



Part Two: Practice Equity Daily > 5. Design programs & policies that are targeted & universal.

SYSTEMS ANALYSIS GUIDE⁵²

A systems analysis of inequities is designed to:



1. Identify root causes and contributing factors

2. Surface possible strategies and solutions for addressing the problems

3. Help discern among the options generated which strategies and solutions can leverage desired changes and make transformative systematic impacts

You can use the questions below to guide you through a basic systems analysis. They address key elements of systemic racialization, including history, culture, interconnected institutions and policies and racial ideologies. Examining how racism interacts with other systems of privilege, oppression and power – such as gender and economic inequality – is another important facet of conducting a systems analysis.

1. What are the racial inequities, barriers or negative outcomes involved in the problem being examined? Who is burdened most and who benefits most?

2. What institutions are involved? What unfair policies and/or practices are involved?

3. What social conditions or determinants contribute to the problem (such as poverty, housing segregation, education)?

4. What other compounding dynamics are involved (such as income or gender inequities)?

5. What cultural norms, myths or popular ideas justify or maintain the problem?

6. How did things get this way and what are some of the cumulative impacts?

7. What are the key causes or contributing factors?

8. What solutions or interventions could eliminate the inequities?

9. What can be learned from prior efforts to solve the problem or change the system?

10. What strategies could result in systemic change and advance equitable solutions?

⁵²This is an excerpt from "Race Equity and Inclusion Action Guide: Embracing Equity-Seven Steps to Advance and Embed Race Equity and Inclusion Within Your Organization," Annie E. Casey Foundation.