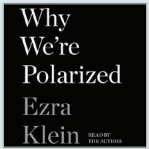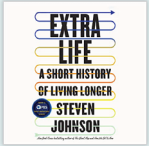## SYSTEMS REFERENCES

Why We're Polarized – Written by Ezra Klein

Factfulness: *The Reasons We're Wrong About the World-And Why Things are Better Than You Think* – Written by Hans Rosling
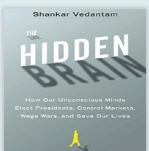
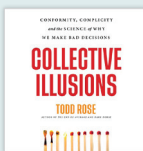**Set Boundaries, Find Peace:** *a guide to reclaiming yourself* – Written by Nedra Glover Tawwab

Extra Life: *A Short History of Living Longer* – Written by Steven Johnson
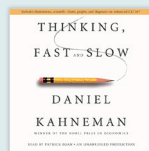
HUMANE ERA REFERENCES

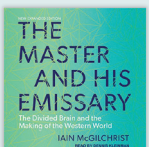**Hidden Brain:** *How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save Our Lives* – Written by Shankar Vedantam

Collective Illusions: *Conformity, Complicity and the Science of Why We Make Bad Decisions* – Written by Todd Rose
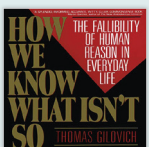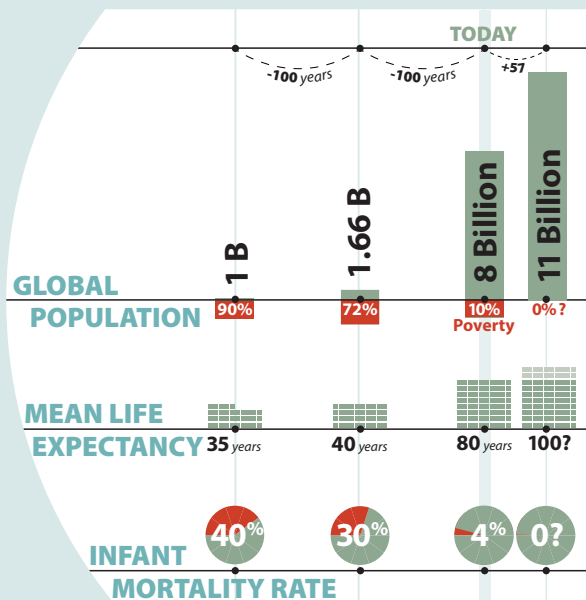
Thinking, Fast and Slow – Written by Daniel Kahneman

The Master and His Emissary: *The Divided Brain and the Making of the Western World* – Written by Iain McGilchrist

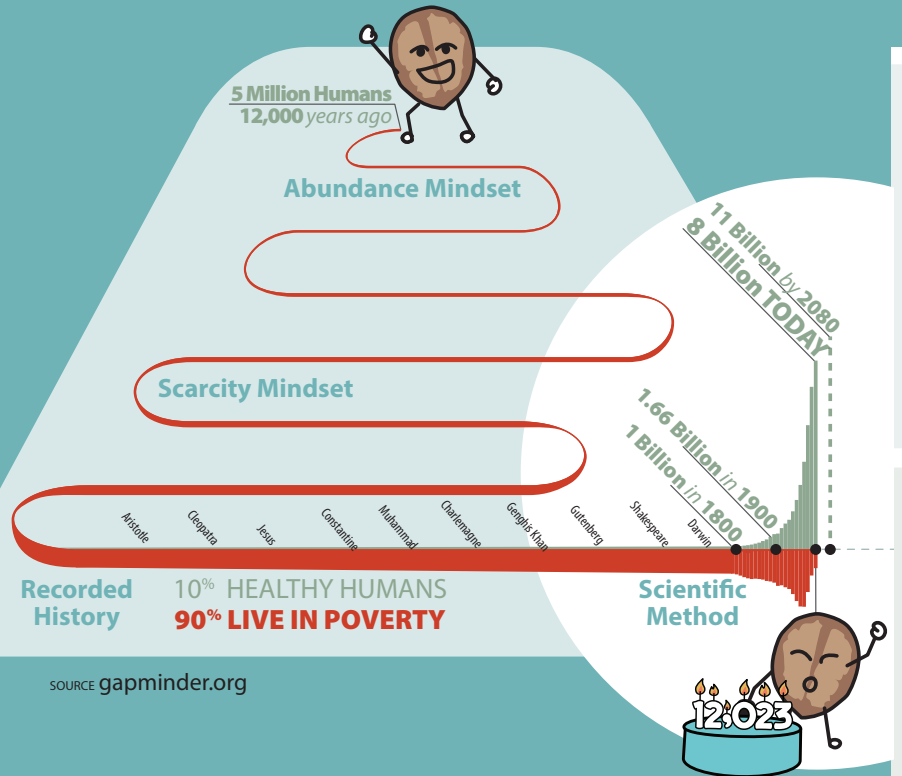**How We Know What Isn't So:** *The Fallibility of Human Reason in Everyday Life* – Written by Thomas Gilovich

