

9 April, 2020

Cultivating An Inclusive Culture with the Compassionate Systems Framework



Colleen Broderick
Deputy Director
International School of Zug and Luzern





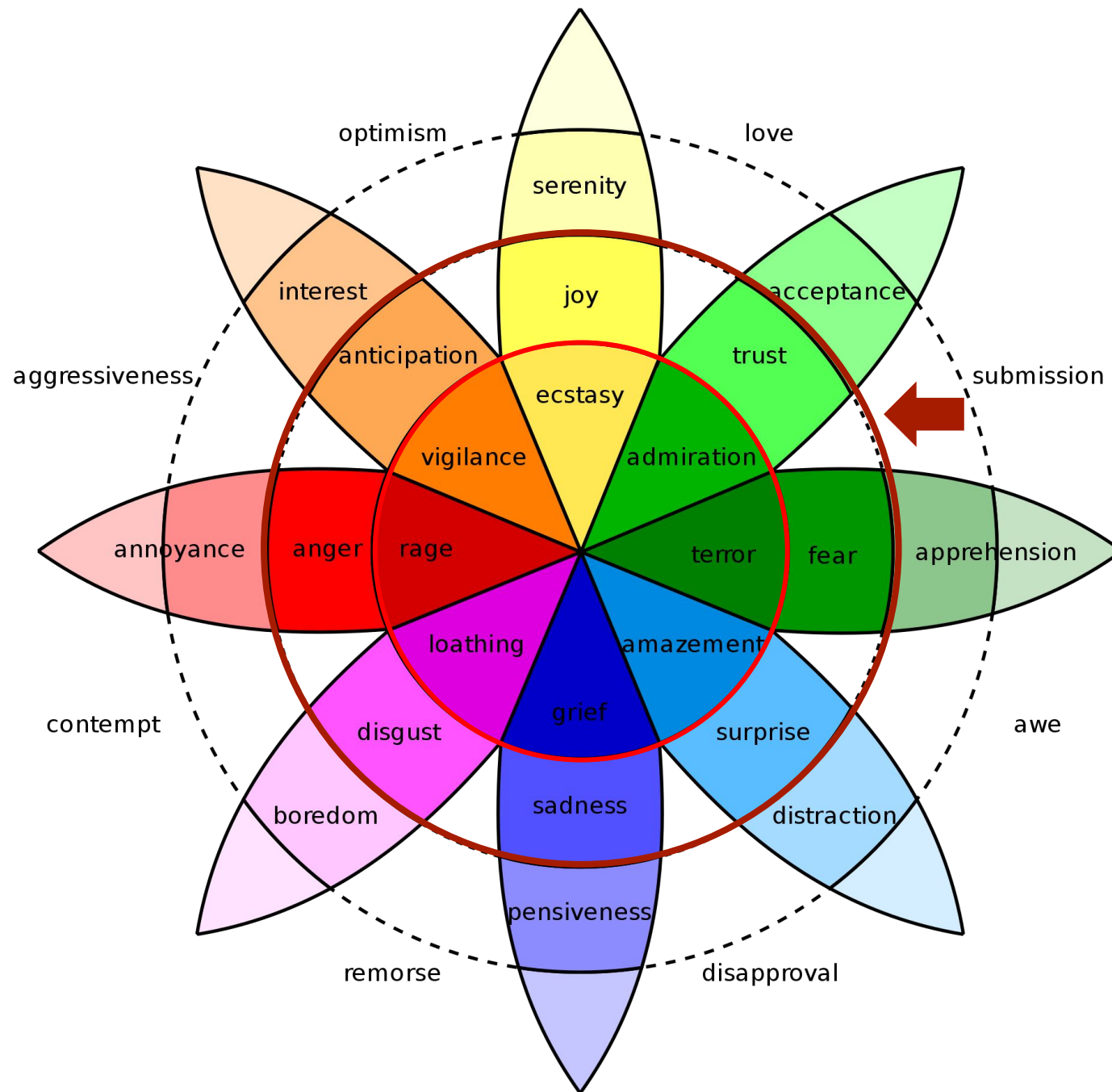
**If you haven't yet, please
use the chat box to...**

Introduce yourself by sharing your
name and **where** you're joining us
from today

Session Signposts

- ❑ [**Why**] Acknowledge and Define the Challenge
- ❑ [**What**] An overview and origins of the Compassionate Systems Framework
- ❑ [**How**] Sample tools and their role in cultivating new thinking





Before the work let's check-in.

