Appreciative Inquiry Primer

Appreciative Inquiry is an approach to effecting organizational change that is focused on identifying and amplifying the positive traits, actions, and resources that already exist within an organization. It leverages the experiences of all individuals within an organization or group and as such values the diverse experiences and backgrounds that the group contains. Below are links to some resources that may help further explain the AI approach and our application of it to the discussion of Diversity, Equity, and Inclusion in Deep-Sea Science.

Short videos explaining Appreciative Inquiry
- https://www.youtube.com/watch?v=lX3nlMVWj9o
- https://www.youtube.com/watch?v=3JDfr6KGV-k

Short essays explaining Appreciative Inquiry
- Ludema, Cooperider, Barret
- Rogers & Fraser
- Hall & Hammond*

*Note that a donation to the Ghetto Film School has been made to cover use of this essay.

Storytelling in Appreciative Inquiry

In preparation for this Diversity, Equity and Inclusion workshop, reflect on a time when you were part of a diverse team which really benefitted from its diversity. The example could come from an experience with an expedition team, conference, community, lab, department or any other unit. Or, the example could come from witnessing other teams.

- How did you learn about each other's unique gifts and differences?
- What was unique about the environment the group created to allow people to feel natural, included and supported?
- How did the group strive to identify and eliminate barriers for historically under-served and under-represented members of the team?
- What was extraordinary about what this group achieved?
- What made it a point of pride?

During the workshop listeners may choose to story-mine (see below) to better identify the lessons being conveyed by the storyteller and the storyteller may use this as a guide for structuring their story.

Story mining
Every story has six elements. If we can identify these six elements we can tap into the lessons to be learned. The elements are:

Context: The background of your story? When and where it happened? What were the circumstances?
Characters: Who were all the people involved? What were their roles?
Challenge: What was at stake? What was the problem?
Cure: What was the solution? What was the fix for the challenge? What was the answer?
Change: What happened as a result of the cure? What change did the solution create?
Call to Action: What have we learned from this story about what we should do more of/less of/start/stop if we want to experience success in the future?

The Storyteller spends several minutes telling a story of a time when they experienced a peak moment of success in DE&I. The Listeners serve as a generous receiver of the story. They do not interject or ask questions or use that time to think of their own story. They are 100% present for the story teller. They listen actively.

The Scribe records the elements of the story, capturing as much information as they can for each of the elements listed. Bullet points are sufficient. After the story – the scribe confirms the details that they captured on the worksheet with the storyteller to check for completeness and

At the end of the storytelling, the group should review the notes and ask themselves the question:

Based on these stories what have we learned about:
1. The contexts that set us up for success?
2. The people who set us up for success?
3. The kinds of challenges that we can successfully overcome?
4. The kinds of changes we are able to create?

The answers to these questions become the basis for ways in which we can create more success in the future.