

System Boundary: *People who*

Desired Change: *Increase inclusion of*

How to map a system:

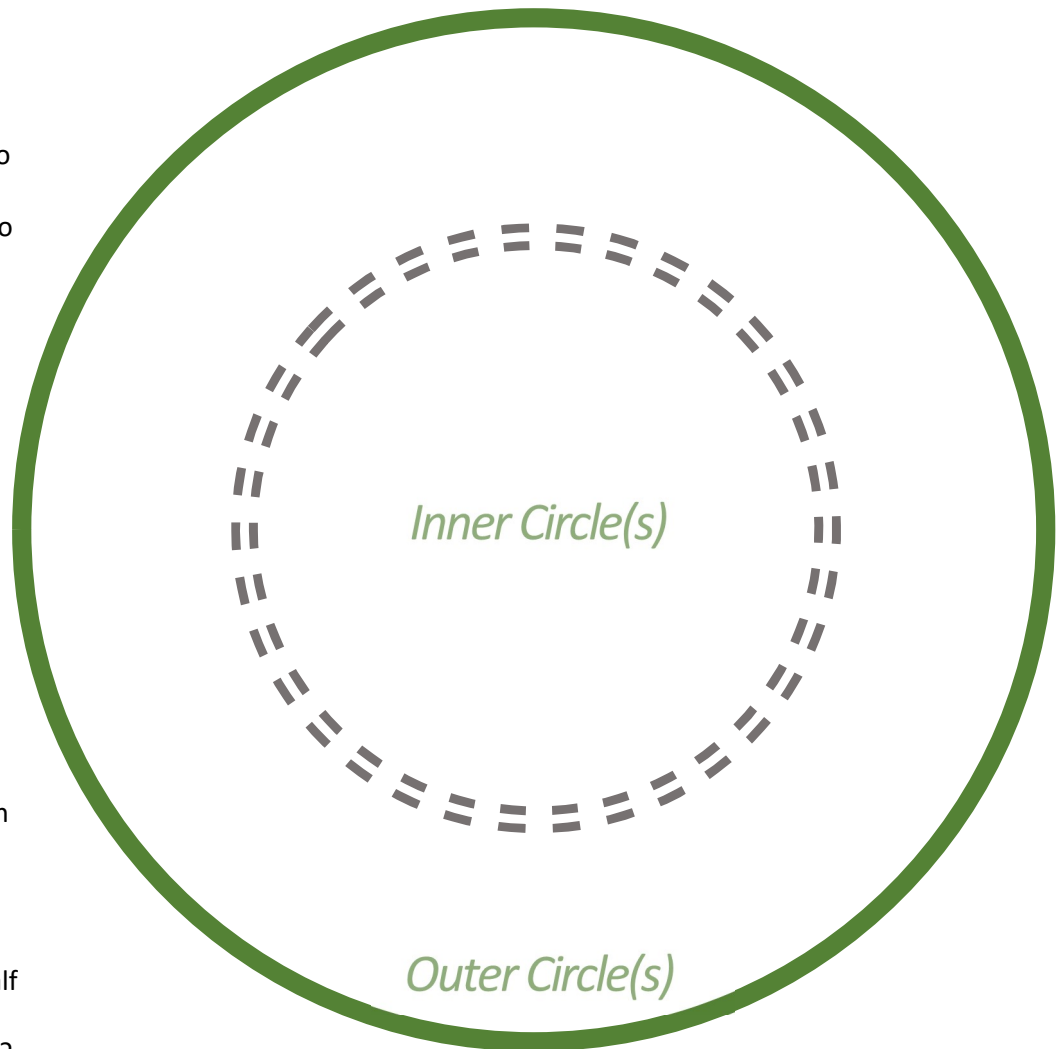
- Identify people and groups with a vested interest in the desired change.
- Position names or descriptions to reflect the ways the system currently reinforces their power to make change:
 - Inner Circle(s): System reinforces high authority/influence.
 - Outer Circle(s): System marginalizes power.
 - On the dashed Line: People/groups that overlap Inner and Outer Circles.

Prompts for consideration:

- Who has authority to manage/oversee the people or current processes involved?
- Who would need to be involved in implementing any changes?
- Who would be affected by any changes?
- Who currently advocates on behalf of people who tend to be marginalized in the outer circle(s)?
- Who has been dissenting regarding the current approach?

Tips for advancing system change:

- In addition to working with people/groups with authority/influence, ensure decision-making is accessible to people/groups who are affected yet tend to have their power marginalized by the system.
- Prioritize meeting and facilitating in ways that center the needs and voices of underrepresented perspectives.
- No one should be expected to represent others, rather to share their unique perspectives and ensure others' perspectives are also valued.



Every system is perfectly aligned to produce its current results