How are you “stepping in
to this space” today?

Professionally?
Personally?

Plutchik Wheel of Emotion (1980)

[More information here](#)

Session Signposts

- ❑ **[Why]** Acknowledge and Define the Challenge
- ❑ **[What]** An overview and origins of the Compassionate Systems Framework
- ❑ **[How]** Sample tools and their role in cultivating new thinking





India is the second country after the U.S. to cross the 100,000-case threshold in a day. Niharika Kulkarni/Reuters

India crosses the 100,000-case threshold for daily infections

[India recorded its highest tally of new coronavirus infections on Monday](#) as officials in the hardest-hit state reimposed lockdowns and warned that hospitals even in smaller cities were running out of beds.

U.S.

Chicago to Release Video of Deadly Police Shooting of a 13-Year-Old

The shooting has tapped into a tide of anguish and frustration in Chicago neighborhoods that have been gripped by recurring gun violence.

By Rick Rojas



As Jordan Seeks to Quell Royal Feud, Allies of Prince Remain in Detention

The country's royal family said Prince Hamzah had now pledged his loyalty to King Abdullah II. The government banned news outlets and social media users from discussing the rare public show of conflict.

By PATRICK KINGSLEY and RANA F. SWEIS



'The Most Unsafe Workplace'? Parliament, Australian Women Say

More and more women are describing Parliament House as a sexist backwater. A staff member's accusation of rape — in a minister's office, no less — was the catalyst.



In a Syrian Rebel Bastion, Millions Are Trapped in Murky, Violent Limbo

Millions of people displaced during Syria's 10-year war are impoverished, insecure and crowded into an area of the country's northwest controlled by a rebel group once linked to Al Qaeda.

AUSTRALIA

Australia's Worst Floods in Decades Quicken Concerns About Climate Change

In a country that suffered the harshest wildfires in its recorded history just a year ago, the deluge has become another awful milestone.

By Damien Cave



"Polarization is not a
result of
disagreement. It is a
result of
disconnection."

**"Let me finish: how to stop
interrupting... and change the
world"**

by Nancy Kline

The Guardian, October 24, 2020

Inclusion

Inclusion is an **organizational effort** to ensure different groups or individuals having different backgrounds are culturally and socially accepted and welcomed, and equally treated. These differences could be self-evident such as national origin, age, gender or they could be more inherent, such as organisational tenure, training, even personality, such as introverts and extroverts.

Inclusion is a sense of belonging. Inclusive cultures make people feel respected and valued for how they are as an individual or a group. People feel a level of supportive energy and commitment from others so that they can do, and be, their best at work.

Inclusion **often means a shift in an organisation's mind-set and culture** that has visible effects, such as participation in meeting, how space is organized, or easy, equitable access to information.

The **process of inclusion** engages each individual and makes people feel valued as being essential to the success of the organisation.

Adapted from [Global Diversity Project](#)

Session Signposts

- ❑ [**Why**] Acknowledge and Define the Challenge
- ❑ [**What**] An overview and origins of the Compassionate Systems Framework
- ❑ [**How**] Sample tools and their role in cultivating new thinking



The **Compassionate Systems framework** offers **models of thinking** that combines three key domains and establishes **a set of practices/tools** that help leaders, teachers and students to apply these skills to important issues both inside and beyond the classroom.

Ultimately, it offers a perspective addressing **the role we each play in co-creating the structures, systems, and institutions** around us.

