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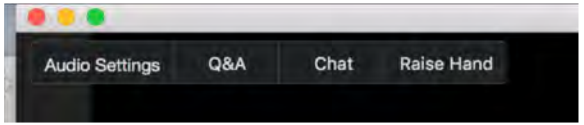
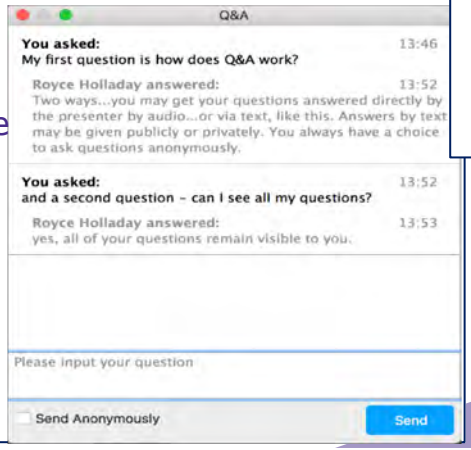
Welcome to the HSD webinar space!

You have four controls:



1 You can check your Audio (speaker) volume, *mics are only used by presenters, in general*

2 You can ask questions directly to the presenter or host



3 You can chat with each other

4 Or raise your hand!

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HSD Institute
Quarterly Virtual Mini-Conference

March 21, 2019

Nothing is intractable.

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Welcome! We are so glad you're here!

We record this LVW session for a number of reasons:

- ✓ The recording, with slide deck & chat transcript, is sent to all who register for the session.
- ✓ Recordings are used as learning materials in HSDP Certification and other Adaptive Action Labs we host. In these cases, the chat transcript is not shared.
- ✓ Recordings (without chat transcripts) are posted on our website as a resource for others.

Your privacy is important to us. You do not have audio to speak in this session, so we invite you to use the chat space, where you are identified by name. If you prefer anonymity, but still want to be part of the chat, please change the name that shows up for you. That will be the most effective way to protect your privacy.

We hope you enjoy today's session, and that you continue to learn with us as a member in the growing network of Human Systems Dynamics.

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Welcome!

To today's Quarterly Live Virtual Mini-Conference

- Erin Lewis
  Take Adaptive Action to Reduce Disparities
- Mary Nations and Allison Titcomb
  HSD Insights into Diversity, Inclusion, and Equity
- Wendy Morris
  Embodying Patterns for Leadership
- Glenda Eoyang
  Update about HSD Institute

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Erin Lewis

Take Adaptive Action to Reduce Disparities

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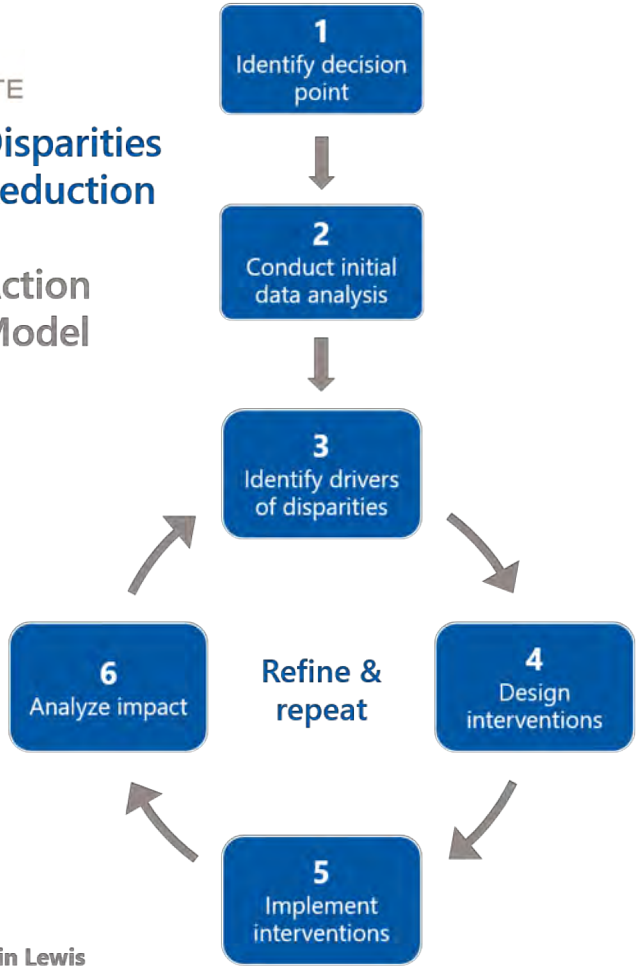
Disparities Reduction Action Model



