Strategy Design Check List

Use this checklist to design powerful strategies to address local problems and inequities.

Are your strategies…	√
Sufficient	
Do your strategies use multiple leverage points to address your root causes?* **Level 1** *(most powerful)* — **PARADIGMS** **Mindsets:** Deepest held beliefs, attitudes, values **Goals:** the aims and purpose of local efforts **Level 2** — **STRUCTURE** **Power:** how decisions are made, and who participates **Regulations:** policies, practices, incentives, rules, and resource allocations **Connections:** relationships and exchanges between people, organizations, sub-systems **Level 3** — **FEEDBACK LOOPS** **Interactions:** Exchanges that inform action and keep actors responsible to feedback **Level 4** *(less powerful)* — **ELEMENTS** **Components:** program design, quality, range, accessibility, and reach **Resources:** skills and knowledge, community living conditions, financial	
Embedded	
Are diverse settings and actors **reinforcing your strategies** across the community?	
Are your strategies **integrated** into *ongoing* processes, meetings, protocols, or professional development opportunities to promote sustainability?	
Do your strategies simultaneously address **multiple outcomes** (e.g., social determinants of health, community system conditions, or population-level outcomes) within the shared vision?	
Disruptive	
Do your strategies challenge the status quo related to: **How** the strategy works**?** **Who** carries it out? **What** roles people carry out in the community? **Where** it happens? **When** it happens?	
Just	
Do your strategies address the **unique needs and circumstance** of people experiencing the greatest inequities? Are they designed to reach and benefit these groups?	
Do your strategies increase social, economic, political, and learning **power and capacity** of groups experiencing the greatest inequities?	
Do your strategies address potential **unintended consequences** for groups experiencing the greatest inequities?	

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Will this collection of strategies create sustained community systems change by:	√
Transforming Purpose. Changing the purpose of a community, system, setting, or effort. For example; creating a community that aims to create equity in wellbeing for all residents, embedding a focus on social determinants of health across all sectors and funders, and creating an explicit focus on reducing inequities.	
Creating a New Narrative. Shifting the local assumptions and stories about: the importance of the targeted problem, why a problem exists, how to solve local problems, and the strengths, needs, and desires of the targeted population.	
Expanding Boundaries. Shifting which settings and stakeholders have power, influence, and authority, altering which stakeholders' voice matters and who decides what happens and how it happens within a change effort.	
Aligning Policies and Protocols: Shifting the policies, rules and guidelines that: drive local behavior, determine what is available and for whom, determine resource flows and allocations; and influence how work is done.	
Creating Opportunities: Creating living, working, schooling, decision-making and playing conditions and opportunities that promote equity and wellbeing for all residents.	
Promoting New Roles and Relationships: Altering the roles and responsibilities across settings, stakeholders, and residents. Expanding who is responsible for equity, who is an actor of change, and who tackles which outcome and how. Expanding relational networks across residents and organizations to promote cohesion, support, and efficiency.	

*Sufficient levels adapted from work by:

Meadows, D. (1999). Leverage Points: Places to Intervene in a System. Hartland, Vermont, USA: The Sustainability Institute.
Johnston LM, Matteson CL, & Finegood DT. (2014). Systems science and obesity policy: a novel framework for analyzing and rethinking population-level planning. American Journal of Public Health, 104(7):1270–8.

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