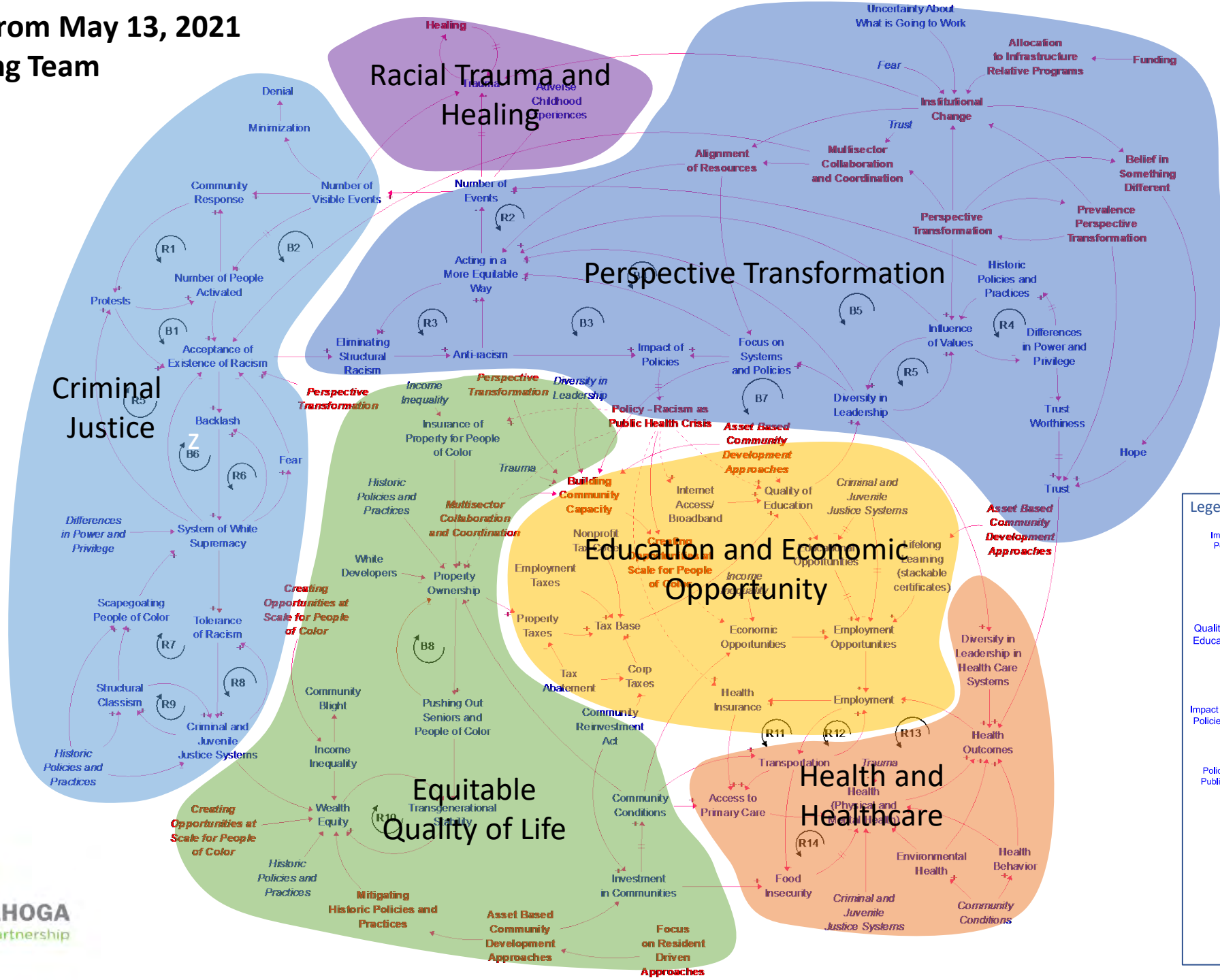


Causal map from May 13, 2021

Core Modeling Team Meeting



Legend

- Impact of Policies → Policy - Racism as Public Health Crisis
- Quality of Education → Diversity in Leadership
- Impact of Policies ||| Policy - Racism as Public Health Crisis
- Policy - Racism as Public Health Crisis - - - Quality of Education

Causal link between two variables where the + sign indicates that increasing the cause *increases* the effect, AND decreasing the cause *decreases* effect

Causal link between two variables where the - sign indicates that increasing the cause *decreases* the effect, AND decreasing the cause *increases* effect

