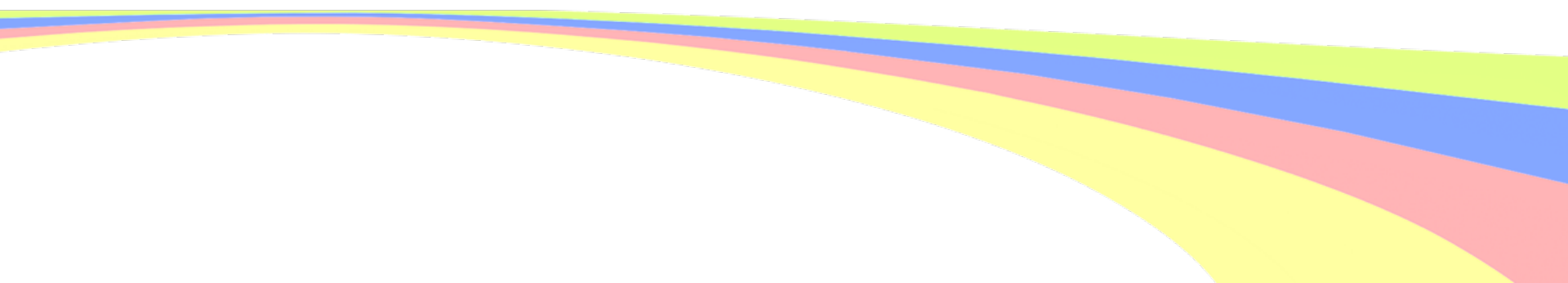
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# The Explicit (Structural Change)

**Policies:** Rules, regulations, and priorities (formal and informal).

**Practices:** Organizational and practitioner activities targeted to addressing and making progress.

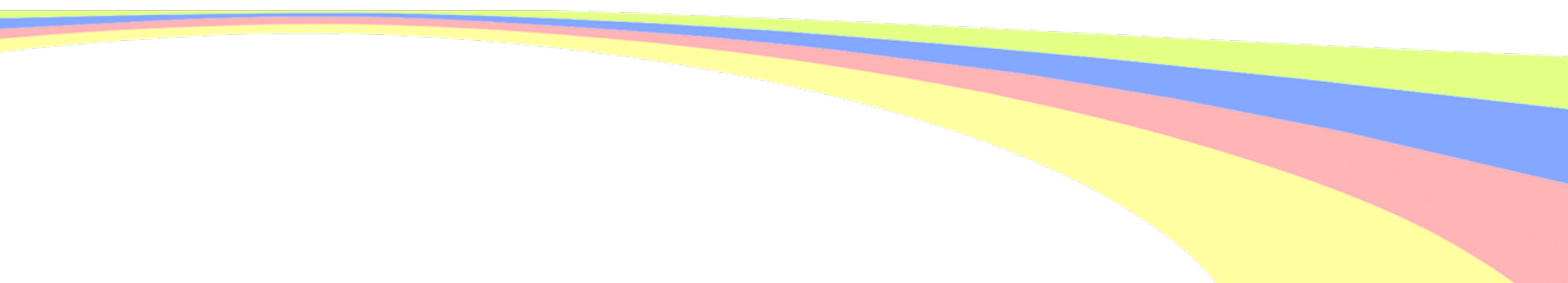
**Resource Flows:** How money, people, knowledge, and information are allocated and distributed.



