# Reciprocal Learner

Sharing capacity

The Reciprocal Learner creates spaces for mutual learning, skills exchange, and capacity building between stakeholders, including yourself.

Your equity focus is: Mutual growth, critical reflection, and anti-hierarchical learning.

Consider how you will challenge knowledge hierarchies through mutual learning, unlearning, and co-development. Reflect on where your practice sits on a spectrum from traditional relationships and hierarchies through to mutual learning spaces.
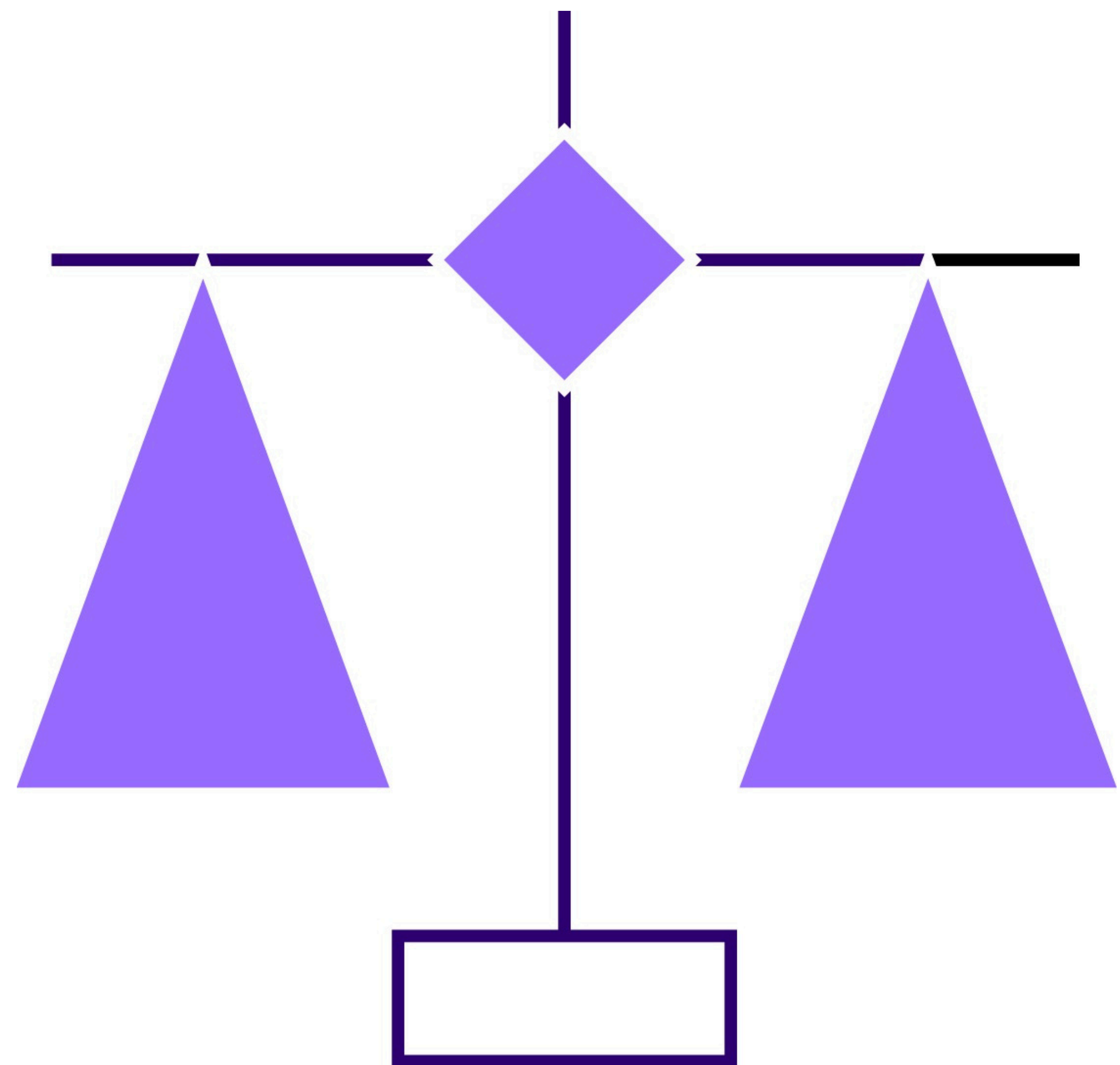
Key questions and prompts to consider

*Key questions in **bold**. Others may be deeper questions involving wider engagement across the team.*

What are you sharing with/teaching to those who are contributing/participating/leading the work? What do they do/create themselves?
How can the wisdom of individuals and communities be valued and learnt from?
Who has set the agenda and from what lens?
How are you positioning yourself - as expert? Are you doing with or doing to? Are you recreating racialised or other inequitable dynamics in doing so?
Are your outputs perpetuating racism in anyway?

What systems of knowledge and values about knowledge and evidence are being transmitted?
Are they rooted in whiteness and westernised norms?
How are you incorporating learning into your work? How are you inviting and responding to challenge?

Some useful tools and resources

Beyond Sticky Notes Co-Design Tools
Principles of Co-Design
Co-Design Maturity Model
Open Questions
Reflection on Learning
Feedback Loops and Pulse Survey Checks