





Framing Guide for Learning Opportunities

Points to Ground and Advance the “Why” and “What”



To advance the Equitable Evaluation Framework™ and align practice, this is intended to provide a clear line of sight and framing for a variety of learning opportunities, internal and/or external (e.g., webinars, etc.), that practice partners and others are engaged in as facilitators/leaders/presenters. The first page provides grounding for participants (with facilitation tips), while the second poses questions to help spark reflection and dialogue.

WHY? Overarching Objectives for Learning Opportunities	WHAT? Grounding Points for an Emerging Practice
<p>With a clear line of sight and framing for various learning opportunities, a more collective call (drumbeat) can help:</p> <ul style="list-style-type: none"> ▪ Foster a common and more shared understanding of what the Equitable Evaluation Framework is (and is not) as an emerging practice, and the spirit and values which underpin it as a moral imperative that supports validity, ▪ Consider what this vision requires of us (foundations, evaluators, nonprofits) across all aspects of the evaluative process – the questions we ask, the measures we use, the teams we assemble, and the ways we support the use of data and sense-making around findings, ▪ Better align evaluation approaches with the Equitable Evaluation Principles as foundational guideposts and values that underlie grantmaking and efforts designed to advance equity, ▪ Promote/support a more consistent understanding in the field of common standards of practice around what evaluation practice that holds equity as a value and may work in service of equity might look like, ▪ Consider how might evaluation “orthodoxies,” or tightly held beliefs about evaluative practice (many of which are inconsistent with equity work) that have been shaped by the philanthropic sector, be addressed. 	<p>With a shared goal of using evaluation to advance equity, the Equitable Evaluation Framework:</p> <ul style="list-style-type: none"> ▪ Recognizes that evaluation has not always been aligned with organizational values around equity, ▪ Considers how findings can be more contextualized and representative, ▪ Is not a method in itself, but a practice that can be applied to any and all types of methods, ▪ Is not “one thing” - and in some ways provides a frame for what is already being done (e.g. for a funder committed to DEI, the Equitable Evaluation Framework can help provide a way forward), ▪ Recognizes that there is not one way to do this, and is mindful of how and why it might look differently across various methods, phases, and projects/programs, ▪ Recognizes there are multiple entry points, and can be applied to evaluations/efforts that are retrospective, in play, and/or emerging, ▪ Is a refined approach - a different way of working and relating - in which everyone has a role vs. an entirely “new” thing, ▪ Engages those staff and partners already inclined so they can become champions.
<p> FACILITATION TIPS <i>Consider the objectives which your session will most align and contribute. Share the “why” with participants to ground content in a shared frame, particularly those points above which are most relevant to the session/opportunity.</i></p>	<p> FACILITATION TIPS <i>As an emerging practice, holding space for learning in domains in which none of us is an expert is both a challenge and an opportunity. The working points above offer some grounding.</i></p>

REFLECTION QUESTIONS for Participants	REFLECTION QUESTIONS for Facilitators
<p>Given this invitation to reimagine the purpose and practice of evaluation, questions such as these can help session participants build on the momentum of the session:</p> <ul style="list-style-type: none"> ▪ What 2-3 concepts/ideas presented resonate the most with you? How so? Why? ▪ What challenged you? Why? ▪ Are there 2 or 3 things that surface for you about the Equitable Evaluation Framework and ways it can help align and guide practice? ▪ What sorts of things are coming up for you about factors that can affect adoption of the Equitable Evaluation Framework? ▪ Are there any ah-ha's that stood out to you in thinking ahead about your work/approach? ▪ What do you want to keep top of mind? ▪ Does anything come to mind about ways that you might be able to stretch and do things differently to align more with the Equitable Evaluation Framework (even simple ways to deepen understanding and take a first step)? 	<p>Given the array of learning opportunities that partners are engaged in to advance the Equitable Evaluation Framework, some of the most important learning will come from reflecting and sharing on:</p> <ul style="list-style-type: none"> ▪ In putting together and facilitating/presenting on the Equitable Evaluation Framework, where did you find yourself most excited or engaged? ▪ How did you deal with the inherent tension of presenting on an emerging practice? What worked well? What would you do differently? ▪ To the extent that participants offered feedback (real-time or via follow-up), where did energy for advancing the Equitable Evaluation Framework build (resonance, a-ha's, next steps)? Where were they challenged? ▪ Any words of experience you would offer to others who are leading Equitable Evaluation Framework learning opportunities?
 <p>FACILITATION TIPS</p> <p><i>Consider integrating some of these questions into your session. Depending on the size of your audience, you might want to utilize chat or poll functions to gather input as you go.</i></p> <p><i>And/or you may want to use these in a follow-up to inform continued advancement of the EE Framework Principles and aligned practices.</i></p>	 <p>FACILITATION TIPS</p> <p><i>After your session, consider taking a few minutes to reflect on the questions above.</i></p> <p><i>We hope you'll consider sharing your reflections with other practice partners and the EEI team, as feedback will enhance future resources and learning opportunities.</i></p>