# The Semi-Explicit

**Relationship and Connections:** Quality of connections and communication occurring between actors.

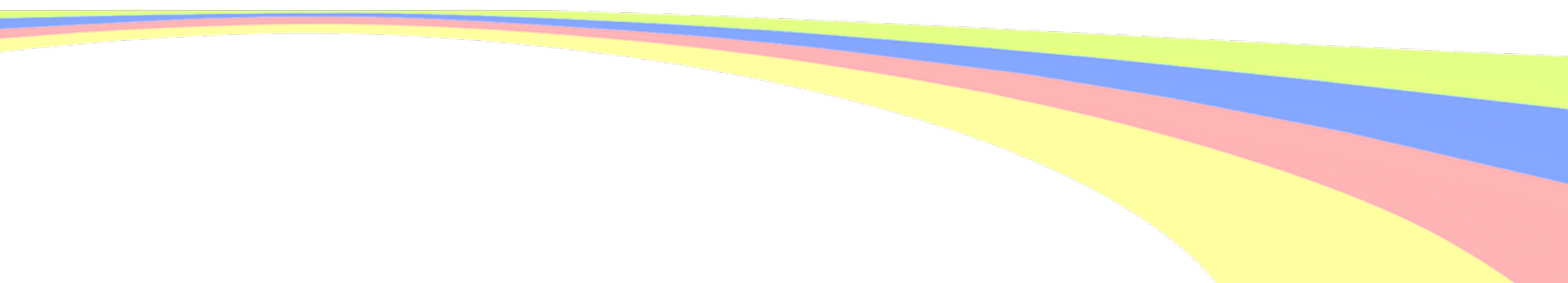
**Power Dynamics:** Which individuals and organizations hold decision-making power, authority and influence (both formal and informal). Those in power carry the narrative





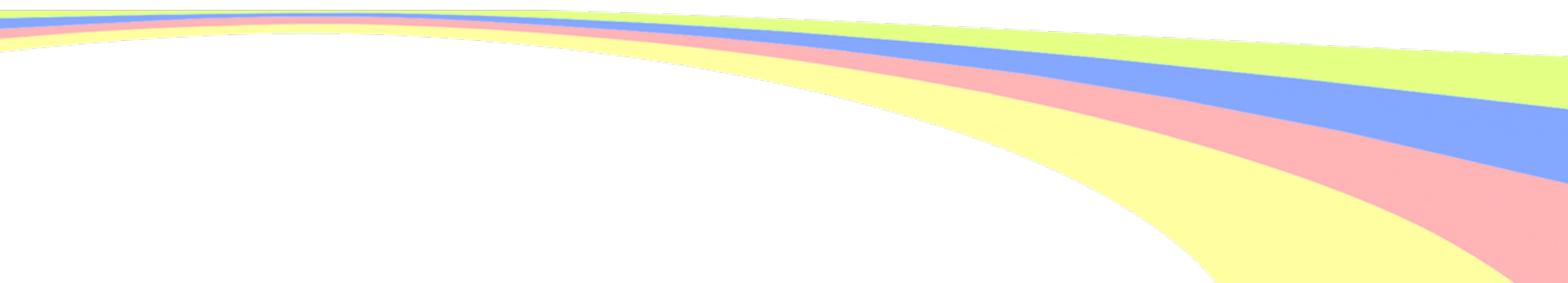
“Plugging the voice of the community into the right kind of political power grid will do more to create health and wellness than any single intervention.”

– Building Healthy Communities Initiative (BHC)



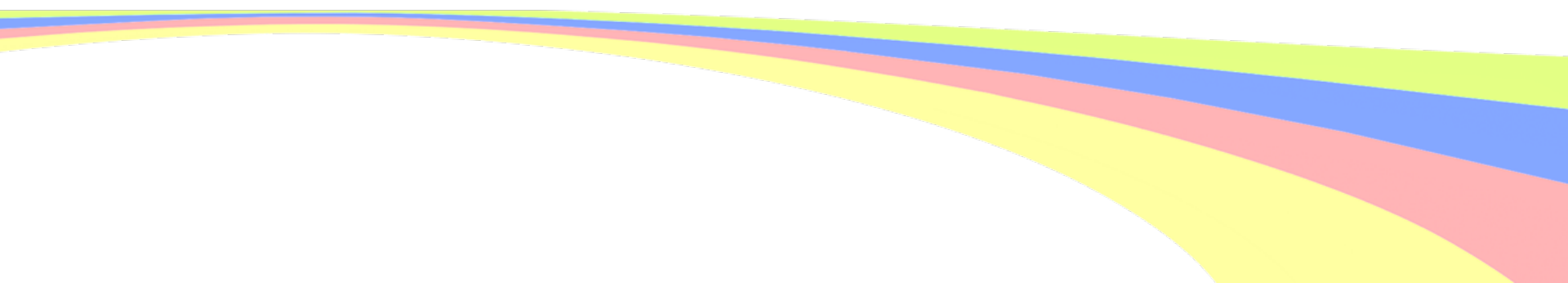
# The Implicit (Transformative Change)

