

SYSTEMS

Exploring Your Roles, Responsibilities, and Choices



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TABUE



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Let's Begin...

- Introduce yourself to your tablemates.
- When you think of systems, what comes to mind?
- What is your experience when interacting with systems?

Grounding



ROUND 1: GOAL

AT YOUR TABLE, COMPLETE 5 SQUARES OF THE SAME SIZE. Each will have 3 pieces.

RULES

- **NO MEMBER** may speak including the enforcer
- **NO MEMBER** may ask another member for a piece or in any way signal another person to give them a piece
- **NO OVERLAPPING** pieces

ROUND 1: DEBRIEF

1. What was your experience and how did you feel while doing it?
2. What did you observe? How did you feel about your role?
3. What assumptions did you make during this round?

ROUND 2: GOAL

COMPLETE SQUARES OF THE SAME COLOR & SIZE

RULES

- Red - Can talk
- Blue - Use left hand only
- Yellow - Must stay seated
- White - No additional rules or limitations
- Black - No additional rules or limitations

ROUND 2: DEBRIEF

1. What did you perceive about your power or privileges?
2. What did you perceive about the power and privileges of others?
3. Did you actively engage in solving the problem?

ROUND 3: GOAL

**FORM A COLLECTIVE PIECE
IN 5 MINUTES**

→ No puzzle, just create!

ROUND 3: DEBRIEF

1. How might we be replicating a system unconsciously?
2. What do we sacrifice when we only focus on efficiency?
3. How did what you experienced in this simulation connect with your insights and learnings from the Overcoming Racism conference?

THINK-PAIR-SHARE

Think Use the worksheet to reflect.

Pair Pair up with someone, and share your thoughts.

Share Share out at the entire table.



Our

Takeaways

Sit in uncertainty - *immerse*
yourself in complexity.

Have a nimble mind and heart –
learn, practice, reflect with others.

Build and hold onto *trust*, hope,
and identity to guide you.

Leaders need to *step out* and
name what needs to change.

- Write down your **name**.
- What is YOUR takeaway?



Stick it on the collective mosaic on your way out.



Thank You