

Using an Equity Mirror and Appreciative Inquiry to Build Your Coalition

“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 were you part of a group that had multiple perspectives and was successful? This can be from any point in your life.

Touch on:

- ❖ How the group came together
- ❖ How the group worked well together

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

Dream

Use the materials on your table:

Discuss what a kaleidoscope is. It represents and captures multiple things, is multi-faceted in a contained unit, and changes with movement/perspective.

Look into the kaleidoscope!

Together, create a kaleidoscope of a group that is representative of your entire community.

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

Design

Work as a team:

Using the results from the Dream phase, identify what you will need to consider when thinking about the composition of your breastfeeding coalition.

What should your coalition look like regarding structure, access, communications, decision making, and access to leadership roles?

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

Destiny

Co-create action items:

Using the kaleidoscope as a guide, determine the pathway to take for the coalition to get from where they are to what they designed on the paper.

- ❖ Where can your coalition become stronger?
- ❖ What voices represent your community?
- ❖ What are some next steps for your coalition?

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!