Erin Lewis
2018

Step 1: Identify decision point	**WHAT** **What decisions do we make that might contribute to disparities?**
Step 2: Conduct initial data analysis	**WHAT** **Does data show that disparities exist for this decision point?**
Step 3: Identify drivers of disparities	**SO WHAT** **What about our thinking, policies, processes, and systems could be driving disparities?**
Step 4: Design interventions	**SO WHAT** **How might we address these drivers to reduce disparities?**
Step 5: Implement interventions	**NOW WHAT** **What changes will we make to try and reduce disparities?**
Step 6: Analyze impact	**NEXT WHAT** **Did our interventions impact disparities?**

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Step 1: Identify decision point

- Decision map

- Process mapping
- Interviews
- Observation/shadowing
- Staff input
- Best practices/peer organization practices
- Community input/ engagement/feedback

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Steps 2 & 6: Conduct initial data analysis & analyze impact

- Landscape diagram

- Quantitative analysis
- Qualitative data analysis
- Evaluation
- Surveys
- Focus groups
- Literature reviews
- Return on investment (ROI) analysis, cost/benefit analysis
- Data visualization, including GIS mapping
- Anecdotal evidence

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Step 3: Identify drivers of disparities

- Four truths
- Interdependent pairs
- CDE
- Rules of inquiry
- Decision map

- Interviews, focus groups, observation/shadowing
- Analysis of policies, assessments/ classification tools, case notes
- Legislative analysis
- Process mapping
- Review of what/when demographic info gets shared
- Best practices/peer organization practices
- Community engagement/input

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Step 4: Design interventions

- Questions in uncertainty
- Generative engagement
- Architectural model
- Landscape diagram
- Designing exchanges

- Human-centered design
- Continuous improvement
- Supervisors and employee support to follow policy and practices
- Legislative change
- Best practices/peer organization practices
- Community engagement/input
- Facilitated conversations/ planning sessions

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Step 5: Implement interventions

- Generative engagement
- Rules of inquiry

- Training on implicit bias, cultural competence
- Facilitated conversations
- Policy change/creation
- Redesign of reward/recognition systems
- Redesign of tools, forms, assessments, etc.
- Changes in data-sharing practices
- Legislative lobbying

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Links to the models & methods

- Architectural model
- CDE
- Decision map
- Designing exchanges
- Four truths
- Generative engagement
- Interdependent pairs
- Landscape diagram
- Questions in uncertainty
- Rules of inquiry

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HSD Insights into Diversity, Inclusion, and Equity

Allison Titcomb

Mary Nations

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HSD Insights into Diversity, Inclusion, and Equity

Generative Engagement

When people come together, they ***share identity*** through combinations of

- Goals
- Interests/affinities
- Location
- Ideas
- Principles
- Demographics
- What else?

<u>Inclusion</u> is possible through *sharing identity*

This is how you see and explore:

- How boundaries are formed
- Who is inside, who is out, and why
- How shifts in similarities or differences may shift boundaries

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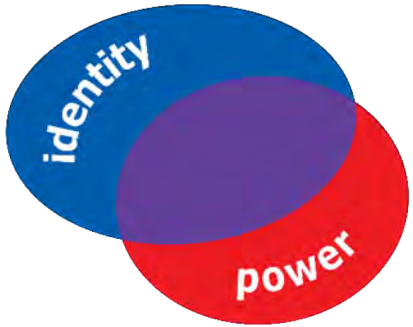
HSD insights into Diversity, Inclusion, and Equity

Generative Engagement



When people ***share power*** - the ability to influence and the willingness to be influenced - it is evident in patterns of decision making over time.

