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

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

Legend
- 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
• Central role of community health workers (CHW) as creating connections between providers, communities, and education of medical providers

• Increasing stability of CHW jobs
• 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?
Education and Economic Opportunity

- Example of workforce structure from Citizens’ Advisory Council on Equity
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
- 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