THEORY OF CHANGE

INFLUENCE SYSTEMS

Current System

Oppressive, dehumanizing system that reinforces the marginalization of certain groups

15T WAVE

LEADER SKILLS

- Possess a concious awareness of equity and complexity
- Recognize legacy and the historical impact of oppression and discrimination
- Listen and build relationships across difference
- Can articulate current state
- Act with situational awareness
- See and notice patterns of opportunity
- Develop the skill and courage to catalyze collective leadership

More Liberated Institutions

More humanized institutions
where leaders can create
beneficial change and outcomes
for children and families.

OND WAVE

LEADERS' SKILLS

- Convene formal and informal networks to catalyze and support participatory leadership
- Engage in inclusive decision-making to transform power in and outside system
- Use a targeted universalism approach to inform needed structural changes
- Co-design environments where ALL members experience belonging and efficacy

We use story to influence the national discourse



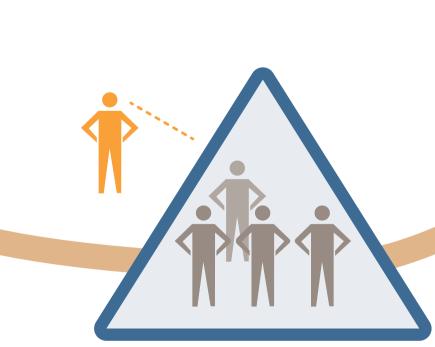
Resilient, thriving and liberated communities for children and families

DEVELOP LEADERS



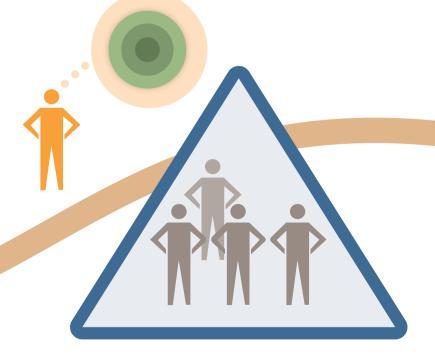
Leaders operate in oppressive institutions

Leaders operate in traditional hierarchical institutions that reproduce oppression and marginalization.



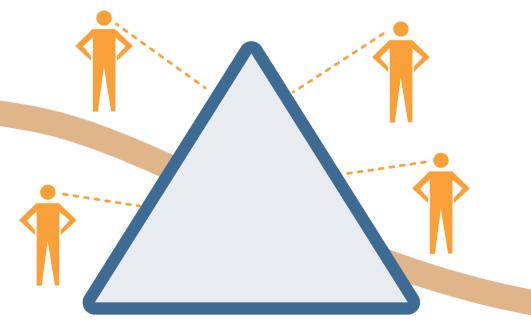
Leaders build their awareness

In order to disrupt oppression and inequity, leaders must recognize how the design of their systems maintains oppression and is a barrier to change.



Leaders see and learn a new way of leading

They must experience another way of leading that allows them to See, Engage, and Act differently to address complex equity challenges.



Leaders inspire awareness and momentum

Momentum for change grows
as more leaders become aware
of the shift in leadership
required by their equity,
complexity and design
challenges.

Leaders practice leading differently

Leaders practice Seeing,
Engaging and Acting in ways
that build empathy, healing
relationships, partnership,
justice and belonging.

Leaders redesign their institutions

As beneficial results and relationships emerge, leaders begin reorganizing their institutions to support humanizing, adaptive policies and practices.

Networks of leaders redesign communities

Leaders across institutions connect and collaborate to create thriving places of belonging and value for every child and family.