

# Addressing Complexity:

a novel approach to population level health change





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# How we will spend our time together


Introduction to The Alliance

Embodied engagement around core frameworks

Making the way we work be an example of what's possible

Where do we go from here?





**“How do we turn our  
collective full-bodied  
intelligence toward  
collaboration, if that is  
the way we will  
survive?”**

-adrienne maree brown, *Emergent Strategy*



# RECOVER ALASKA

## Why alcohol?

- Excessive alcohol use costs the state of Alaska \$2.4B annually.<sup>1</sup>
- Alcohol-attributable deaths in Alaska surpass meth and opioid-attributable deaths combined.<sup>2</sup>
- While underage alcohol use has declined over time, 46% of Alaskan adults still think it's safe for individuals under 21 to consume alcohol.<sup>3</sup>

<sup>1</sup>McDowell Group. (2019). *The Economic Costs of Alcohol Misuse in Alaska, 2019 Update*. [www.alaskamentalhealthtrust.org](http://www.alaskamentalhealthtrust.org)

<sup>2</sup>Pachoe, M, State of Alaska Epidemiology. (2018). *Health Impacts of Alcohol Misuse in Alaska*. [www.epibulletins.dhss.alaska.gov](http://www.epibulletins.dhss.alaska.gov)

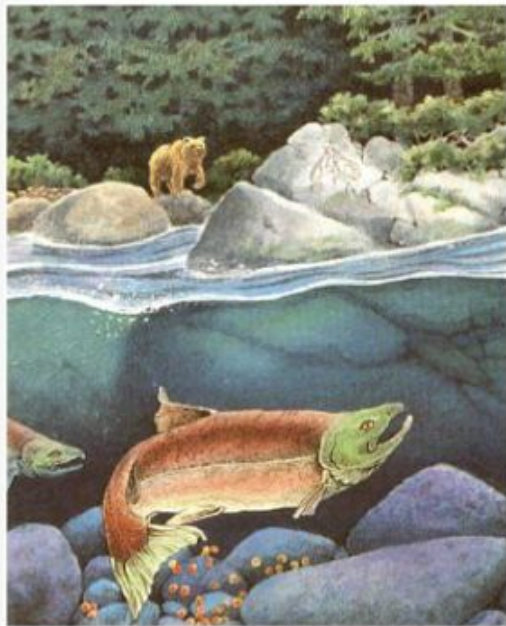
<sup>3</sup>Recover Alaska. (2019) *Consumption, Harms, and Perceptions*. "SSRS 2018 Research Poll". [www.recoveralaska.org](http://www.recoveralaska.org)

# *Moving Prevention Upstream*

*A Plan to Implement a Comprehensive Approach to  
Substance Abuse Prevention in Alaska*

## **Alaska's SPF SIG Strategic Plan**


*Developed by the SPF SIG Project Staff in partnership  
with the SPF SIG Advisory Council*



*Artwork by Joanne George*







**“I have to use my life  
to leverage a shift in  
the system by *how* I  
am, as much as with  
the things I do.”**

-adrienne maree brown, *Emergent Strategy*



# Embodied engagement around core frameworks

Systems change framework & daily practices of systems leaders

Collective impact framework

Emergent strategy

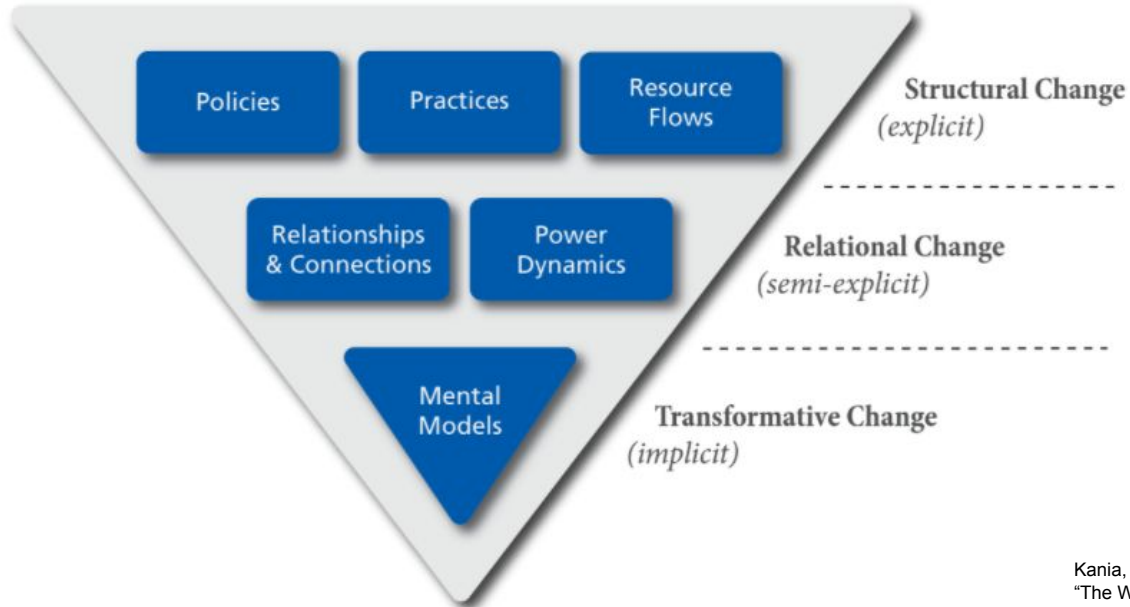
Weaving it together: Strategic Prevention Framework