Double line across a causal link represents a delay between causes and effects

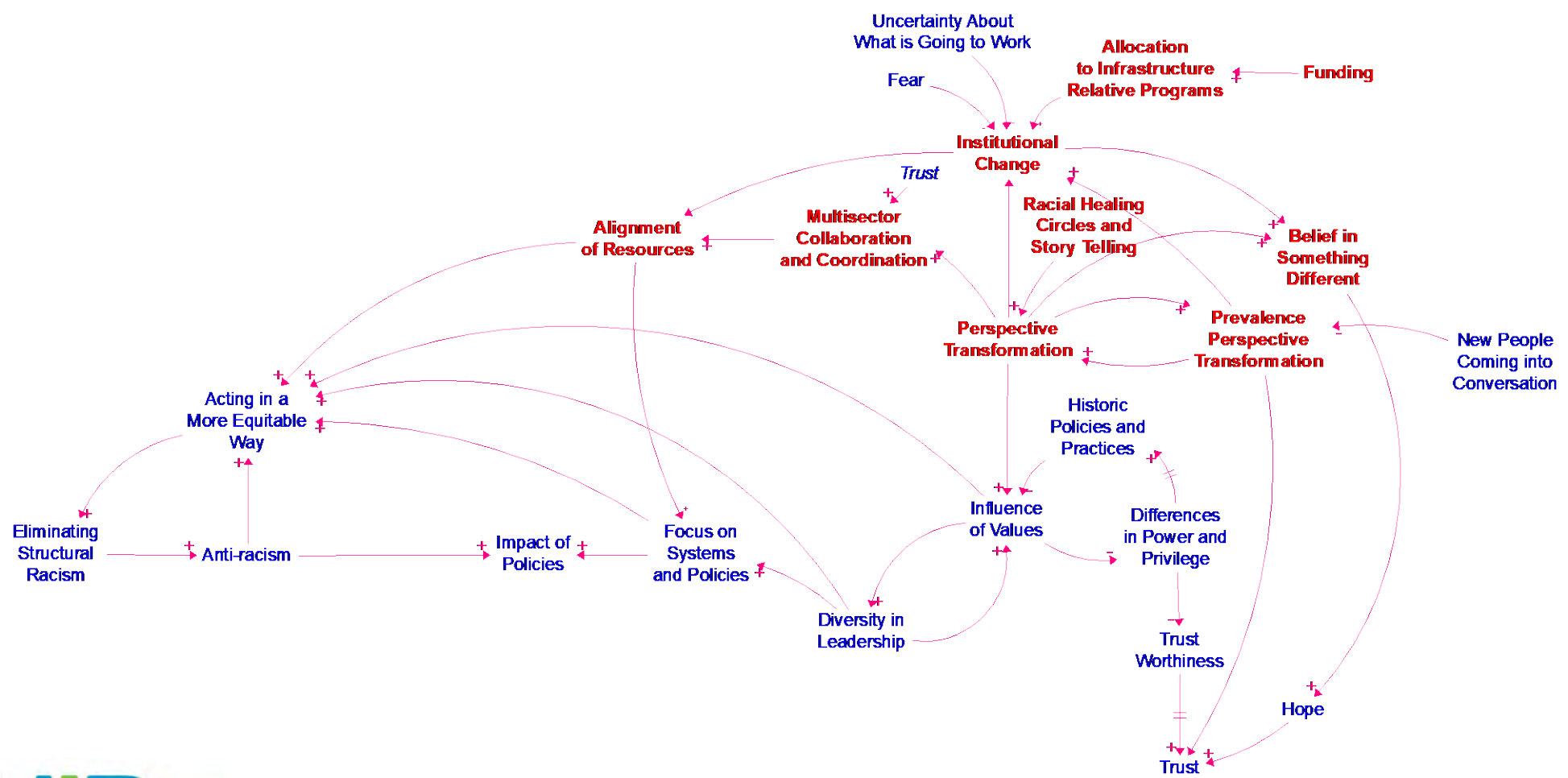
Dashed line represents a causal link that is not yet established

Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline

Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.