<u>Diversity</u> is engaged by *sharing power*

This is how you see and explore:

- The ways people of different backgrounds or group memberships or identities are involved in open inquiry
- How bias, prejudice, and/or privilege are involved in patterns of influencing

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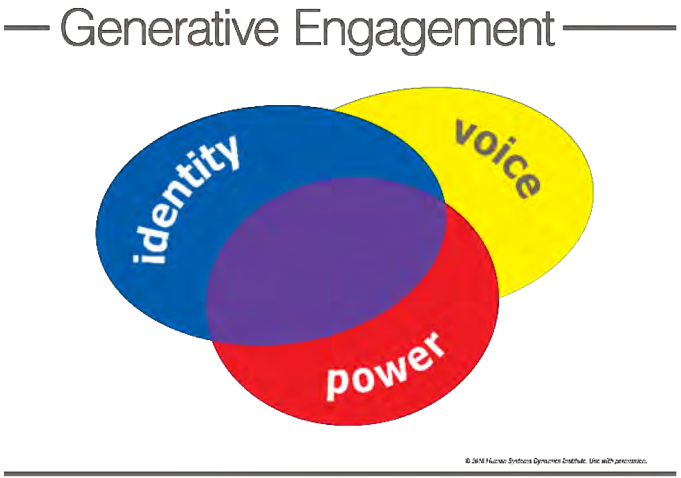
HSD insights into Diversity, Inclusion, and Equity



When people connect via ***shared voice***, it is evident through

- Information flows that are effective regardless of hierarchy or group membership
- Engagement via open inquiry, acknowledging complex truth
- Feedback requested and honored from all directions

Equity is possible via *sharing voice*

This is how you see and explore:

- How information flows: who speaks and who listens, who acts and who observes, who gives and who receives
- How inquiry and truth inform choices of engagement
- How individuals and groups participate

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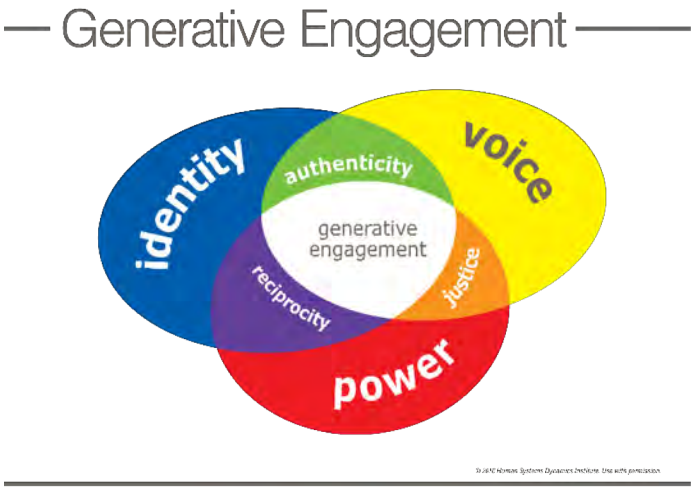

Generative Engagement

- Is a pattern that can be actively created by ***Sharing Identity, Power, and Voice***
- Is created when **Diversity, Inclusion, and Equity** are integral parts of human systems.
- Includes
  - ***Authenticity*** - created through the exploration of commonality and connections
  - ***Reciprocity*** - created through negotiating perspectives, ideas, and contributions with others for mutual benefit
  - ***Justice*** - created through having fair access to resources and engagement.