**Mental Models:** Deeply held beliefs and assumptions that influence one's actions (such as racism and gender biases).



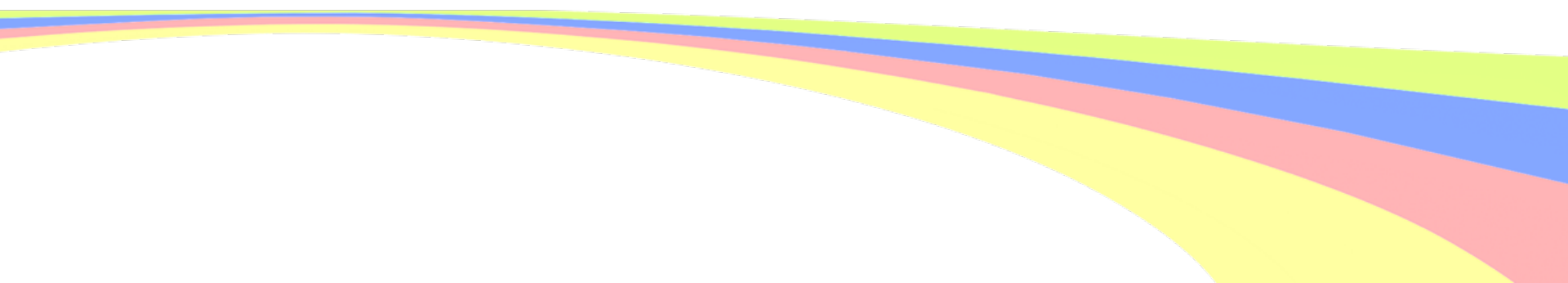
“Real and equitable progress requires exceptional attention to the detailed and often mundane work of noticing what is invisible to many.”

– *“The Water of Systems Change”,  
Kania, Kramer, and Senge*



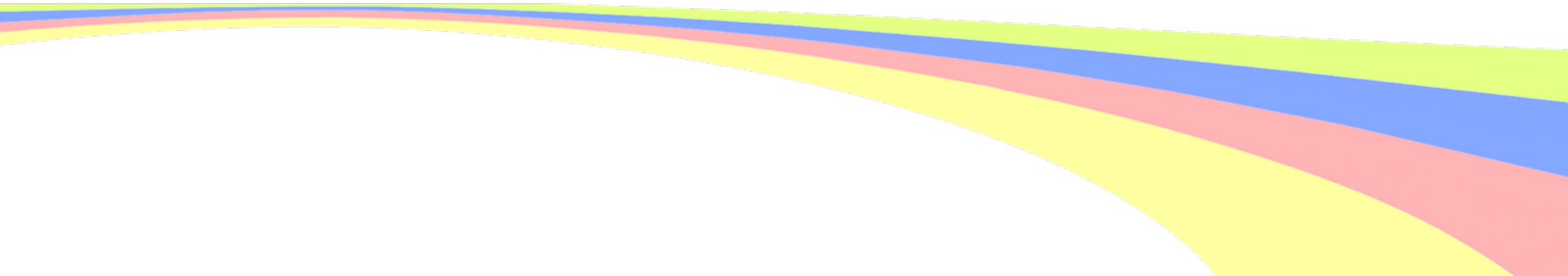
# Sustainable Change

Shifts in system conditions are more likely to be sustained when working at all three levels of change