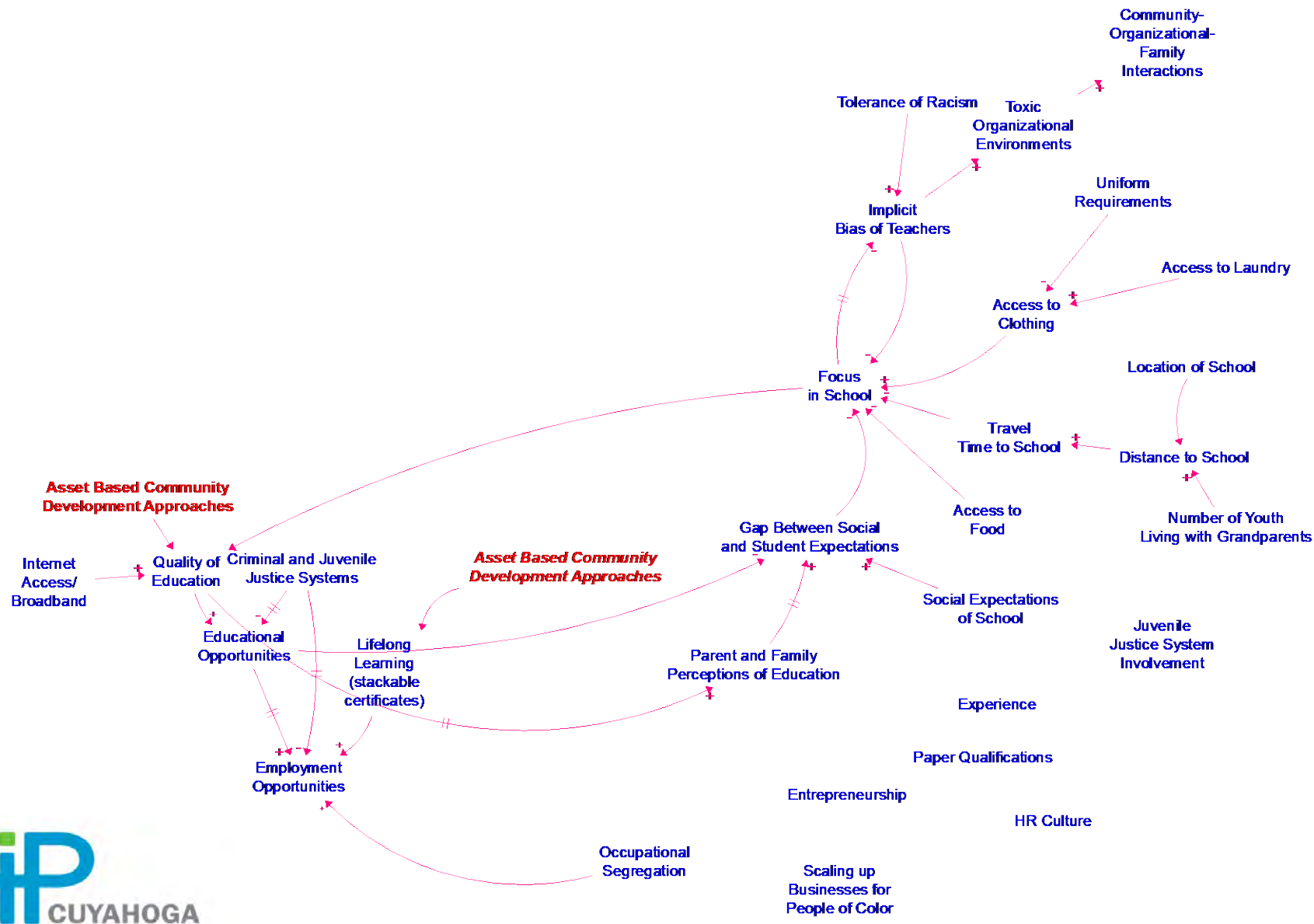
Perspective Transformation



- Few changes to the initial structure on perspective transformation from the CMT
- Racial healing circles and story telling added as an intervention
- Building support for the short and long-term

	Causal link between two variables where the + sign indicates that increasing the cause <i>increases</i> the effect, AND decreasing the cause <i>decreases</i> effect
	Causal link between two variables where the - sign indicates that increasing the cause <i>decreases</i> the effect, AND decreasing the cause <i>increases</i> effect
	Double line across a causal link represents a delay between causes and effects
	Dashed line represents a causal link that is not yet established
	Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline
	Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.