Puik, E. (Dec 2015). "The Quality of a Design will not Exceed the Knowledge of its Designer; an Analysis Based on Axiomatic Information and the Cynefin Framework", Fig 2. [www.researchgate.net](http://www.researchgate.net)

## Six Conditions of Systems Change



Kania, J., Kramer, M., Senge, P. (June 2018). FSG. "The Water of Systems Change". <http://efc.issuelab.org/resources/30855/30855.pdf>



# Daily practices of systems leaders<sup>4</sup>

- Have an open mind and heart
- Operate outside of the power and control mindset
- Do the “self-work”
- Be courageous
- Help others “see the system”

<sup>4</sup>Senge, P., Hamilton, H., Kania, J. (date). *The Dawn of System Leadership*. [https://ssir.org/articles/entry/the\\_dawn\\_of\\_system\\_leadership](https://ssir.org/articles/entry/the_dawn_of_system_leadership)

**How is this landing in your  
body?**

**Where do you feel it?**

**What shape/color/image  
comes to mind when thinking  
about where those feelings  
live in you?**



# COLLECTIVE IMPACT



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**How is this landing in your  
body?**

**Where do you feel it?**

**What shape/color/image  
comes to mind when thinking  
about where those feelings  
live in you?**





FRACTAL

“Adding the regional level as a touchstone for organizing action and data collection was a good one. It’s kind of a no-brainer but we needed a process to get there.”

*Ruby Fried*



THE ALLIANCE



ADAPTIVE

“I feel like we’ve all been learning together and trying different strategies as a statewide coalition.... we’re evolving and learning what our roles are, what we should be and can be doing to support The Alliance. And just being open to evolving and learning and shifting how we do things as we need to.”

*Stephanie Stillwell*



THE ALLIANCE



ALLIANCE





### INTERDEPENDENCY & CENTRALIZATION

“The consent approach is to ground people in their ‘I am’ and shift to ‘we are’ while still holding the principle of self in the space while recognizing the other. You get a sense of a higher purpose that you all hold together and how that fits in to the things we also hold as fundamental values and my own purpose.”

*Leah Ferguson*



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### NON-LINEAR AND ITERATIVE

“I see either a new or strengthened commitment of people to work together and to normalize slowing down on these efforts and to normalize always checking in with others about any approach going on.”

*Kelby Murphy*



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## RESILIENCE & TRANSFORMATIVE JUSTICE

“I think that’s really important in looking at aspects of historical trauma and colonization. That’s all been really important to me....being able to address some of those cross-cutting factors that affect a fairly large portion of our population.”

*Loyd Platson*



THE  
ALLIANCE



## CREATING NEW POSSIBILITIES

“How can the Alliance be a launchpad, a place of nurturing and renewal so people can be grounded in that space and then do their work?”

*Hope Finkelstein*



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ALLIANCE

**How is this landing in your  
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# Weaving it together: Strategic Prevention Framework



Stellar  
Group



**WALSH | SHEPPARD**  
Strategy + Communications



**CIRCLE FORWARD**  
P A R T N E R S

# Making the way we work be an example of what's possible

Alliance strategic direction: Our common agenda

Regional infrastructure

Decision-making for systems change networks

Taking the time it takes



# Alliance strategic direction: Our common agenda

**Mission: To engage people and communities as partners, to promote individual and community wellness and prevention excessive alcohol use and harms in Alaska.**

## BUILD RELATIONSHIPS

among and across organizations, efforts, communities, and individuals

## BUILD POWER

for everyone to have what they need to thrive and contribute to the mission, based on where they are and where they sense to go

## BUILD SHARED MEANING

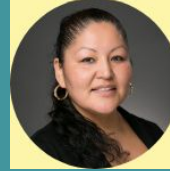
about the nature of alcohol misuse, upstream prevention, and community wellness

