

## Small Group Discussion Debrief Notes (10/26/21)

### Susannah's group

- Had Jonathan in our group. Dug deeper.
- Evaluation coaching is itself an equitable process. Democratizing beyond experts. Particularly among underserved organizations without those resources.
- Talked about staff capacity and how that was stretched. Not another thing but embedded in work. More alignment across the organization and cross-departmental teams. Helpful.
- Sense-making process was both coached by Kate and everyone on the team contributed to the process.
- How can funders support evaluation capacity-building? Evaluation ecosystem of support - coaching and capacity building is.

### Meredith's group

- The role of mixed methods
- The role of the evaluator as thought partner
- Community involvement and community taking ownership of the evaluation. The role of the community in the meet ups. Open to change as the community desired.
- Curious about the audience. What are the next steps? How are the visitors going to be considered going forward?
- The role of the staff in this empowerment role. They learned the process and tools. Is it an equitable process to teach staff to do this work? What is the role of the trustees? Top down or bottom up?
- Falk - bias in original studies and models and methods. Are there biases built into this study? We thought about design and embedding equity into the initial design steps. First steps are really crucial to being able to have an equitable evaluation.
- Unicorn would be to include equity in all elements of the work. Have evaluation included in funding budgets.

### Joanna's group

- Great idea to have this cross-departmental group. How do you get people to volunteer or voluntell people to participate?
- Great to have coaching and expertise from the consultant. What happens next? How do we continue this work once this support is gone?
- What is the involvement or could be the involvement of the trustees and the community?
- Jennifer expressed the desire to get closer to visitors and be in conversation with them. Integrate that as a method.
- There is always more to be done.
- Don't collect data that you are not going to use.

#### Jennifer and Jonathan

- We are trying to figure out what to do next.
- Our exhibition design will start with the visitor in mind.
- Tonight's discussion was affirming. Reassuring that we have the capacity to create sustainability for evaluation, particularly since we are constantly pivoting. Glad to know that there is a network out there.