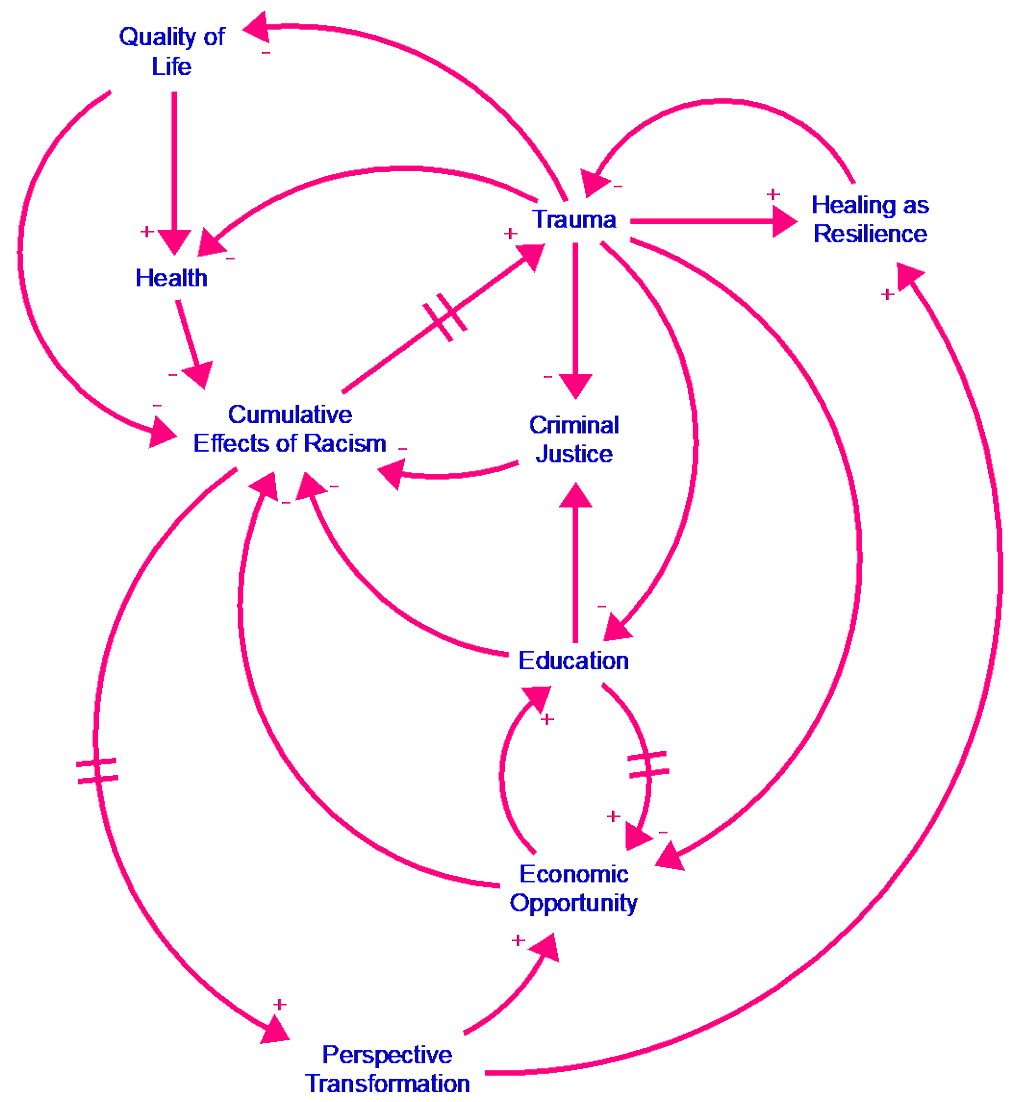
Education and Economic Opportunity



- Many factors related to access to basic social needs so students can focus
- Similar workforce and leadership issues across schools, government, businesses, etc.
- Look at/use existing structures?

Impact of Policies → Policy - Racism as Public Health Crisis	Causal link between two variables where the + sign indicates that increasing the cause <i>increases</i> the effect, AND decreasing the cause <i>decreases</i> effect
Quality of Education → Diversity in Leadership	Causal link between two variables where the - sign indicates that increasing the cause <i>decreases</i> the effect, AND decreasing the cause <i>increases</i> effect
Impact of Policies → Policy - Racism as Public Health Crisis (with double line)	Double line across a causal link represents a delay between causes and effects
Policy - Racism as Public Health Crisis - - - Quality of Education (with dashed line)	Dashed line represents a causal link that is not yet established
B7	Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline
R5	Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.