The building of a compassionate system

1990

Emotional Intelligence

Daniel Goleman's book explaining the importance of emotions in your life with practical advice on how to improve your own emotional intelligence.

1997

The Triple Focus: A new approach to education

Goleman and Senge's rationale for incorporating three core skill sets in the classroom: understanding self, other, and the larger systems within which we operate

2017

The Fifth Discipline

Peter Senge's book focusing on group problem solving using systems thinking in order to convert companies into learning organizations.

1995

Senge starts SoL

A non-profit organisation created to foster achieving interdependent development of one another focused on cultivating well-being and positive impact.

2014

IBO, MIT and J-WEL collaboration

How do we define and support a pedagogy that empowers youth to navigate and lead during complex times? **The Center for Systems Awareness is launched.**

Why **Compassionate** Systems framework?

In the work on compassionate systems, compassion is seen as an essential **systemic property of mind**: to cultivate compassion is to be able to appreciate the systemic forces that influence people's actions.

Cultivating a sense of compassion and systems thinking requires **a shift in behavior** as much as in thoughts and beliefs.

Session Signposts

- ❑ [**Why**] Acknowledge and Define the Challenge
- ❑ [**What**] An overview and origins of the Compassionate Systems Framework
- ❑ [**How**] Sample tools and their role in cultivating new thinking



Why **Compassionate** Systems framework?

In the work on compassionate systems, compassion is seen as an essential **systemic property of mind**: to cultivate compassion is to be able to appreciate the systemic forces that influence people's actions.

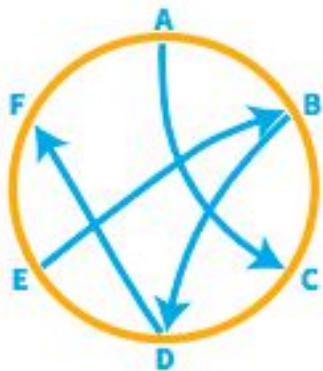
Cultivating a sense of compassion and systems thinking requires **a shift in behavior** as much as in thoughts and beliefs.



