

### **APPENDIX 3: Responses to Online Survey (Follow-up to August 10)**

**Summary:** This online survey was sent to Creative Facilitation Cohort members who attended the Initial Gathering on August 10, 2015. It was distributed via email using Survey Monkey. Seven (1/3) of the cohort members responded to the survey. The responses below are complete and unedited as they were submitted.

#### **What did you enjoy most about the cohort gathering on August 10?**

To have that many wonderful and inspiring people in the same room together.

I loved being in a room full of such creatively engaged members of my community. I also loved the chance to brainstorm in small groups. I find small group work to be an important way to share on a deep level. I also feel I am able to share more authentically in smaller group contexts.

Discovering who else had been invited to participate, then discovering more about who they are and what has their attention.

Meeting this fantastic group of people—getting a sense the range of WHO and WHAT.

The people in the room and the food

The gathering of peers and skills and the resulting complex cross-perspective conversations, challenging one another's notions of equity and structure. It is a wonderful alternative picture of the world consisting of people who are willing to challenge themselves, their own ideas and paradigms towards the moving target of equity.

The brilliance in the room, and that recognition for what I do whatever it is to be there. The care in paying and feeding us does not go unnoticed. All of that is important. I've always thought about teacher gatherings and the horrible processed food, and the fluorescent lights and all that. The aesthetic and healthful experience is also important, which you provided.

#### **Is there anything that you would have changed about the cohort gathering on August 10?**

The schedule was a bit ambitious and I think that people wanted to connect (re-connect) and the questions, while interesting, didn't actually allow us to engage each other. Not sure what

the intention of the gathering was though - was it to share the intention of the overall project? to get people on the same page? to create a shared vision? or??

I think for our first meeting, it was a great beginning. I do feel that perhaps less large group discussion/sharing at the next meeting, might allow for more concentrated planning in smaller groups.

More time to go deeper via small group work

Could've been a little longer, a little more time to go deeper in a handful of small groups.

i think there could have been broader ethni-cultural representation especially in the leadership

More time and a clearer flow of program; given the short amount of time, there was an unreasonable expectation of accomplishing a lot via a rich exchange across the group that was hard to accomplish. Because of this, we were not able to stick to our timed agenda which created some sense of pressure that perhaps may not have been necessary. That said, the chance encounters and the outputs from the rushed group processes had impact and created a sense of possibility - a very good thing.

I thought it was really great as a whole. As an artist, I respond to visuals more, story more. I always have wanted an opening circle to be a show and tell where each person can share an object or image of something that is currently inspiring them or giving them deeper inquiry. In this way, I think we get a door into the person's inquiry/emotional/desire. It's how I define myself for myself and not through social convention. It's like doing the touchstone project. maybe title/community/ and those introductory things can be included in the contact sheet and nametag in some way. I realize it's a short time to get acquainted with people - and build relationships. Even the circle with names and communities is important, but as an artist, it's not necessarily what I will remember. I will remember and respond to the way someone scratched their head. What is the way the information itself can be told in story form?

**How clearly do you understand the process for this project and the desired outcomes?**

Clear as a bell	0.00% 0
– Very clearly	0.00% 0
– More clear than not	28.57% 2
– Not clearly	28.57% 2
– No understanding at all	0.00% 0
– <a href="https://www.surveymonkey.com/analyze/_2FSOwfNgKUgxFl_2BRVIRthvgRpq56qo_djivBRyyLwD1A_3D">Responseshttps://www.surveymonkey.com/analyze/_2FSOwfNgKUgxFl_2BRVIRthvgRpq56qo_djivBRyyLwD1A_3D</a> Other (please specify)	42.86% 3
Total	7

Somewhat. Not sure what the intention beyond the November gathering is

Seemed to me that the process for developing the process was generative as well.

The outcomes will evolve our of the process so more clear that not but outcomes themselves arent clear because they will evolve

**In September and October, you will be participating in at least two engagement experiences with your colleagues. In terms of creating meaningful reflection and learning, we invite your input regarding questions and prompts to guide our discussion after these sessions. Please suggest up to three questions that might be used to guide our discussions and reflections. In order to create coherence and distill this into a framework. These questions and prompts will inform what we are most wanting to learn from each other and reflect upon as a group. Here are examples of prompts/questions that could be used: What what was impact on you and what made it possible? How did factors of place, space, intimacy, design, and schedule impact your experience of the session?**

What is the goal of these engagement meetings in clear, simple terms?

What led to the moment/development of the program/activity/session?

How could this be beneficial in communities you work with - esp those who are marginalized, underrepresented, disadvantaged

How do you regard the role and methods of breaking up power in this work, its funding and execution?

What did you learn/discover about yourself through this experience?

How will we know we have achieved our goal(s)?

What is the intention around outcome?

Did you see anything used here that you think might be applied successfully in another context? what were some of the restrictions or challenges you saw the leader negotiating

What techniques do you employ to ensure the successful holding of different voices such that all members of the circle feel seen and heard?

How did the experience help you connect with others or the group as a whole?

What do I hope to take-away from this experience?

What are the measurements toward evaluating impact?

Was there a particular moment or interaction that stands out to you as particularly transformative?

How do we ensure that the values of this work and how it is carried out is reflected within our teams?

How does the role of advocate for equity on the outside adhere to equity on the inside?

**Are there any comments, questions, or concerns you would like to share with us?**

I think the prompts will vary greatly given the different kinds of sessions offered. Thank you so much

Around diversity and my place individually and organizationally in this conversation.

This survey was hard to work with via phone

I so appreciate your putting this group together, with the format as changeable to what we bring. Wondering what you feel our responsibilities are or hidden unspoken expectations aside from the grant proposal goal. Thank-you for including me!!!!