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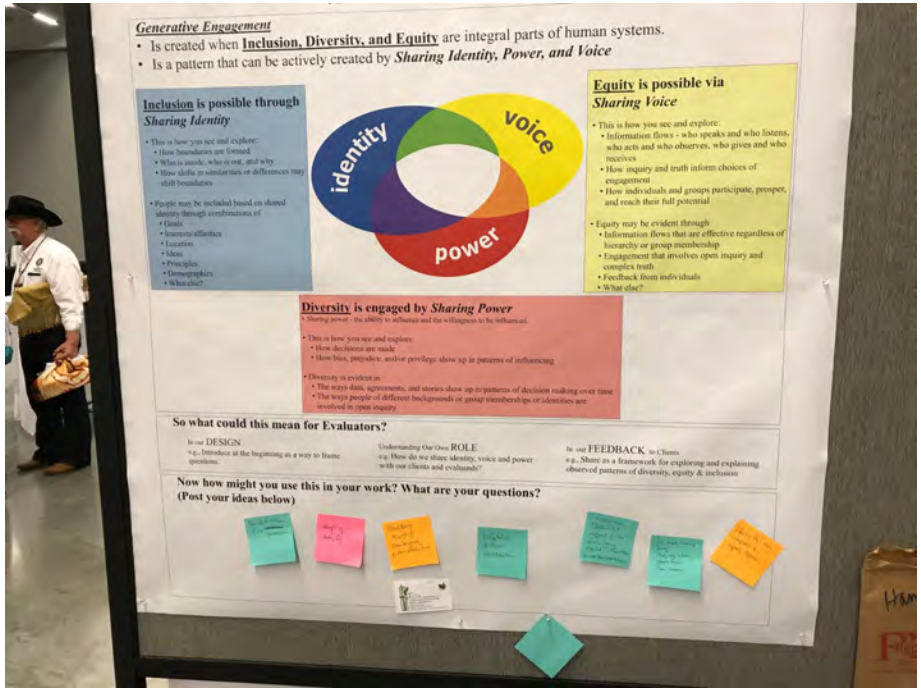
HSD insights into Diversity, Inclusion, and Equity



Poster at **American Evaluation Association** Annual Meeting in October/November 2018

Framed as a tool for evaluators particularly in DESIGN, ROLE, and for FEEDBACK.

Asked, "How might you see this in your work?"

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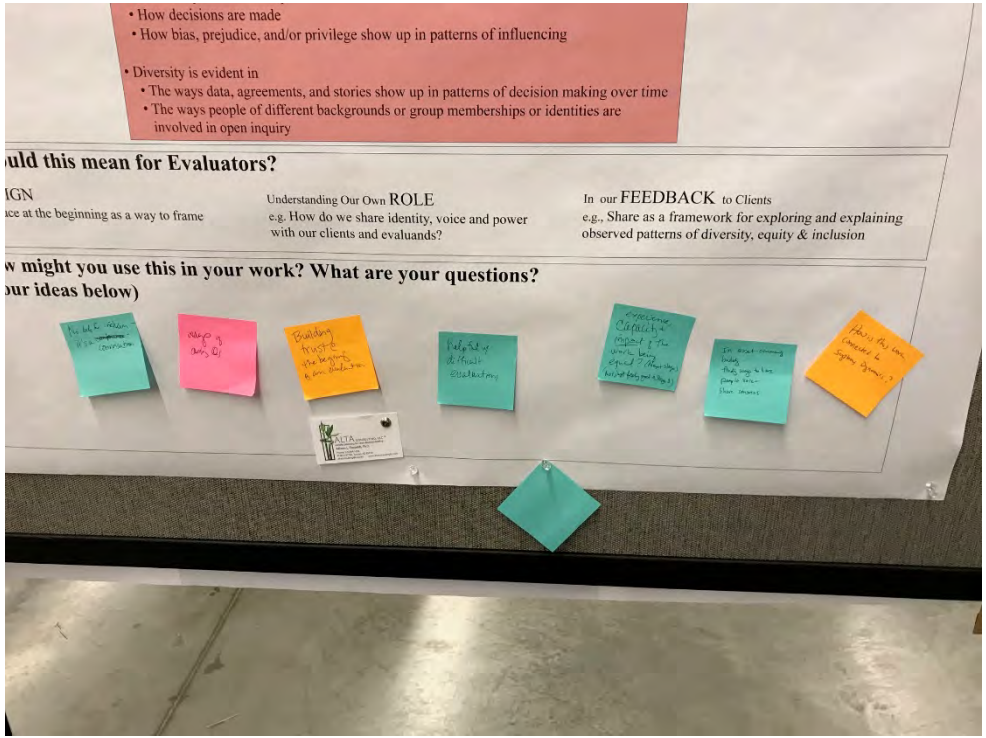
HSD insights into Diversity, Inclusion, and Equity