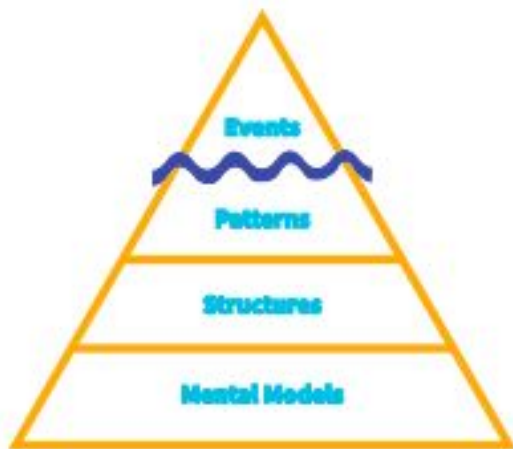
Behavior-Over-Time Graphs



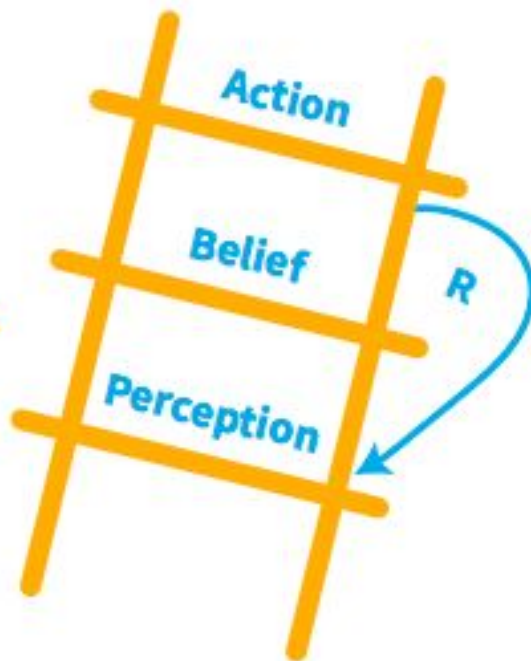
Stock-Flow Maps and Computer Models



Connection Circles



Iceberg



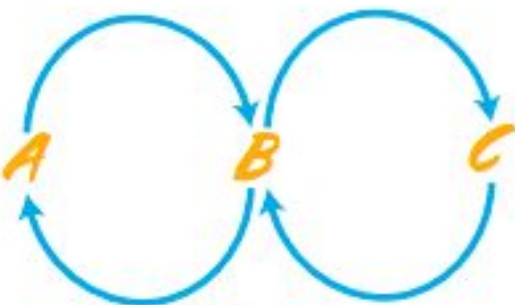
Ladder of Inference

“If you want to teach people a new way of thinking, don't bother trying to teach them.

Instead, **give them a tool, the use of which will lead to new ways of thinking.**”

R. Buckminster Fuller

Image: Waters Center

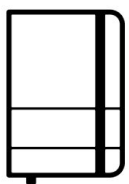


Causal Loops

One of the simplest, most profound tools: the check-in