# Role of Racial Equity in Systems Change

There are inequities at every level of systems change that must be recognized and addressed

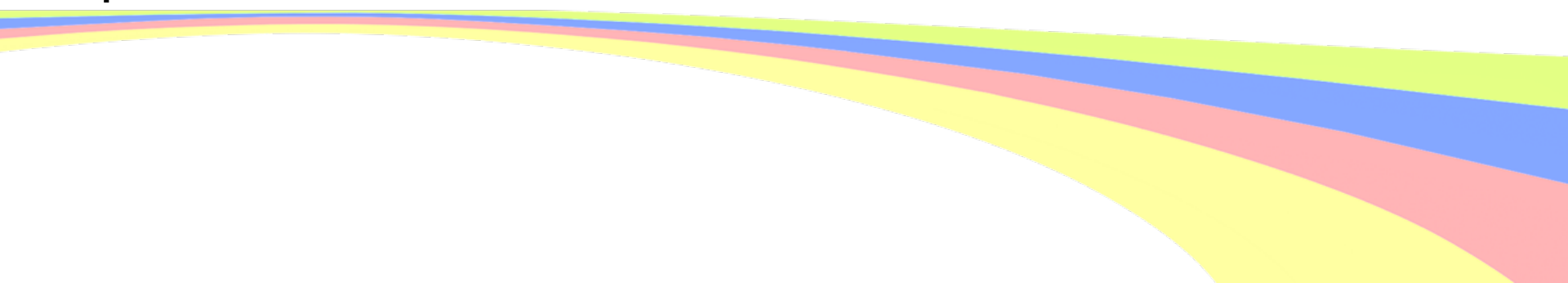


# Questions for Reflection

What existing elements are reinforcing existing conditions that might be hindering your ability to achieve your external aspirations for your systems change?

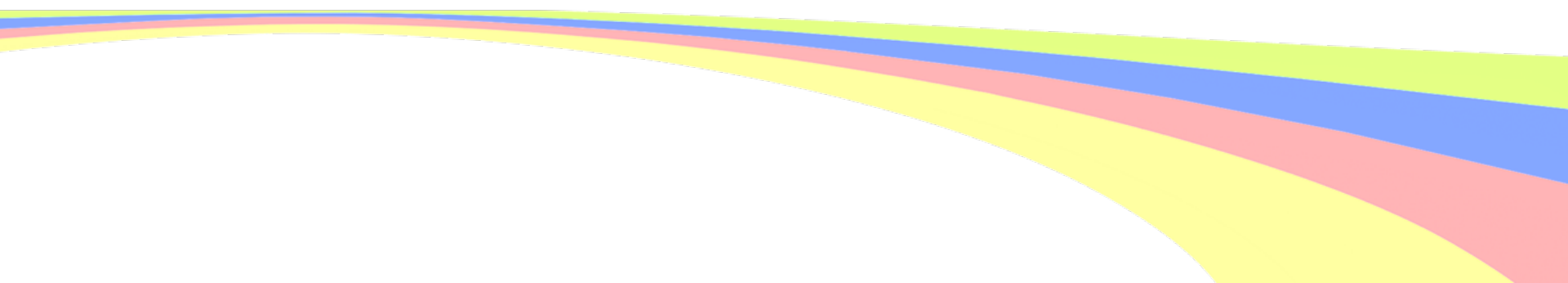
To what extent have your personal actions contributed to the conditions holding the problem in place?

To what extent are the organization's actions contributing to the conditions holding the problem in place?



“There’s no systems change without organizational change and no organizational change without individual change.”

– Jonathan Raymond, President of the Stuart Foundation, San Francisco



# Q & A / Key Takeaway

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