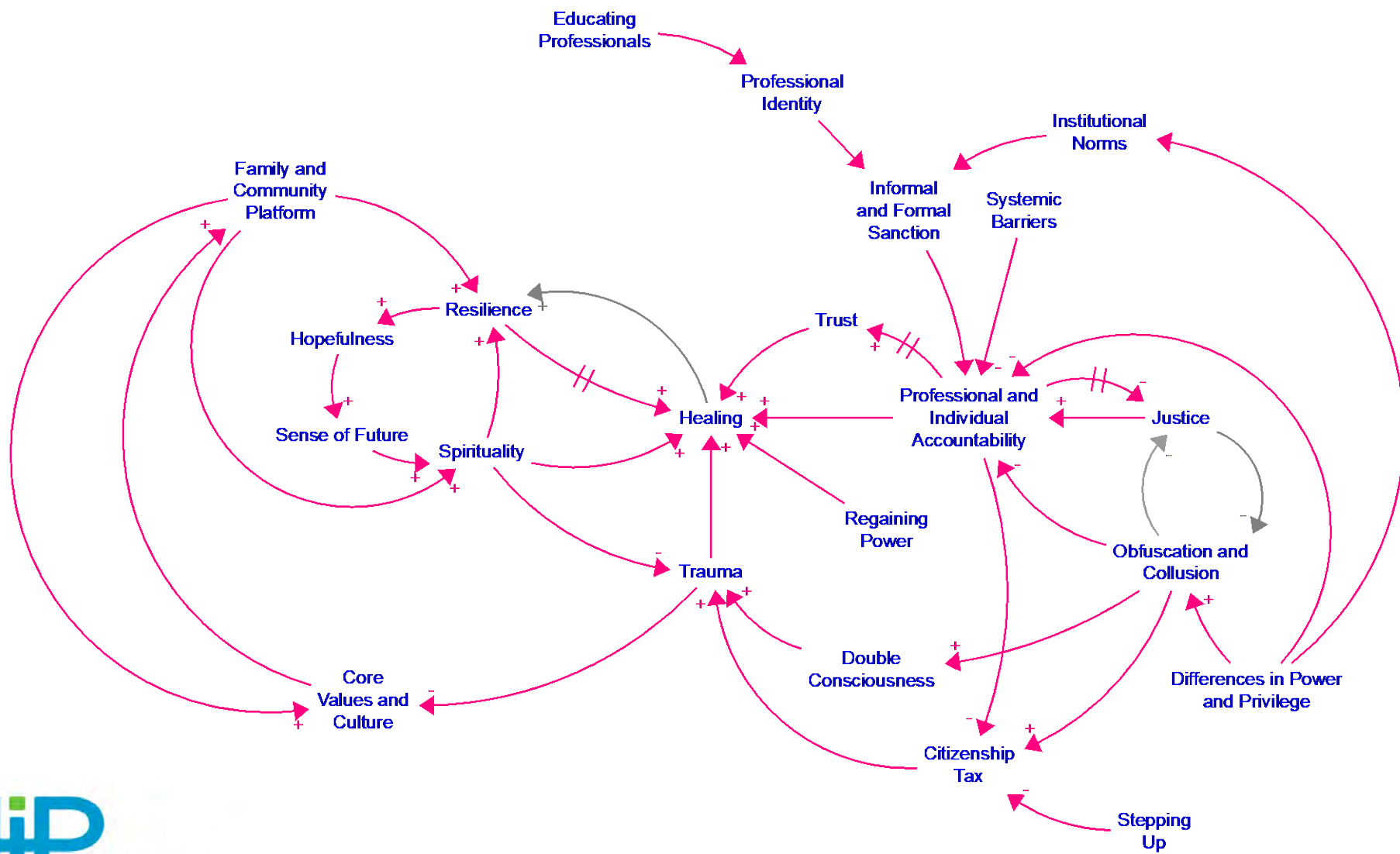
Racial Trauma and Healing Small Group



- Draft of simplified high-level overview of system map
- Emphasis on cumulative effects of racism, trauma, and healing as resilience

Impact of Policies → Policy - Racism as Public Health Crisis	Causal link between two variables where the + sign indicates that increasing the cause <i>increases</i> the effect, AND decreasing the cause <i>decreases</i> effect
Quality of Education → Diversity in Leadership	Causal link between two variables where the - sign indicates that increasing the cause <i>decreases</i> the effect, AND decreasing the cause <i>increases</i> effect
Impact of Policies → Policy - Racism as Public Health Crisis	Double line across a causal link represents a delay between causes and effects
Policy - Racism as Public Health Crisis → Quality of Education	Dashed line represents a causal link that is not yet established
B7	Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline
R5	Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.

Racial Trauma and Healing Small Group



- Healing as resilience
- Gray causal links as connections to create or strengthen as examples of **changing the structure** of a system
- Family, community and spirituality central to resilience

	Causal link between two variables where the + sign indicates that increasing the cause <i>increases</i> the effect, AND decreasing the cause <i>decreases</i> effect
	Causal link between two variables where the - sign indicates that increasing the cause <i>decreases</i> the effect, AND decreasing the cause <i>increases</i> effect
	Double line across a causal link represents a delay between causes and effects
	Dashed line represents a causal link that is not yet established
	Label for a balancing feedback mechanism or loop typically associated with goal seeking growth and decline
	Label for a reinforcing feedback mechanism or loop typically associated with exponential growth or decline.