



The messy business of Systems Change

Judy Harper, Community Partners, September 5, 2018



What's Water?

...or why do government policies, societal norms and goals, market forces, incentives, power imbalances, knowledge gaps, embedded social narratives, et al, matter?!?

Why should we care?



Address a Complex Problem



Recognize Limits of Current Strategies



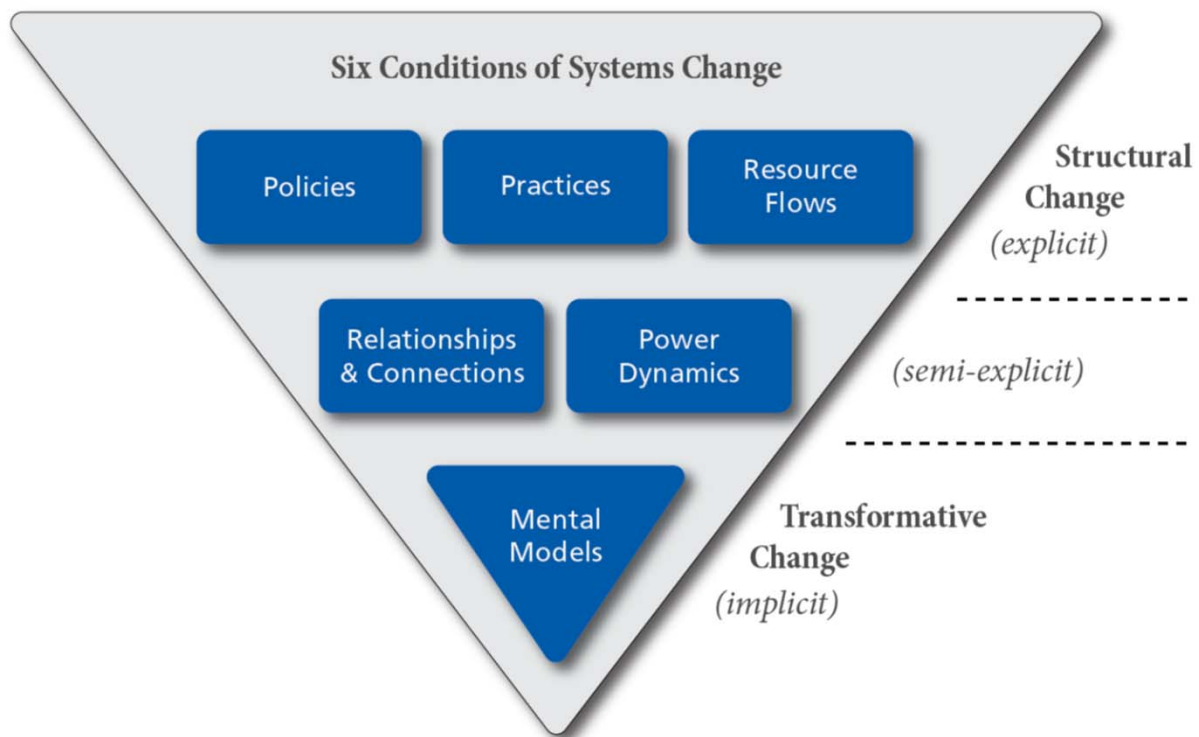
Consider New Directions



Six Conditions of Systems Change

- Policies
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models
- Structural Change (explicit)
- (semi-explicit)
- Transformative Change (implicit)

FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE





Building Capacity to See the Water

Deep commitment, mentoring, and never-ending practice

Practice with an “External Assessment”

Let's discuss.....

- How are the systems change conditions undermining our efforts to create truly healthy communities?
- What are some new strategies you might consider to address these conditions?
- Who are some of the new partners that should be involved to address the desired change?



The Waters of Systems Change: Action Learning Exercise



Try this in your community with key EXTERNAL and INTERNAL stakeholders!

- Schedule 3 – 4 hours
- Conduct EXTERNAL and INTERNAL assessments
- Consider “What to do next?”
- <https://www.fsg.org/tools-and-resources/water-systems-change-action-learning-exercise>

An underwater photograph showing a diver in the lower left corner, looking up at a large, dark, elongated marine animal, possibly a shark, swimming towards the right. The water is clear blue with some bubbles and light rays filtering down.

“

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



THANK YOU