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The Problem:

OUR SYSTEMS

Global population over the past 12,000 years

5 Million Humans 12,000 *years ago*

Abundance Mindset

Scarcity Mindset

11 Billion *by* 2080
8 Billion TODAY

1.66 Billion *in* 1900
1 Billion *in* 1800

Aristotle · Cleopatra · Jesus · Constantine · Muhammad · Charlemagne · Genghis Khan · Gutenberg · Shakespeare · Darwin

Recorded History 10% HEALTHY HUMANS 90% LIVE IN POVERTY

Scientific Method

12,023

SOURCE gapminder.org

Chart

	1 B	1.66 B	8 Billion	11 Billion
		−100 years	−100 years	+57 TODAY
GLOBAL POPULATION	90%	72%	10% Poverty	0% ?
MEAN LIFE EXPECTANCY	35 years	40 years	80 years	100?
INFANT MORTALITY RATE	40%	30%	4%	0?

The Solution:

A HUMANE ERA

An era where we collaborate to double-check all our human-made systems to make sure they prioritize for human health & well-being, not profit or any other measure of success
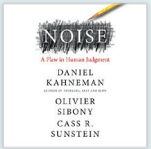
Purpose

Noise: *A Flaw in Human Judgment* – Written by Daniel Kahneman, Olivier Sibony, Cass R. Sunstein
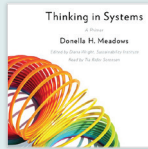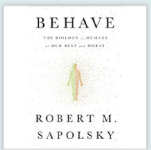
Thinking in Systems: *A Primer* – Written by Donella H. Meadows

Outcomes
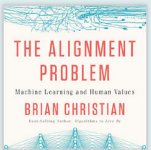
The Alignment Problem: *Machine Learning and Human Values* – Written by Brian Christian
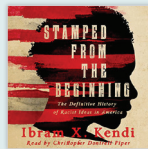
The End of Bias: *A Beginning* – Written by Jessica Nordell

Measure What Matters: *How Google, Bono, and the Gates Foundation Rock the World with OKRs* – Written by John Doerr

Behave: *The Biology of Humans at Our Best and Worst* – Written by Robert M. Sapolsky
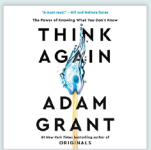
Stamped From the Beginning: *The Definitive History of Racist Ideas in America* – Written by Ibram X. Kendi
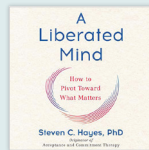
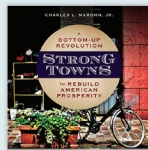**A Liberated Mind:** *How to Pivot Toward What Matters* – Written by Steven C. Hayes, PhD

Changes

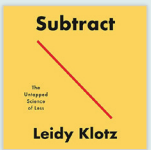**Think Again:** *The Power of Knowing What You Don't Know* – Written by Adam Grant

Strong Towns: *A Bottom-Up Revolution to Rebuild American Prosperity* – Written by Charles L. Marohn, Jr.

The Voltage Effect: *How to Make Good Ideas Great and Great Ideas Scale* – Written by John A. List

Subtract: *The Untapped Science of Less* – Written by Leidy Klotz

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Should we edit any SYSTEM?

— DECISION TREE —

Do animals abide this system?

