



A Systems Approach to Effective, Sustainable Change

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- The goal of this presentation is to identify ways in which organizations, coalitions, and other community groups can create powerful strategies that address root problems within systems for effective, sustainable change.
- The characteristics of a system include its hours, location, resources, regulations, power (decision-making), and mindset.
- System change depends on a change in voices, mindset, attitudes, and belief and the most effective way to change any system is to work directly with those impacted by it to find true solutions.
- While quantitative data (e.g., how many, how much, how often) is important qualitative data (non-numerical data) creates space to talk to individuals. It is qualitative data that impacts research.
- Disaggregate means to separate a whole into its parts and disaggregated data is essential for the process.
- Disaggregating the data enables those working toward a solution to ask: who is being served, who is most impacted, and how do we implement equitable practices and delivery methods.
- Without disaggregated data organizations runs the risk of reinforcing disparities by doing the same thing over and over without results.
- The five elements needed for effective sustainable change are: a shared vision; an action plan; resources; competency; and motivation. Without these elements an organization or coalition will not be able to move forward.
- Shifting practice and implementing change requires the define, design, do, learn framework. 1) define the problem, 2) design the solution or strategy, 3) do or take action, and 4) learn what works and what doesn't.
- For change to occur, the root cause of what's not working within the current system must be identified in order to implement a roadmap for change while continuing to look for solutions.
- Overall, the best solutions must engage diverse perspectives and the best strategies come from collaboration.

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