



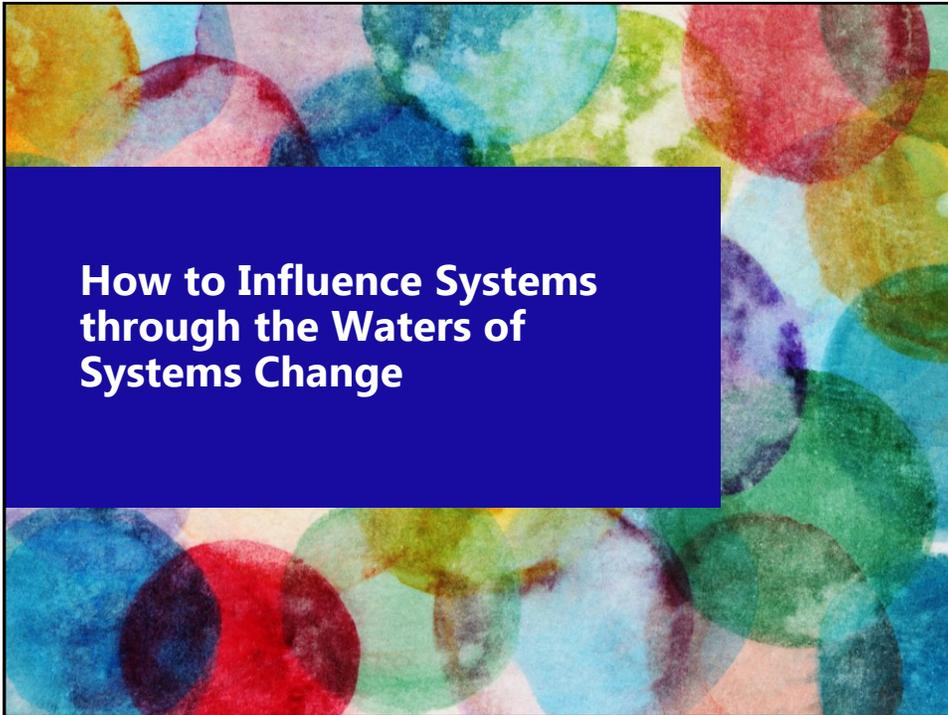
 **TAMARACK**
INSTITUTE

*COMMUNITY CHANGE
FESTIVAL*

#communitychange festival



**Advanced Learning –
Skill Session #2**



Programmatic Versus Systems Change



Karen J. Pittman
Co-Founder, President & CEO
of the Forum for Youth
Investment

- Programmatic interventions help people **beat** the odds
- Systemic interventions seek to **change** the odds



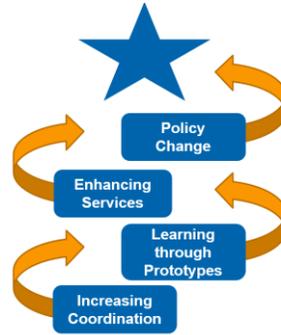
Strategies to get to Systems Change

Policy: advocating for policy change at local or provincial levels to improve the systems

Enhancing services: bringing in previously unnoticed practice, movement or resources to enhance existing local services

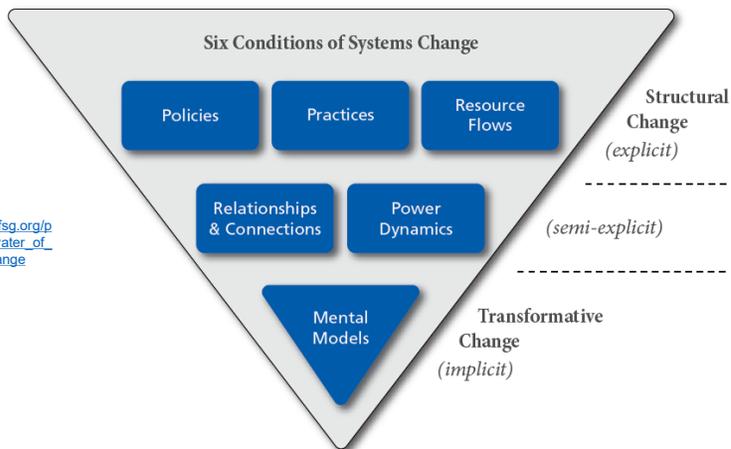
Learning through a prototype: start small with willing partners, learn from the experience and then expand

Increasing coordination: re-aligning existing programs and stakeholders to maximize system efficacy



#communitychange festival
www.tamarackcommunity.ca

Dipping into the Water of Systems Change

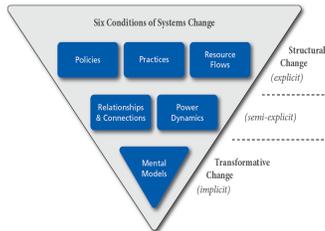


Source:
https://www.fsg.org/publications/water_of_systems_change



#communitychange festival
www.tamarackcommunity.ca

Uncovering Systemic Barriers



Definitions

Policies: Rules, regulations and priorities

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

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

Relationships and Connections: Quality of connections and communications occurring between actors

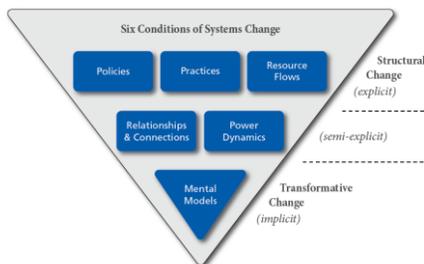
Power Dynamics: Which individuals and organizations hold decision-making power, authority, and influence (both formal and informal)

