Independent Equity Team Assignment
Wk 2 – Application of Systems Thinking Concepts & Tools

Instructions: In your racial equity team, use below systems thinking tools to analyze a racial equity issue that you are considering working on through your work at the Law Foundation.

1. Inequities: What are the racial inequities involved in this problem? Who is burdened most and who benefits most?
   - Do different communities experience different impacts? (e.g., Do African Americans experience different impacts than Native Americans? Do communities experience different impacts based on how they are geographically situated?)

2. Institutions and policies: What institutions are involved and what policies and/or practices are involved? What other institutions, besides those most obvious, which may be having an effect on the problem? What institutional behaviors perpetuate the inequities?
   - Use graphic below to begin mapping the system(s) which contribute to the racial equity issue you've identified.
3) **Social conditions:** What other factors or conditions contribute to the problem (e.g. physical/environmental, income/wealth, housing segregation, health, education)?
   - Are there other factors, perhaps not located in a specific institution or policy that may have bearing on the problem?

4) **Compounding dynamics:** What other intersecting dynamics are relevant (e.g. gender inequities)?
   - In addition to race, are there other salient dynamics that compound the problem?

5) **Cultural norms and dominant ideas:** What cultural norms, myths or popular ideas justify or maintain the problem?
   - What is the dominant narrative or rationale that is used to justify the current approaches, actions or outcomes associated with this problem?

6) **History:** How did things get this way and what are some of the cumulative impacts? What can be learned from prior efforts to solve the problem or change the system?
   - How are contemporary factors compounding historic one, and are things getting better or worse?
7) **Root causes:** What are the key causes or contributing factors?
   
   - Do some of these seem more fundamental/influential than others?
   
   - What additional information do you need to understand the racial equity issue you’ve identified? How and where can you obtain this information?

8) **Solutions and strategic interventions:** What solutions or interventions could eliminate the inequities and result in systemic change with equitable impacts?
   
   - Where/what might be your greatest leverage points?