Responses about use included:

- No definition for inclusion– it's a conversation
- Ways of asking questions
- Building trust at the beginning of an evaluation
- Helpful with difficult evaluations
- Experience, capacity and the <u>impact</u> of the work being equal? Next stage– not just "feeling good" and stage 1)
- In asset-based community development– finding ways to have people voice and share concerns

Questions included:

- Where can I read more?
- How is this connected to Systems Dynamics?

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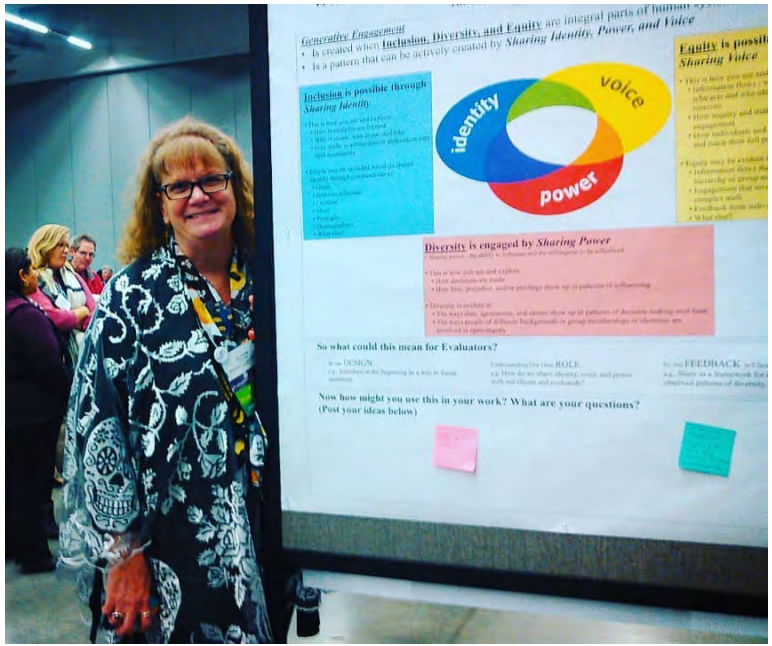
HSD insights into Diversity, Inclusion, and Equity



- People were intrigued and interested in origin
- More examples and "data" on use and effectiveness would encourage more to consider using it.

- Any ideas or suggestions? Contact us!

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Allison Titcomb
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Thank you!

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Wendy Morris

Embodying Patterns for Leadership

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EMBODYING PATTERNS OF LEADERSHIP

WENDY MORRIS

CREATIVE LEADERSHIP STUDIO

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HTTPS://WWW.LINKEDIN.COM/IN/WENDY-MORRIS/

WHAT'S THE SAME?
WHAT'S DIFFERENT?

