

# Identifying Breastfeeding Friendly Workplaces Using Appreciative Inquiry

*“Appreciative Inquiry is a way of being and seeing. It is both a worldview and a process for facilitating positive change in human systems, e.g., organizations, groups, and communities. Its assumption is simple: Every human system has something that works right—things that give it life when it is vital, effective, and successful.”*

*Center for Appreciative Inquiry, 2018*

## Discovery

Discuss this question:

**When have you developed or been part of a partnership between two very different entities that worked well?**

*Describe a partnership based on a shared vision or a shared goal rather than shared decision making.*

Touch on:

- ❖ How the relationships developed
- ❖ What made them successful

**Discovery** uses carefully crafted, positive questions to mine the experiences and wisdom of the participants

## Dream

Use the photos on your table:

Have each person pick a photo that best embodies a partnership with a shared goal.

Each person will explain why they chose that photo.

If you have time, come together as a group to choose the one photo the group can agree on as embodying the spirit or foundation of the partnerships described in the first activity

**Dream** is the point where the positive core of a group’s past experiences becomes the ideal of a compelling future

## Design

Work as a team:

Using the results from the Dream phase, identify what you will need to consider when reaching out to businesses with which you want to partner to improve breastfeeding policies and practices.

Dare to consider these businesses as your partners in creating a more supporting environment for breastfeeding families! They are likely to be your champions in the community.

**Design** allows the group to creatively co-develop the ideal image of their future

## Destiny

Co-create action items:

Keeping the essence of a good partnership with diverse groups in mind, as well as what you are looking for in potential Breastfeeding Friendly businesses, identify some action steps your group can take, or even identify some businesses for your next outreach efforts.

Identify people, places, and resources

**Destiny** is the “how” of this exercise, a time to be concrete, empowered, and committed

We will have a few tables share their process and their action items.  
Identify your spokesperson if you’d like to report out!