YES → *Nah, this one is good*

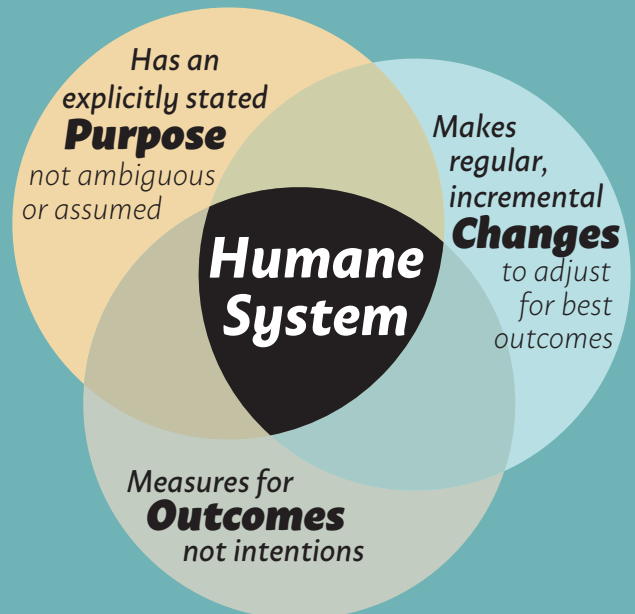NO → **Does it improve human health and well-being?**

YES → *Don't worry about it*

NO → **This one needs work**

What makes a system HUMANE?

Has an explicitly stated **Purpose** *not ambiguous or assumed*

Makes regular, incremental **Changes** *to adjust for best outcomes*

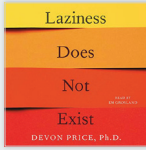Measures for **Outcomes** *not intentions*

Humane System

The Deepest Well: *Healing the Long-Term Effects of Childhood Adversity* – Written by Nadine Burke Harris, M.D.

Assumes the Best of People

Good Inside: *A Guide to Becoming the Parent You Want to Be* – Written by Dr. Becky Kennedy

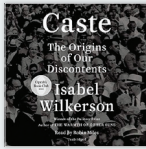**Laziness Does Not Exist** – Written by Devon Price, Ph.D.

Just Mercy: *A Story of Justice and Redemption* – Written by Bryan Stevenson
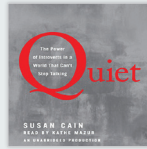
Grants People Personal Autonomy

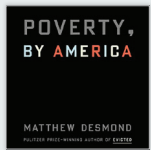**The Sum of Us:** *What Racism Costs Everyone and How We Can Prosper Together* – Written by Heather McGhee

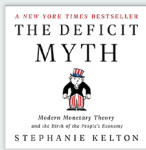**Caste:** *The Origins of Our Discontents* – Written by Isabel Wilkerson

Quiet: *The Power of Introverts in a World That Can't Stop Talking* – Written by Susan Cain

Has an Abundance Mindset

Poverty, by America – Written by Matthew Desmond

The Deficit Myth: *Modern Monetary Theory and the Birth of the People's Economy* – Written by Stephanie Kelton
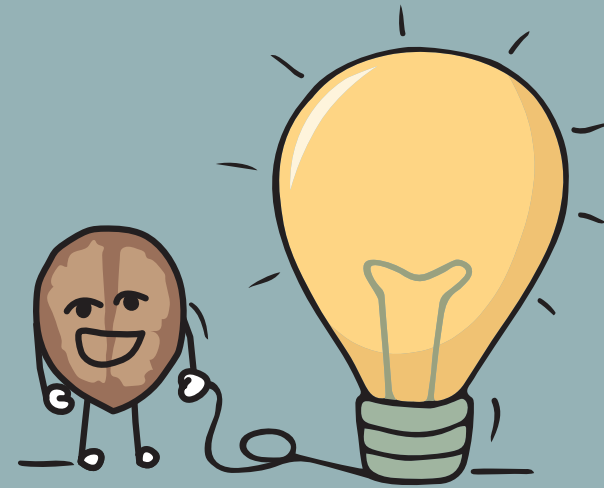
9 Ways to Imagine Jeff Bezos' Wealth – Written and Illustrated by Mona Chalabi nytimes.com/interactive/2022/04/07/magazine/jeff-bezos-net-worth.html

MINDSET
(How we think about systems)

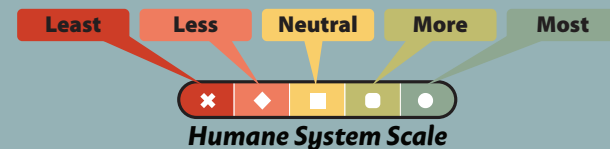A Humane System is **Distributive** or bottom-up, not top-down.