# Regional infrastructure



## DeShaun Whiskey

Public Health Projects Manager, North Slope  
Borough Health & Social Services  
Utqiagvik, Alaska



## Tillila Beetus

Alliance Interior regional co-chair  
Fairbanks, Alaska



## Leona Starr

Systems of Care Youth Lead, Tanana Chiefs  
Conference  
Huslia, Alaska



## Lonnie Ridgeway

Coalition Director, VOA Alaska  
Anchorage, Alaska



## Nicholai Joekey

Shelter Manager, Tundra Women's Services  
Bethel, Alaska



## Stephanie Stillwell

SRS Consulting  
Nikiski, Alaska



## Loyd Platson

Prevention Director, HOPE Coalition  
Sitka, Alaska

# Decision-making for System Change Networks



Decisions imply power.

As a consent-based protocol, it reinforces a **commitment to engagement and trust** among participants who are impacted by decisions, to both listen to each other and adapt, and to make timely decisions.

It is an imperfect process, arriving at decisions that are **good enough to try and safe enough to fail.**



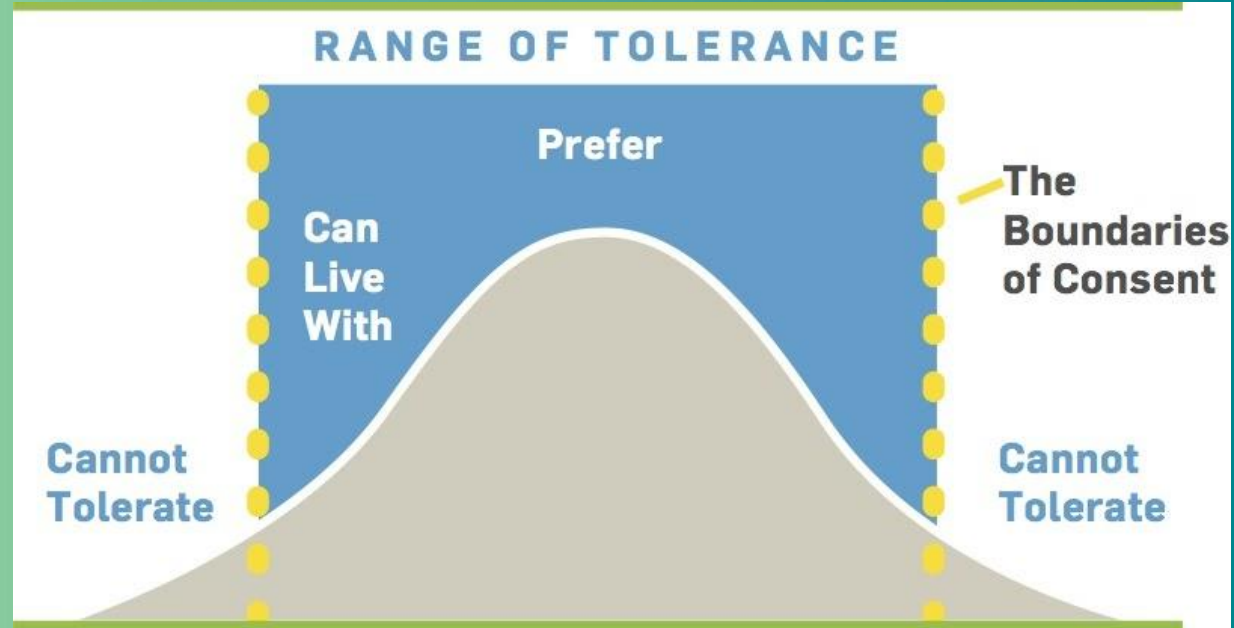


# Consent-based decision-making

The **principle of consent** recognizes the individual.

**Consent-based decision-making** balances the individual with the collective.

**Consent-based governance** codifies the structures and processes that ensure the balance between individuals, organizations, and networks can organize for action.



CIRCLE FORWARD  
PARTNERS



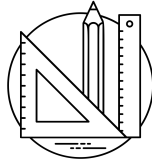
## COMMUNICATIONS



Strategic communications plan

Our website is our common agenda

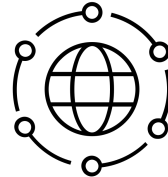
## ORGANIZATIONAL DESIGN



Alliance toolkit for How We Work

Network structure and procedure for starting a circle or team within the network

## STRATEGY



Tools and funding for self-organizing

Mapping the network and the strategy, arrived at six commitments that guide our work

## DATA AND LEARNING



Cross-coalition workgroup still identifying aims

Regional Data Scan & community data tool

**INTERDEPENDENCY**



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