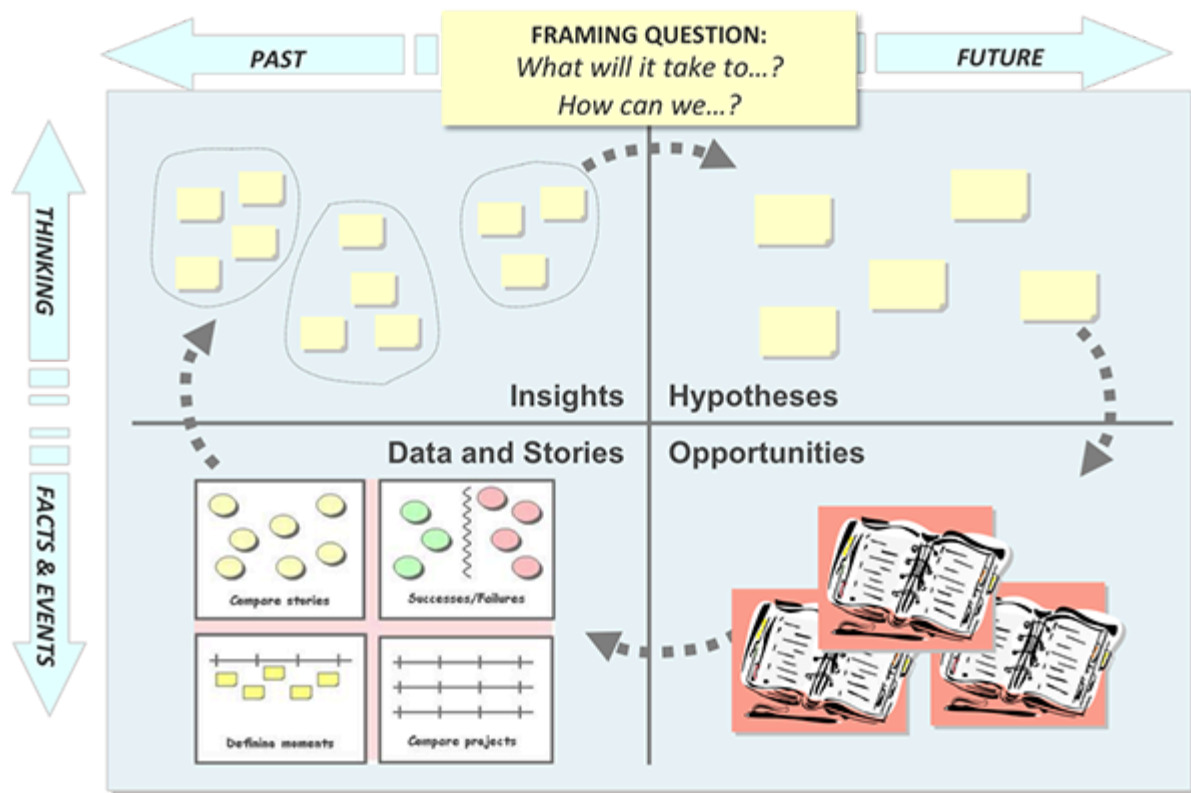


Discovery Worksheet

This worksheet is designed to help you refine and think more broadly about an experiment idea through a series of prompts. Feel free to jump around from prompt to prompt as you gain new insights.

Emergent Learning Tables are one way to determine the focus of your experiment.



HMW Question:

Past (Insights) What we've learned from what's already happened?

Lack of time for Board Policy and Procedure rewrites.

Creativity Needed

Is there a model to build off of? What board maybe has weighted voting? How can I learn from other policies and organization? Who has two votes for what is happening?

Board doesn't understand nor does Mary know what to ask for in order to support her as the first POC ED.

Want org to be run in the same way as before with new POC ED's face.

Board not excited for shifts, want business as usual

As ED, role is to organize board members, coalition partners and funders. One on one convos with board members, show that they are aligned with values. Have played out scenarios of weighted voting.

