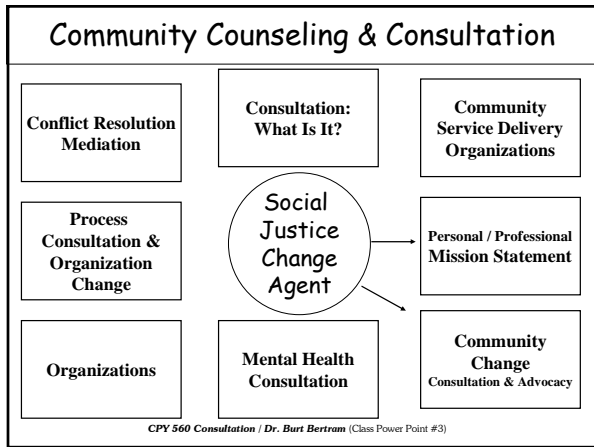


Community Change

Systemic Thinking
&
Social Advocacy

Class #3

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Systemic Thinking

Today's problems are yesterday's solutions

What is Systemic Thinking in the context of community consultation/counseling?

Why is it important to understanding community consultation/counseling?

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Systemic Inequality

**Who gets privileged?
Who gets systematically excluded?**

What patterns of inequality did you notice at your Practicum site?

How do you explain those patterns?

How did the counseling professionals at the site explain the patterns

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Systemic Thinking - Community Change

Systemic Change:

- 1) Identify the elements of a situation
- 2) Identify the theme that connects the elements
- 3) Develop interventions that target the theme for change...rather than attempting to change individual elements or symptoms.

There is **ALWAYS** a theme.....
..... **ALWAYS!**

Bartlett, G. (2001) *Systemic Thinking*
(http://www.pedsolve.com/systemic_thinking/home.htm)

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Social Advocacy

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**Community Change Initiatives
Social Advocacy**

Social Justice & Advocacy Organizations
What are some names of social justice and
advocacy organizations?
What causes do they represent?

Examples of Human Rights and Social Justice Organizations
<http://www.bfsr.org/hr.html>

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**Community Change Initiatives
Social Advocacy**

Acorn <http://acorn.org/>

The Farmworker Association of Florida, Inc.
815 South Park Avenue
Apopka, FL 32702
<http://www.nfwm.org/index/index.shtml>

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**Community Change Initiatives
Social Advocacy**

Parramore Kidz Zone
<http://www.cityoforlando.net/executive/children/pkz.htm>

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Engaging Community Leaders/Stakeholders

Community Change - Consultation
 Utilizing the Future Search Process
 Finding Common Ground
 Initiating Community Improvement

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Future Search Process

...a large group facilitated experience involving diverse stakeholders, all of whom are concerned about and vested in addressing and resolving to their satisfaction, a complex, controversial, and entangled issue.

Burt Bertram

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Contemporary Community Life

- There are few simple solutions.
- Everything is too complex and entangled to be solved.
- There are too many perspectives.
- Critics complain and protest – but is anyone “for” anything?
- Obtaining widespread buy-in on a course of action seems nearly impossible.
- Can find real solutions be found?

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What are the issues in your workplace or our community that seem too complex, controversial, and entangled to solve?

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Future Search Process

“...we neither avoid nor confront the extremes. Rather, we put our energy into staking out the widest common ground all can stand on without forcing or compromising... We seek to hear and appreciate differences, not reconcile them. We seek to validate polarities, not reduce the distance between them. We learn, innovate and act from a mutual base of discovered ideals, world views, and future goals. Above all, we stick to business. We make the conference's central task our guiding star.”

Marvin Weisbord

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Three General Uses for Future Search

Future Search processes lead stakeholders to create a shared vision of the future.

Future Search meetings enable all stakeholders to discover shared intentions and take responsibility for their own plans.

Future Search events can help people implement a shared vision that already exists.

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Conditions for Success

- “Whole system” in the room
- Global context, local action
- Common ground and future focus –
 NOT problems and conflict focused
- Self-managed small group activities
- Full attendance
- Healthy meeting conditions
- Sufficient time
- Member responsibility for follow-up

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Meeting Structure

- Review the Past
- Explore the Present
- Create Ideal Future Scenario
- Identify Common Ground
- Make Action Plan

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Ride the Roller-Coaster

Accept/live with the inevitability of differences. Don't focus on or expect to reconcile differences.

Typical Stages of the Process

- Getting On Board
- Despair: Blame/Frustration
- Owning Up – “This is our mess”
- Finding Hope
- Reality Dialogue / Real Choices
- Taking Responsibility - Action

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CASE STUDY
Future Search Process

Dr. Burt Bertram
Orlando, FL

The
Seminole Vision
Seminole County, Florida

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**In 1996,
a group of visionary community leaders asked;**

- What should be the future of Seminole County?
- Is there a Vision for Seminole County?
- If we called a Vision meeting, would anyone come?
- How could such a meeting be structured and conducted?

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They decided to find out...

Seminole Vision Conference

- When: October 1996
- How Long: 1 ½ days
- Facilitators: Burt Bertram, Georgette Thornton, Rodney Miller



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- Attendees
 - 107 senior community leaders invited
 - 104 actually attended
- Representing
 - Business & Economic Development
 - Community / Human Services
 - Environment
 - Public Safety
 - Transportation
 - Education
 - Healthcare
 - Government
 - (Elected Officials / Cities & County Mgrs)
- Discussed What
 - Current Realities affecting Seminole County
 - Likely Future of Seminole County
 - Possible Future of Seminole County

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TIME LINE

1970 - 1996

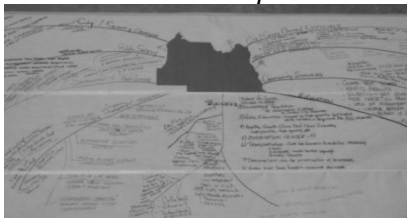


- Time Line (30' long wall chart / 25 years)
- Significant GLOBAL Events
- Significant COUNTY Event
- Significant PERSONAL Events
- Discuss at Tables (Mixed Members)
- Post Results on Time Line by Year

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CURRENT REALITY

"Mind Map"



- Stakeholder Group Discussion
- Force Field Analysis
 - What Is Working? / What Needs Attention?
- Report-Out: Record on Wall Map


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LIKELY FUTURE
If Things Remain On Current Path

- Stakeholder Group Discussion
- Facilitators Encourage Realism
- Report-Out to Everyone
 - Record on Flip Charts
 - Post all Chart Paper Together

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POSSIBLE FUTURE
If We Work Together



- Stakeholder Group Discussion
- Facilitators Encourage Realism
- Report-Out to Everyone
 - Record on Flip Charts / Post all Chart Paper Together

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NOW WHAT?
Building an Action Agenda

- Mix Stakeholder Group Members
- Discuss: *What is the next step?*
- Report-Out / List on Flip Chart
- Identify Themes / Patterns
- Develop Consensus
- Assign Responsibilities

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RESULTS

They discovered that given an environment of equality and trust...

- Honest dialogue on important issues could occur.
- Consensus on a Desired Future could be established.
- Innovative Partnerships could be built.
- The future of the community of Seminole could be intentionally and collaborative created.
- A *Seminole Vision* could be created.

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