

Rewriting the Rules

Systems Change Planner

A strategic planning tool for diagnosing systemic inequity, identifying leverage points, and designing interventions that create lasting structural change.



PHOENIX RISING

Anti-Racism Leadership Programme

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"The system isn't broken—it was built this way. So we rebuild it."

About This Planner

This planner accompanies Lesson 5: Rewriting the Rules. It provides a structured approach to identifying leverage points in your system and planning interventions that create lasting structural change rather than surface-level fixes.

Part 1: System Diagnosis

Before you can change a system, you must understand it. Identify a specific system or process in your workplace that perpetuates racial inequity.

Name the system or process:

Who designed it? When? What assumptions were baked in?

Who benefits from it as it currently operates?

Who is disadvantaged or harmed?

Part 2: Leverage Point Analysis

Donella Meadows identified 12 leverage points for systems change. Use this framework to identify where your intervention could have the most impact.

Leverage Level	What exists now?	What could change?
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Rules (policies, criteria)		
Information flows (who knows what)		
Feedback loops (what gets measured)		
Power structures (who decides)		
Mental models (beliefs, norms)		

Part 3: Action Plan

Plan three concrete interventions—one at each level of impact.

Quick Win: *Something you can do this week*

What will you do?

Who needs to be involved?

How will you measure success?

Medium-Term Shift: *A change requiring team buy-in over 1–3 months*

What will you do?

Who needs to be involved?

How will you measure success?

Structural Transformation: *A systemic change requiring institutional commitment*

What will you do?

Who needs to be involved?

How will you measure success?

"Systems change when people with power choose to use it differently."