Invite people to quiet their thoughts and focus on their breathing. Ultimately, the goal is to have people **ground**, quiet their minds before moving into content; to reflect on one's own state of being, prior to connecting with others as a way of staying present and mindful when relating.



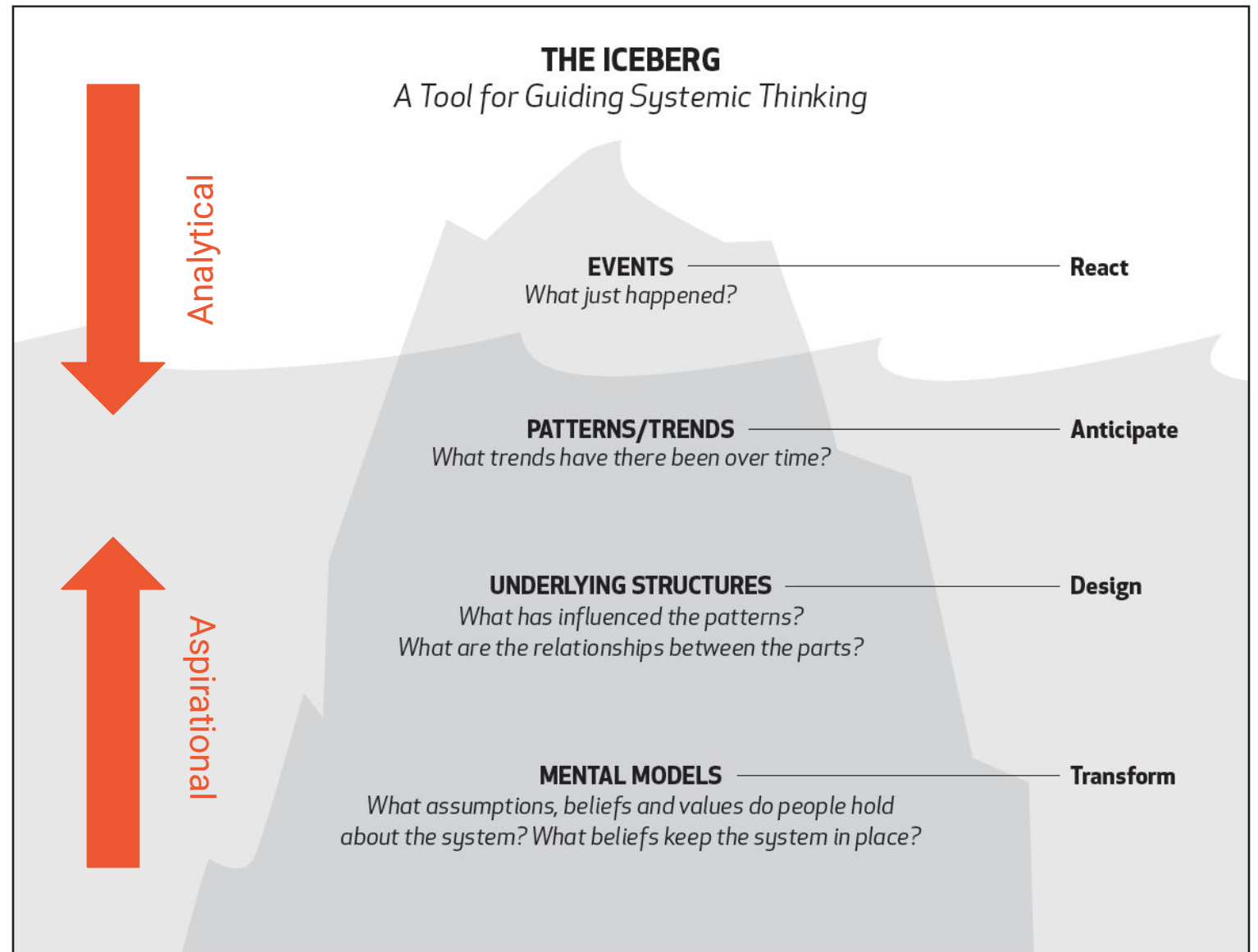
Shift to **journals** to give some language to their current mindset. Remind them this is an extension of the quiet space initiated with the grounding, and that when they finish journaling, please stay quiet and at ease prior to the small-group check-in.