Mental Models: Deeply held beliefs and assumptions that influence one's actions



#communitychange festival
www.tamarackcommunity.ca

Defining the Systems holding the Problem in Place



Process:

1. Define the Aspiration and Five Year Success
2. Assess External Conditions
3. Develop strategies to address External Conditions
4. Assess Internal Conditions
5. Develop strategies to address Internal Conditions
6. Bring it all together



#communitychange festival
www.tamarackcommunity.ca

Part 1: External Assessment

Your Issue:

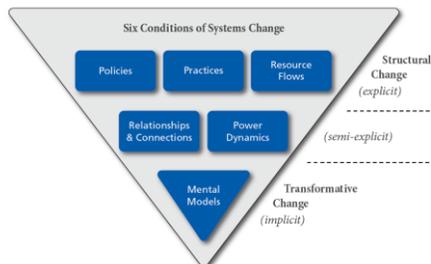
Five Years from Today:

- What aspirational outcomes do you envision?
- What progress and outcomes do you want to see?
- What changes to the whole system or part of the system?



#communitychange festival
www.tamarackcommunity.ca

Assessing External Conditions

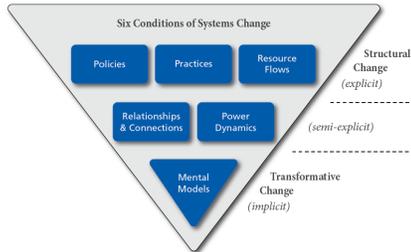


Based on the aspiration that has been identified, what existing elements are reinforcing current conditions holding the problem in place



#communitychange festival
www.tamarackcommunity.ca

Identify Strategies

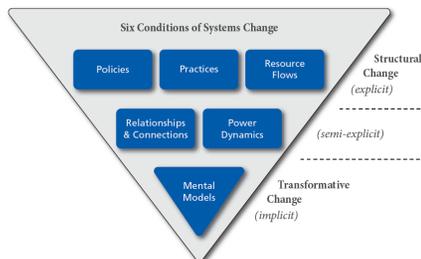


Given what you articulated about the conditions holding the problem in place, what strategies can help advance the systems change efforts? Who needs to be involved?



#communitychange festival
www.tamarackcommunity.ca

Assessing Internal Conditions



Thinking again about the aspiration you have for change and the strategies you developed, consider the following:

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

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



#communitychange festival
www.tamarackcommunity.ca

Identify Strategies

Six Conditions of Systems Change

Given what you articulated previously, what strategies can help advance the systems change efforts? Who needs to be involved to affect the internal changes needed?

#communitychange festival
www.tamarackcommunity.ca

Bringing it all together

To achieve your 5 year aspiration, what changes or strategies need to happen?

Condition	External Strategy Shifts	Internal Strategy Shifts
Policies		
Practices		
Resource Flows		
Relationships & Connections		
Power Dynamics		
Mental Models		

#communitychange festival
www.tamarackcommunity.ca

Reflections

What did this exercise surface for you?

What might you do differently as a result?



#communitychange festival
www.tamarackcommunity.ca



#communitychange festival
www.tamarackcommunity.ca



Liz Weaver
liz@tamarackcommunity.ca



#communitychange festival
www.tamarackcommunity.ca



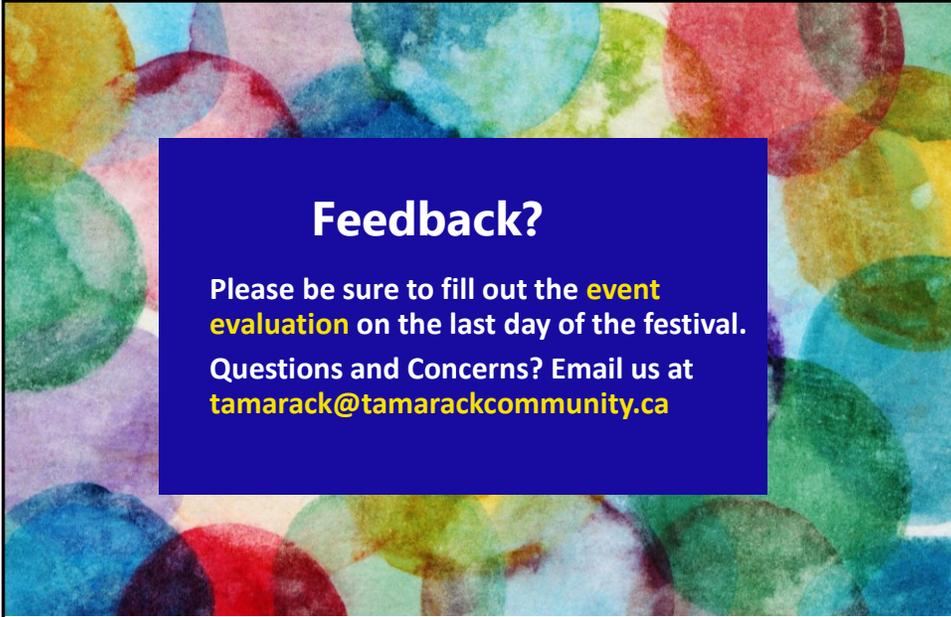

In the Tamarack **Learning Centre** we support our learners in the **five interconnected practices** that we believe lead to impactful **community change**.

CITIES
REDUCING POVERTY

CITIES
DEEPENING COMMUNITY

Vibrant Communities

In **Vibrant Communities** we support **cities and local leaders** to implement large-scale change initiatives to **reduce poverty** and **deepen community**.



Feedback?

Please be sure to fill out the **event evaluation** on the last day of the festival.
Questions and Concerns? Email us at **tamarack@tamarackcommunity.ca**



#communitychange festival
www.tamarackcommunity.ca