A Humane System **Assumes the Best** of people.

A Humane System **Assumes Abundance**, it's not a zero-sum game.
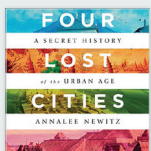
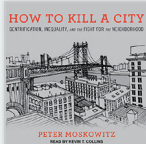A Humane System grants people **Personal Autonomy**.

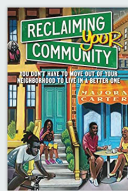| Least	Less	Neutral	More	Most

Humane System Scale

Four Lost Cities: *A Secret History of the Urban Age* – Written by Annalee Newitz

How to Kill a City: *Gentrification, Inequality, and the Fight for the Neighborhood* – Written by Peter Moskowitz
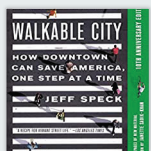
Reclaiming Your Community: *You Don't Have to Move Out of Your Neighborhood to Live in a Better One* – Written by Majora Carter
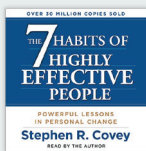
SETTING
(Our habitat or surroundings)

Plans for the Most Vulnerable First

Walkable City: *How Downtown Can Save America, One Step at a Time* – Written by Jeff Speck

The 7 Habits of Highly Effective People: *Powerful Lessons in Personal Change* – Written by Stephen R. Covey
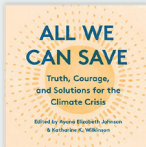
Connects People with Nature

Paved Paradise: *How Parking Explains the World* – Written by Henry Grabar
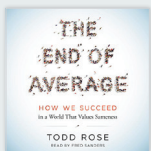
All We Can Save: *Truth, Courage, and Solutions for the Climate Crisis* – Edited by Ayana Elizabeth Johnson & Katharine K. Wilkinson
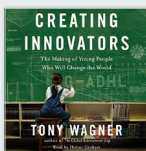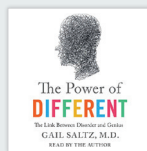
Values Diversity

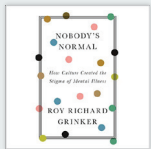**The End of Average:** *How We Succeed in a World That Values Sameness* – Written by Todd Rose

Creating Innovators: *The Making of Young People Who Will Change the World* – Written by Tony Wagner
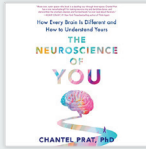
The Power of Different: *The Link Between Disorder and Genius* – Written by Gail Saltz, M.D.
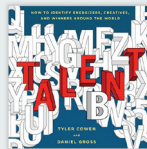
Nobody's Normal: *How Culture Created the Stigma of Mental Illness* – Written by Roy Richard Grinker

The Neuroscience of You: *How Every Brain is Different and How to Understand Yours* – Written by Chantel Prat, PhD

Talent: *How to Identify Energizers, Creatives, and Winners Around the World* – Written by Tyler Cowen and Daniel Gross

Notes on Complexity: *A Scientific Theory of Connection, Consciousness, and Being* – Written by Neil Theise

A Humane System builds for success for the **Most Vulnerable** among us first, not just the most powerful or healthiest or most common or status quo.

A Humane System **Connects People with Nature**, not synthetic built places 24/7.

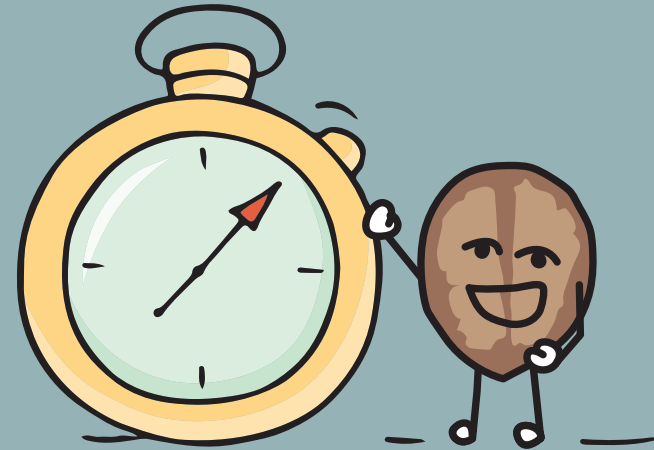A Humane System **Values Diversity**, not homogeneous environments or commercial monocultures.