There is buy in from grassroots members and staff and board on how seeing equity playing out and vetted.

Goal is to have 50% coalition and 50% grassroots.

What does a healthy democracy look like?

Some people have experience with weighted voting by representation.

Need people on the board to challenge ideas and each other. Not a rubber stamp. Attitude if you disagree, why are you here. Rather than disagree and come up with a better strategy. - that is a healthy democracy.

Future (Hypotheses/Assumptions) What we think will make us successful in the future.

If there is weighted voting, power dynamics will shift on the board, the grassroots folks will feel more validity.

Want grassroots member to feel that are influencing decisions and have power to make those decisions. That we are letting those most impacted by issues we work on to have leadership in the organization.

Practicing being on office for grassroots folks through being on board. Leadership Development of Members + Building Equity.

How do we legitimize it? (equity)

When people realize what equity means there maybe pushback as power feels threatened. How to plan for the many ways this could play out.

Being a Nimble Org:

- Review by-laws that are simple and high level that are similar to strategic directions rather than strategic plans.
 - Have looked at what we can cut.
 - Key to turn and open the door to flexibility.
- Policies and procedures have room to shift. Nuts and bolts are here and don't need a huge vote. Can build a culture of experimentation.

Weighted voting will increase new conversations.

- Because now people don't talk to grassroots members other than to see which way to vote and see if agree.
- Between grassroots and coalitions members
- Currently coalition can negate and grassroots

Past (Groundtruths) Key events looking back from which we can point to

Future (Opportunities/Experiment) Upcoming opportunities to test our hypotheses

<p>Have professional board members, older board members</p> <p>Being evaluated on fundraising, finances</p> <p>Coalition Board - little grassroots representation, and those are all in their 60s.</p> <p>Orgs are written into by-laws to have membership.</p> <p>By-laws haven't changed since 1999</p> <p>Pay to Play board/table.</p> <p>No term limits</p> <p>6 years since in compliance with election of members</p> <p>Leadership council of grassroot members from across the state that make suggestions to the board but don't have decision making power.</p> <p>Had convos with grassroots members and staff on how to see equity playing out.</p> <p>There is a buy-law committees.</p>	<p>Leadership Council becomes part of the board.</p> <p>By-laws</p> <ul style="list-style-type: none"> - Funder connecting with someone in CA - Talking to other EDs about what has worked what hasn't <ul style="list-style-type: none"> - How are you building equity and grassroots membership? - Miya with APEN, Asian Pacific Environment Network - SPC network outreach, 1 hr convo - Feels unclear on who to ask. - Would be exposing inequity - Also difficulty of asking for help. - Being more transparent about struggles happening. <p>By-laws</p> <ul style="list-style-type: none"> - Funder connecting with someone in CA - Talking to other EDs about what has worked what hasn't <ul style="list-style-type: none"> - How are you building equity and grassroots membership? - Miya with APEN, Asian Pacific Environment Network - SPC network outreach, 1 hr convo - Feels unclear on who to ask.
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What is your idea?	
Capture your thoughts and feelings that led to you coming up with your idea. Cluster them, and give each cluster a creative name.	

Capture **insights** about your ideas, thoughts, and feelings. Specifically:

- Find the things that aren't obvious
- Explain patterns in your data
- Hypothesize about why the current conversation is dominant
- Make sense of contradiction

Based on these insights, come up with a new, more specific “How might we...” question (HMW). You will use this question to brainstorm ideas for experiments.	How might we
Brainstorm ideas based on your new HMW question above. Don't edit yourself. Go for quantity over quality. When you're ready, select one of your ideas to test by bolding it . Where is the most energy? Search for the sweet spot between ambition and achievability, effort and impact.	
Articulate the hypothesis that you are testing, including the desired outcome, stated as an if / then statement.	If: Then:

You're ready to get into the design, then begin your experiment! Check out the [Experiment Design + Log Template](#).