

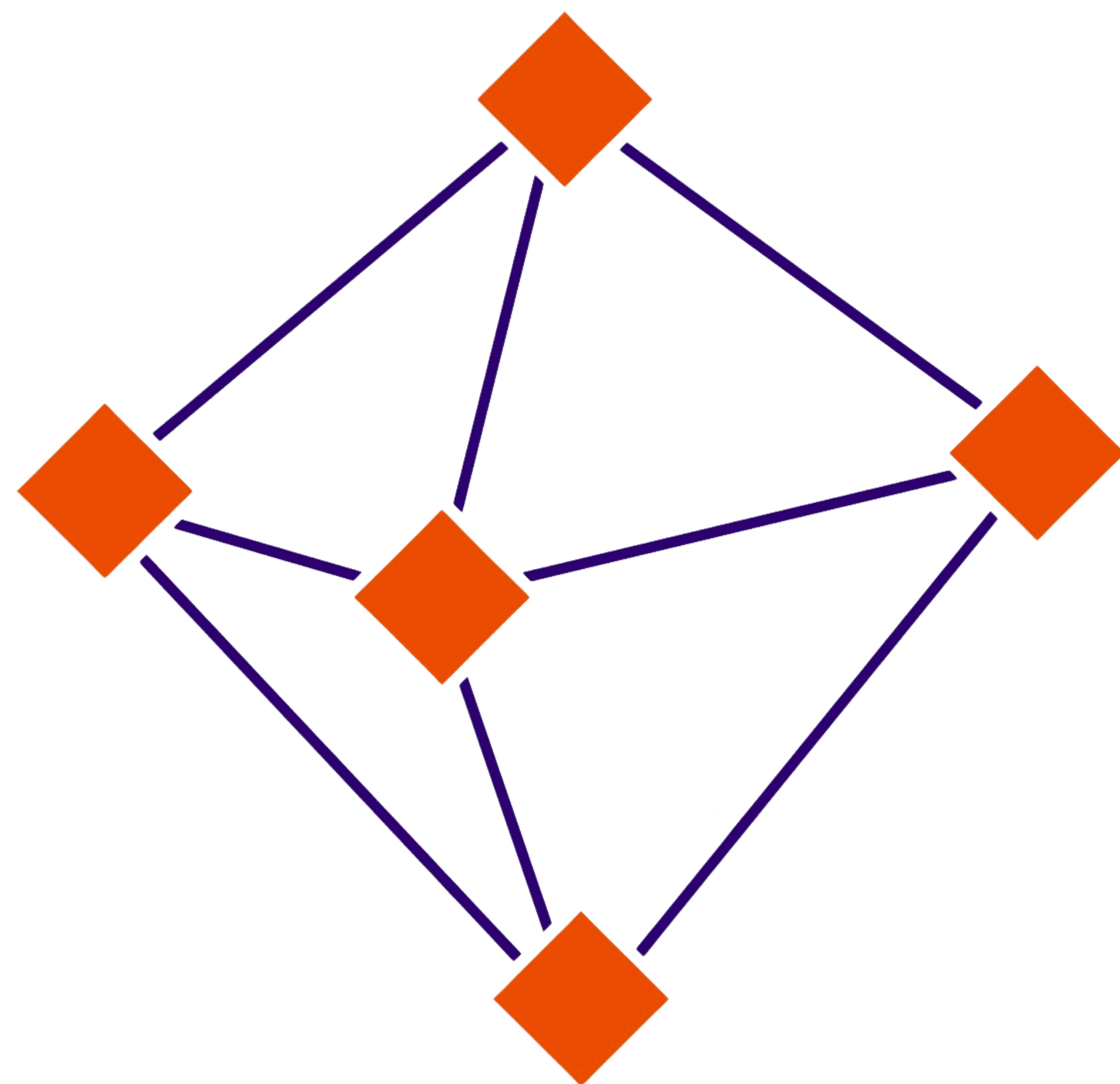
# Mapper

## *Visualising systems and structures*

**The Mapper** maps systems, actors, gaps, and opportunities to better understand evidence, systems, power and influence.

**Your equity focus is: Visibility, structure, and how systems reproduce oppression/discrimination.**

Consider how you can make power structures, systems, and marginalised actors or dynamics visible. How will you identify areas and opportunities for equitable change? Reflect on where your work sits on a spectrum from maintaining/improving existing systems that hold inequities in place to subverting, reimagining or dismantling those systems for real change.



## Key questions and prompts to consider

Key questions in **bold**. Others may be deeper questions involving wider engagement across the team.

**Who is/isn't in the room participating in mapping process? OR Whose perspective is this map representing?**

**Who holds power (formal, informal, relational, narrative) in this system?**

**Who benefits from how the system/map currently operates? Who is harmed?**

**Are your outputs perpetuating racism in anyway?**

Who has the ability to make decisions in this system, and how is that reflected in the map?

What assumptions or norms underpin this mapping process?

Where are the blockages or bottlenecks to equity?

What hierarchies are created or implied by how actors, roles, resources, stakeholders are presented?

## Some useful tools and resources

[Leverage Points: Places to Intervene in a System](#)

[The Intervention Level Framework](#)

[Sanctuary of Systems Change Equity Framework](#)

[Anti-Racist systems leadership](#)

[Oxfam Influencing for Impact Guide](#)

System Mapping / Causal-Loop Diagrams

Power Mapping Tools (e.g stakeholder influence vs interest)

Journey mapping from Marginalised User Perspectives