

SHIFT LAB LEARNINGS

Type	Questions	Shift Lab Learning
Single Loop	<p>What are we learning about what we are doing?</p> <ul style="list-style-type: none"> • Core practices and activities • Relationships and processes • Capacity, skills and resources 	<ul style="list-style-type: none"> • 11 key insights about the strengths and limitations of workshop design, facilitation team management, packing of sessions, etc.
Double Loop	<p>What are we learning about our assumptions, understanding and thinking?</p> <ul style="list-style-type: none"> • The challenge we are trying to address • The systems and context in which the challenge is embedded • The strengths and limitations of our strategy 	<ul style="list-style-type: none"> • 8 insights about the nature of racism, poverty and housing in Edmonton, eg., racism can be internalized, interpersonal, and systemic • 3 insights about Lab methodology, ie., the tension between social innovation and social justice models of change, how to fund labs, the relationship between Indigenous knowledge and systems change.
Triple Loop	<p>What are we learning about how we are being?</p> <ul style="list-style-type: none"> • Our emotional triggers • Our habitual responses • Our social norms/ group dynamics • Our values and narratives 	<ul style="list-style-type: none"> • The profound difficulty participants and team members had engaging in deeper, meaningful and safe conversations about racism and how that limited the group's efforts to surface transformative solutions.