Organize into small groups to give everyone a voice to share how they are, what is top of mind. Everyone is given the space to share, without comment. **In this case, listening is as - or more important - than speaking.**

An easy tool to
begin...

Iceberg Models



EVENT

The day runs smoothly in 2M

PATTERNS OF BEHAVIOUR

- We can think about the day ahead
- We go to OL, German, Assembly etc. at certain times.
- We clean up at the right time
- We do our jobs to help in the class.
- We do the right thing at the right time for German, Assembly, Literacy Centers, Maths, ECS, Outdoor Learning & class meetings

SYSTEMS & STRUCTURES

MENTAL MODELS

What are the habits? Feelings? Actions?

- The classroom community is a shared responsibility.

ARTEFACTS

What do we measure?
How do we set the environment?
Who is involved?

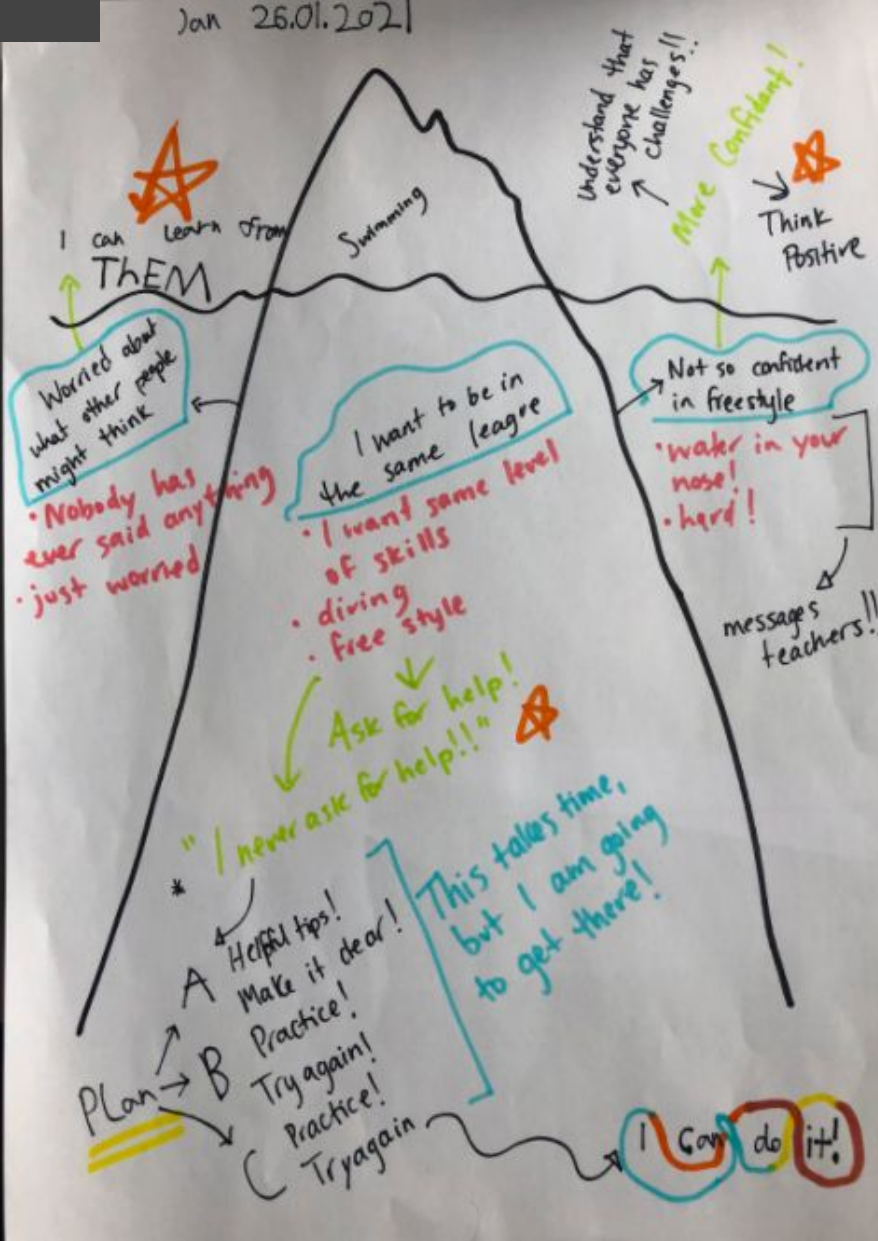
- We have a daily schedule

- We have a clean up song
- We have classroom helpers

BIG IDEAS

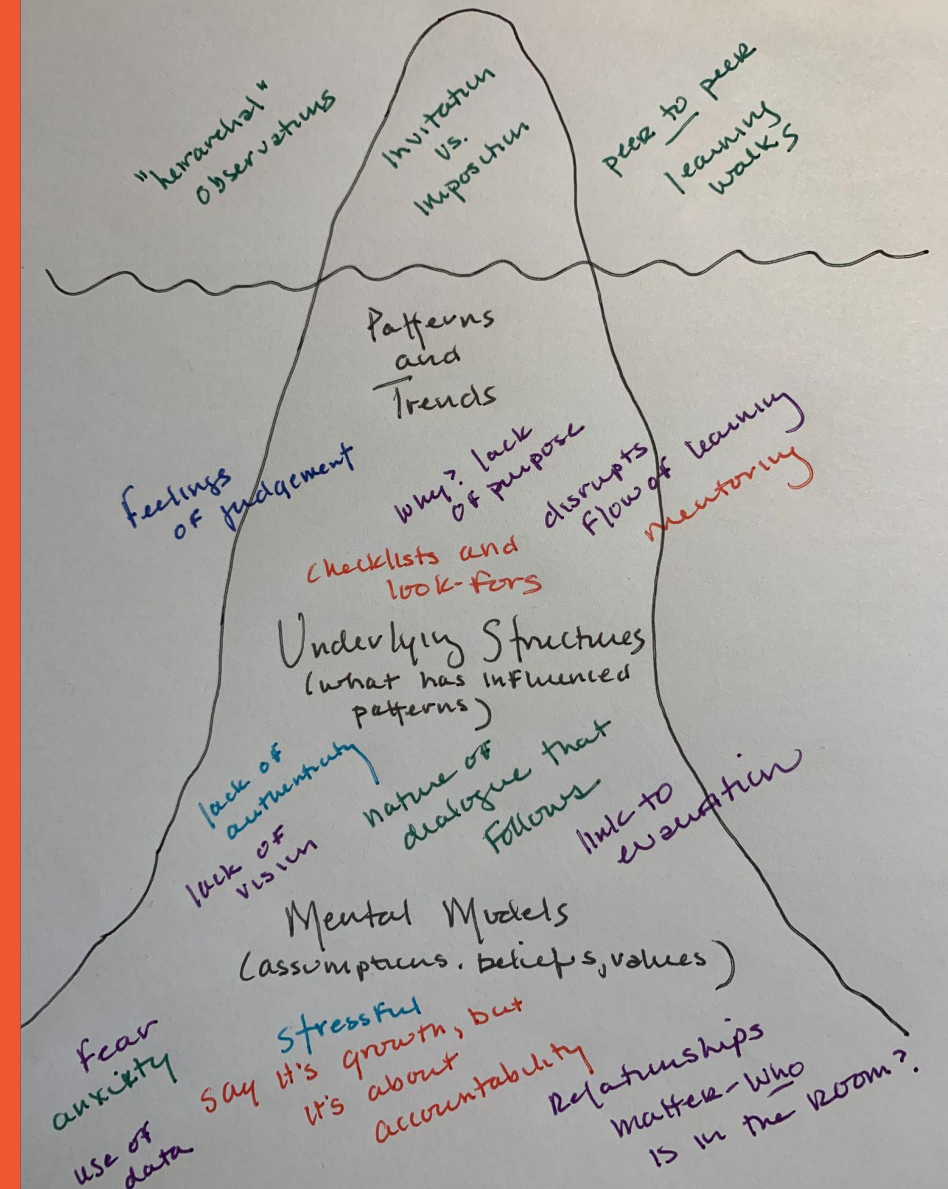
- (1) By changing one part of the system, the entire system is affected.
- (2) There are some parts of the system that we don't immediately notice.
- (3) Knowing where we are within the system allows us to take effective action

Jan 26.01.2021



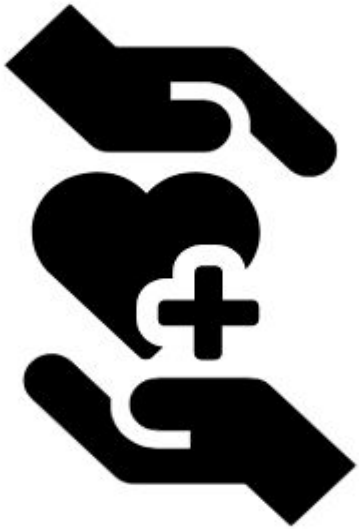
← A student's "personalized" snapshot investigating the fear of swimming

→ A team analyzing the challenges with classroom observations to inform reimagining professional learning at ISZL



The Iceberg -- Give it a go

The iceberg template: bit.ly/3s7Wrc6



Challenge: Build an aspirational iceberg for a team gathering.

Event → Everyone walks out of the meeting feeling a sense of belonging - of feeling valued and respected - and you've landed on a solution never imagined. What exists beneath the line?

When we return, we will share out, how did the iceberg model help broaden your perspective? How might this new perspective be helpful in your work?

Wrapping Up

Where to go next?

[Center for Systems Awareness](#)
+ [Introduction with models from the pilot](#)

[Waters Center for Systems Thinking](#)

[The Systems Thinker \(Education Page\)](#)

[Our Schools as Learning Organizations \(article\)](#)

To get the slide deck with resources

rb.gy/wfw0tr
(That's a zero above)



Image: Upsplash

Thank You!

Colleen Broderick

colleen.broderick@iszl.ch

Twitter: @ColleenBroderic

LinkedIn: [linkedin.com/in/colleen-broderick/](https://www.linkedin.com/in/colleen-broderick/)

And a special thank you to **Jo Whitson**, event coordinator
extraordinaire
and our session moderator