Generate Ideas

Steps

Create an inclusive space for discourse to generate objective goals

Discuss appropriate methods and/or strategies for desired outcomes

Consider creative techniques for engaging all participants (e.g. art, lists, visuals, writing,

Recognize the many ways of knowing and hidden biases may be present. Elevate them with respect and understanding

Ouestions

What is the purpose of this research?

Who do we want to affect with this research?

Whose voice will this work be published in?

How do we effectively and positively struggle through hidden biases?

Define Problem

Invite all affected parties to the table

Ask them who else should be there

The PAR Process

PAR process, like

in motion out of

the momentum

force. Sometimes

of a previous

that force is a

which, like a

a number of

small; some

reactions are

others build

momentum

as one wave

may set off a

single or many

follows from a

previous project:

crests and falls, it

waves in its wake.

initiating.

structural issue.

storm, can set off

different waves.

Some reactions

are big, others are

immediate, while

strength before

Sometimes that

a wave, can be set

as a wave: The

Create a discussion space inclusive for everyone

Frame discussion so all have a voice

Name vour relation to the problem

Collectively create your problem statement

Ouestions

Does the community own the problem?

Is your group diverse?

Who should be a part of this project?

How does your complex identity help you see things uniquely?

Steps

Create Action Plan

Define a method for your research that allows for each participant to have a role

Empower others to step forward as those with external power step back

Define the scope of your research so that it is actionable, rigorous, and has a common goal

Discuss metrics, outcomes, or other measures of success as a team, allowing for growth

Ensure everyone is invested in the research, as both a co-creator and an implemente

Questions

Does your plan allow for others to build their own understanding or knowledge base?

What skills are in the room that can positively influence the creation of ideas + solutions?

Are researchers able and empowered to share their understanding or strengths? Was this plan built collaboratively?

Is it rigorous and by what standards?

How have you addressed power dynamics?

Relfection + **Evaluation**

Steps

Journal thoughts and feelings throughout the process, especially at the end

Keep track of changing power dvnamics

Document each step in the process of change. Be mindful of vour audiences and how best to reach them

Ouestions

Did the research successfully lead to some social change that was meaningful to the group?

How well equipped are community researchers to continue the next phase of action?

Who was involved in creating and documenting knowledge?

Which groups benefitted from the project? Who was made more vulnerable? How did this impact people differently based on multiple aspects of identity?

Does your method achieve the outcomes you hope for?

Regardless of how it begins, the PAR Process, like the ocean, is constantly in motion. This fluidity means that it is both critical to understand where our energy and our action comes from, but also to understand that, through the undercurrent of reflection and iteration, it will inspire other processes in the future. While any single process may rise, crest, and fall, it is occurring in an ocean of action and reaction