Happier Hour: *How to Beat Distraction, Expand Your Time, and Focus on What Matters Most* – Written by Cassie Holmes, PhD
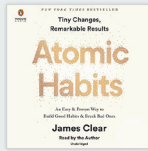
Atomic Habits: *Tiny Changes, Remarkable Results* – Written by James Clear

PRACTICES
(How we spend our time)

Enables People to Care for Each Other
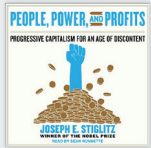
People, Power, and Profits: *Progressive Capitalism for an Age of Discontent* – Written by Joseph E. Stiglitz
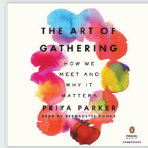
The Art of Gathering: *How We Meet and Why It Matters* – Written by Priya Parker
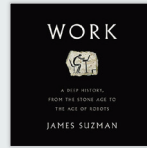
Work: *A Deep History, From the Stone Age to the Age of Robots* – Written by James Suzman

Moves People at a Healthy Pace

Walk: *Slow Down, Wake Up, and Connect at 1-3 Miles per Hour* – Written by Jonathon Stalls
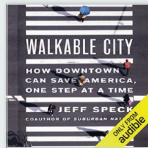
Walkable City: *How Downtown Can Save America, One Step at a Time* - Written by Jeff Speck
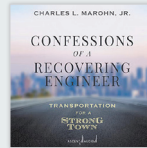
Confessions of a Recovering Engineer: *Transportation for a Strong Town* – Written by Charles L. Marohn, Jr.

Mixes Generations
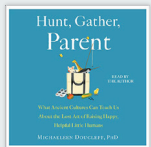
Hunt, Gather, Parent: *What Ancient Cultures Can Teach Us About the Lose Art of Raising Happy, Helpful Little Humans* – Written by Michaeleen Doucleff, PhD
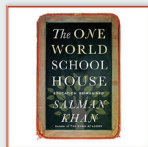
The One World School House: *Education Reimagined* – Written by Salman Khan
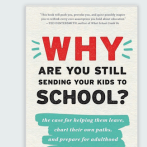
Why Are You Still Sending Your Kids to School: *The Case for Helping Them Leave, Chart Their Own Paths, and Prepare for Adulthood at Their Own Pace* – Written by Blake Boles
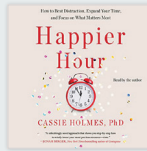
A Humane System empowers us to **Care for Each Other**, not stand as a barrier to care.

A Humane System **Moves People at a Healthy Pace**, not too fast or slow without protection and safety measures in place.

A Humane System groups people in **Multiage and Multigenerational Communities**, not same-age cohorts exclusively.

The Creative Act: *A Way of Being* – Written by Rick Rubin

The Human Side of Innovation: *The Power of People in Love with People* – Written by Mauro Porcini
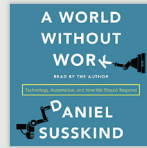
A World Without Work: *Technology, Automation, and How We Should Respond* – Written by Daniel Susskind

Human Scale Year Numbering

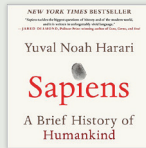**A New History for Humanity:** *The Human Era* – Kurzgesagt - In a Nutshell (https://youtu.be/czgOW-mtGVGs)

When Time Became History: *The Human Era* – Kurzgesagt - In a Nutshell (https://youtu.be/CWu29PRCUvQ)

Global, Crowdfunded UBI

Widespread Poverty is Solvable: *Podcast by Pushkin* – (https://omny.fm/shows/solvable/widespread-poverty-is-solvable)

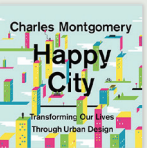**Sapiens:** *A Brief History of Humankind* – Written by Yuval Noah Harari
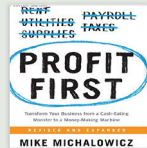
Profit First: *Transform Your Business from a Cash-Eating Monster to a Money-Making Machine* – Written by Mike Michalowicz