IN GENERAL, I NOTICE…

IN GENERAL, BUT…

ON ONE HAND… ON THE OTHER…

I DIDN'T EXPECT…

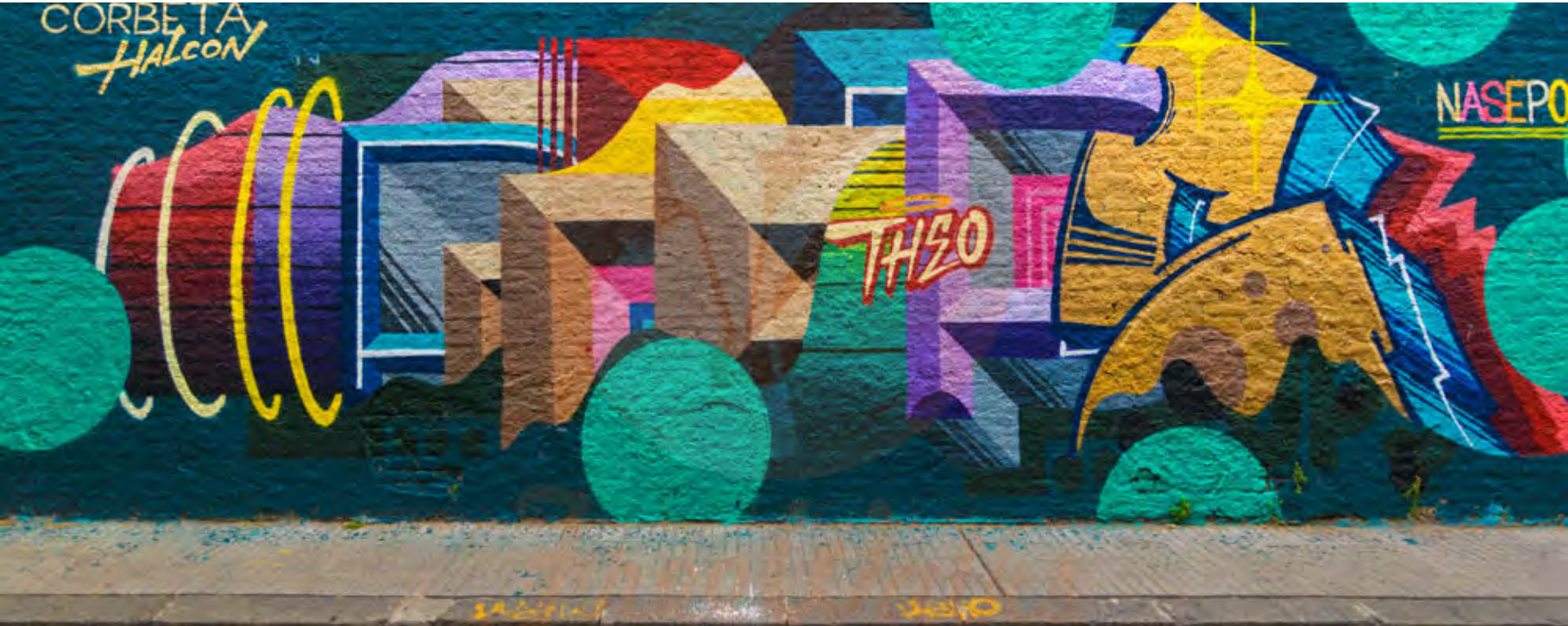
I WONDER…

MONUMENTO A
BARTOLOMÉ MITRE

LEADERSHIP IN COMPLEX ADAPTIVE SYSTEMS

WHAT DO YOU SEE?

PATTERNS



SCALE

MARTIN RON + JIANT & GUIVIRO
"THE PARROT'S TALE"

A STORY

R.A.I.N.

RECOGNIZE ALLOW INVESTIGATE NURTURE

Banksy's original umbrella girl
in New Orleans (right);
copy on an abandoned building in
San Telmo, Buenos Aires (left)

WHEN PIGS FLY….

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Other Learning Opportunities:

- Certification Training:
  - Virtual Certification Cohort
    Apr 1 – Aug 15, 2019
  - Roffey Park Certification Cohort
    Dec 9, 2019 thru April 14, 2020
- Other Adaptive Action Labs:
  - Essential Skills in Action (Medical Educators)
    Apr 2 – May 8
  - Innovate Today: Adaptive Action & Creative Responses
    April 23, 24, 26, 2019
  - Leverage Difference: Adaptive Action, Diversity, Equity, & Inclusion
    May 28, 29, 31, 2019

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