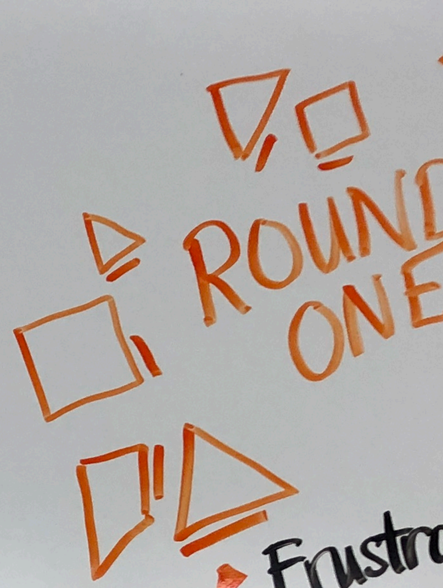
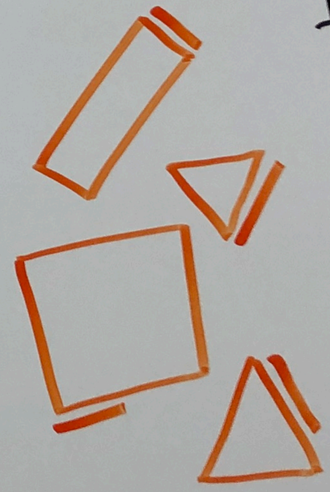
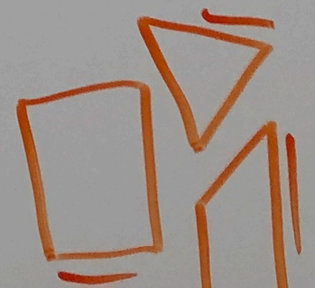
When you think of systems,

- public/ emergency assistance
- complexity
- bureaucracy
- networks
- integrate/work in
- ideological maintenance → perpetuate inequalities
- learning
- processes, who do they/don't they serve?




- ass are
- this is stressful
  - no one wants to break a square
- Frustrating to know there's a piece I want
- willing to follow rules
- ob th a
- Contribute as team
  - co
- Suspicious
  - coun prece





ROUND ONE

assumed we are competing

this is stressful
- no one wants to break a square

I don't like being rule enforcer

Frustrating to know there's a piece I want

willing to follow rules

observe then complete squares, a teammate took initiative to break it.

Contribute as team
- competitive

How can we solve this?!

assumed meaning/good intent behind rules

find ways to communicate

fun to see my ideas shared

no one stood up to look at other tables
- felt like cheating (or collaborate)

we assume the square is what we got to make

Struggled to finish
- resistant to dismantle my work

ROUND TWO

we
act
—we
eac

Rule
confu

Got le
out

Remind
myself
check in
group
mem

assumed as enforcer, I couldn't touch pieces

I didn't do a lot of enforcing
- what does it mean? how?
- no clear consequence to breaking rules

Suspicious
- count pieces

So fast
- looking around, question self

Is this a trick?

luck

lack of motivation
- I will wait for the brief

complacent

I will wait and watch

e
etuate
equalities

s,
o they/don't they serve?

assumed meaning/ good/intent behind rules

find ways to communicate

no one stood up to look at other tables

like eating

orate)

we assume the square is what we got to make

## ROUND TWO

- we jump to action so quickly — we don't pause and see each other
- assumed square sizes (big, small) → what if we do this altogether?
- resources left at tables in back
- lack of communication
- people left out/ select out of process
- always fall for rules — appreciate those who can see past it
- I know I break my

- Rule confusion
- Got left out
- Remind myself to check in with group members

do you want to take these?

- Hard to come up with something new if we are not diverse
- overlapped pieces to make a "square"

I didn't know we could do that

privilege to see what others do

- we know not everyone will participate
- how do we assume?

## ROUND THREE

- our resources, our goals

VS.

pool together, collaborate

- eas
- get it don
- deci to s sow to
- how our i come

- assumed it's easier to check out for efficiency
- under over-utilization of resource
- assumed that all others can't even without explicitly stated.

assumed as enforcer, I couldn't touch pieces

- someone played interpreter for me
- waited for an "OK go!"

can I talk?

how do I fit in?

what's my role?

- without a voice, so easy to give up
- different rules placed upon us

o a lot

cing

what does it mean? how?

no clear consequence to breaking rules

- Depended on one to move — privilege
- what's not in the rules

trade

- assumed more is better VS. let's do the best with what we got
- why can't we use our power to help others?
- micromanaged, overwhelmed
- got busy, didn't even ask why.
- Once we got our squares, we are done

tokenism

- waiting for the punchlin

# ROUND THREE

- if we his together?
- resources left at tables in back
- lack of communication
- people left out/ select out of process
- always fall for rules — appreciate those who can see past it
- I know I got to break my habit
- yet I stayed with my own group
- assumption of collaboration and ability to participate
- make my decision on where/how/if I participate in a system
- we know not everyone will participate
- how do we assume?
- we started without ground rules
- made up for last round's lack of collaboration
- ese?
- I didn't know we could do that
- privilege to see what others do
- contradictory:
  - more resources
  - fewer participated
  - big group
- verlapped ieces to a "square"
- our resource, our goals VS. pool together, collaborate
- easier
- get it done
- some active, some observed
- unsaid rules } navigation as a woman of color
- there are expectations of my role ( interpretation
- ver-utilization resource
- assumed that all others can't even without explicitly stated.
- decided to stay so we get to participate — respect different opinions
- how much change will actually happen?
- Collective was keeping me out → felt overwhelming
- waited for an "OK go!"
- without a voice, so easy to give up
- can I talk?
- how do I fit in?
- what's my role?
- different rules placed upon us
- how do our identities come into this?
- took us awhile to get to our goal
- my group listened to me — so why would I leave just to struggle again?
- people stop talking because they're criticized
- micromanaged, overwhelmed
- Once we got our squares, we are done
- waiting for the punchline
- some took over
- tokenism
- got busy, didn't even ask why.