A New Kind of Disaster Aid: *Pay People Cash, Before Disaster Strikes* – Written by Somini Sengupta– (https://www.nytimes.com/2023/07/03/climate/cash-disaster-relief.html)
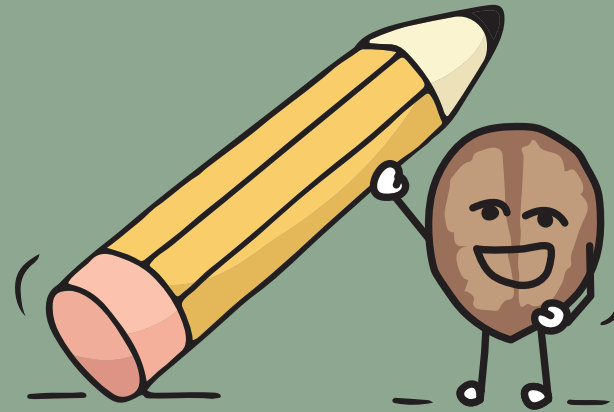
Coastal Cities

Happy City: *Transforming Our Lives Through Urban Design* – Written by Charles Montgomery

Freakonomics Radio: *Should Traffic Lights Be Abolished?* – episode 454

Creative Humane Ideas

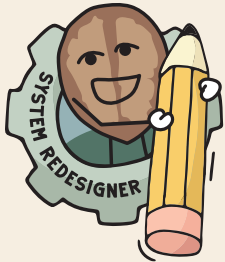*The world is only as free as it allows its artists to be.*

~RICK RUBIN

HOW **HUMANE** IS THIS SYSTEM?

System Name

Today's Date

Local, Regional, and National Authorities in charge of this system

SYSTEM REDESIGNER

Assessed by System Redesigner:

Who is involved with this system as:

Redesigner's preferred contact information:

Humane System Scale

Least	Less	Neutral	More	Most
✖	◆	▢	▢	●

(CIRCLE ONE)

MINDSET

Does this system have an **abundance mindset**?	✖ ◆ ▢ ▢ ●
Does this system **assume the best of everyone**?	✖ ◆ ▢ ▢ ●
Is this system **distributive, or bottom-up**?	✖ ◆ ▢ ▢ ●
Does it grant people **personal autonomy**?	✖ ◆ ▢ ▢ ●

SETTING

Does it **plan for the most vulnerable first**?	✖ ◆ ▢ ▢ ●
Does this system **connect people with nature**?	✖ ◆ ▢ ▢ ●
Does this system **value diversity**?	✖ ◆ ▢ ▢ ●

PRACTICES

Does it empower people to **care for each other**?	✖ ◆ ▢ ▢ ●
Does this system move at a **healthy pace**?	✖ ◆ ▢ ▢ ●
Is this system **multi-generational**?	✖ ◆ ▢ ▢ ●

PRIORITIES

	NEEDS WORK	(let it ride)
Does it prioritize for **human** health & well-being?	No	Yes

If not, who or what appears to be the priority:

HISTORY

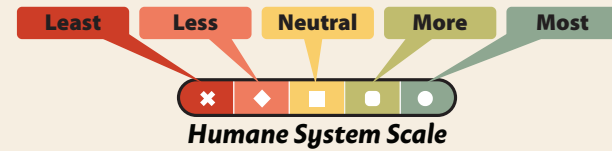|	NEEDS WORK	(let it ride)
Does this system have a stated primary **purpose**?	No	Yes
Does this system measure for **outcomes**?	No	Yes
Does it make regular, incremental **changes**?	No	Yes
Is it free of using **subsidies** to make any changes?	No	Yes

HOW TO FIX IT

SYSTEM REDESIGN HANDBOOK FOR A HUMANE ERA

Harnessing 12,000 Years of Knowledge to Edit Systems for Human Thriving

Danielle Williamson Richard

Collaborate with the System Redesigner(s) who sent you this evaluation. Together, you can edit this system to prioritize for human health and well-being to improve outcomes.

Download free resources, purchase the System Redesign Handbook, or learn more at **System-Redesign.org**