



# TIYUV

CULTURALLY RESPONSIVE EVALUATION

## Expanding the Circle: Practical Tools for Inclusive Dialogue and Shared Leadership

**Product of Tiyuv**

*Please credit Tiyuv when using or adapting  
these materials.*

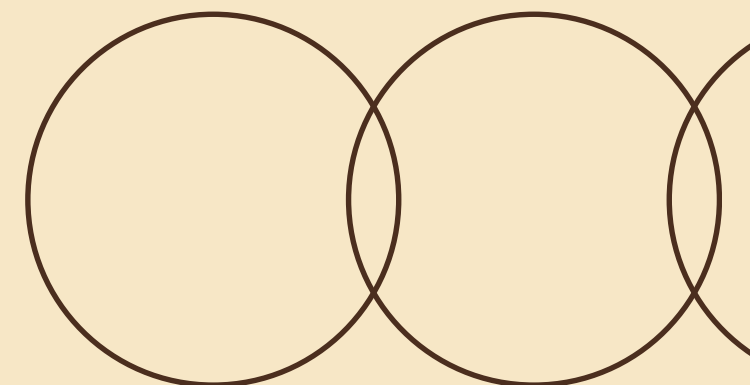


# Workshop Welcome

In leadership, we often talk about difference as something to manage or resolve. But **difference** is also a source of **richness**. It expands what we can see, what we can imagine, and what becomes possible.

This session is about **practical tools** that help leaders make more informed decisions by identifying whose voices are present, whose perspectives are missing, and what questions need to be asked before moving forward.

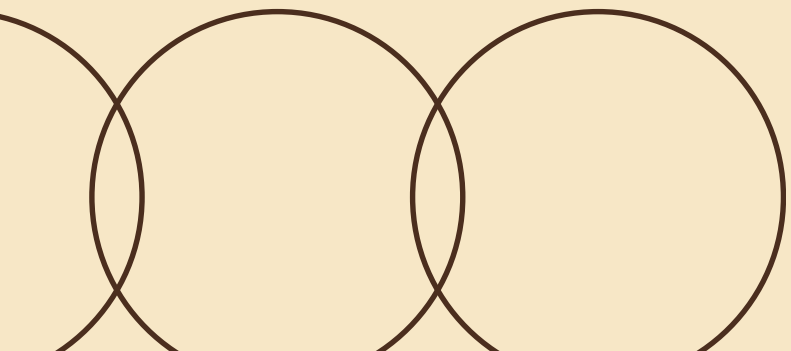
To support this work, you'll be using a structured **Expanding the Circle Through Evaluative Inquiry Guide**. This guide will help your group identify voices, surface assumptions, ask meaningful questions, and identify practical next steps.



# Workshop Flow

We have four stages for today's workshop:

1. We start with a **Think, Pair, Share** activity
2. Then we will **work in small groups to expand the circle** through structured inquiry, identifying voices present, affected, and missing
3. Next, we will **Make Meaning Together** and engage in structured dialogue to identify patterns, insights, and possible next steps
4. Lastly, we will **share final reflections** and **write one leadership commitment** to expand participation in our own work



# Think, Pair, Share



## THINK

Think of a time when including more voices strengthened a decision, project, or strategy.

- What changed because those voices were included?
- What became possible that might not have happened otherwise?
- What did you learn that you didn't know before?



## PAIR

Please turn to a person and share:

- The situation
- What difference made possible
- What became possible as a result



## SHARE

Share out with the whole room.

- Need 2-3 volunteers to share insights

# Expanding the Circle Through Evaluative Inquiry

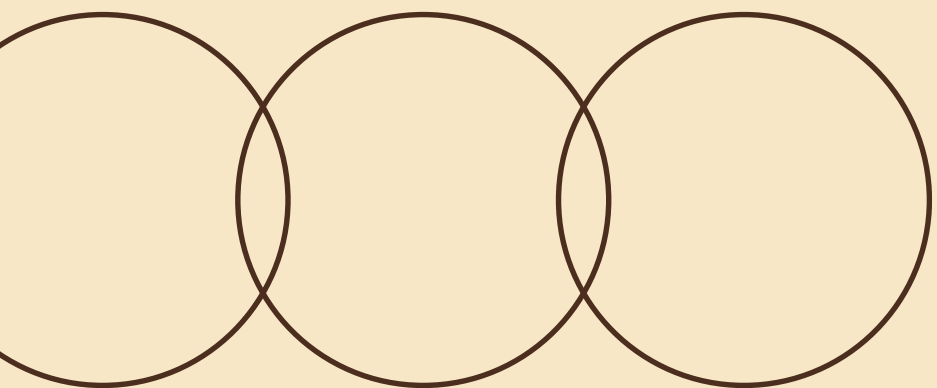


**Inclusion** doesn't happen by accident.

It requires **intention**, and it requires **learning** from the people affected by our decisions.

One of the ways leaders do this is through **evaluative thinking**.

- Asking thoughtful questions
- Listening carefully
- Using what we learn to make better decisions.



# Case Scenario: Designing a New Jewish Leadership Initiative

## **Background**

A national Jewish nonprofit organization is planning to launch a new leadership initiative intended to support emerging leaders in the community. The goal is to strengthen leadership capacity and deepen engagement across different segments of the Jewish community.

So far, planning conversations have included senior staff, board members, and several long-time national community leaders. A draft outline of the initiative has already been developed, including goals, topics, and a proposed structure.

However, some concerns have been raised that not all voices have been included in shaping the direction of the initiative. In the past, leadership programs have tended to attract participants from similar backgrounds, while newer community members, Jews of Color, younger adults, interfaith families, LGBTQ+ members, and people with varying levels of Jewish experience have participated less frequently or have not always felt fully represented.

Leadership wants this initiative to reflect the diversity of the Jewish community and foster a stronger sense of belonging. At the same time, they feel pressure to move forward quickly and are unsure how to broaden participation without slowing progress.

# Case Scenario: Designing a New Jewish Leadership Initiative

## **How to Use This Case**

This case provides a snapshot of a leadership situation. It does not include every detail.

As you work through the guide, you may infer additional roles, relationships, or dynamics that are likely present but not explicitly named. Use your own leadership experience to imagine what else may be happening behind the scenes.

There is no single “correct” answer. The goal is to explore possibilities, surface assumptions, and think more deeply about whose voices are included and whose may be missing.

## **Alternative**

Feel free to use the Case Scenario provided, or a real leadership situation from your group.

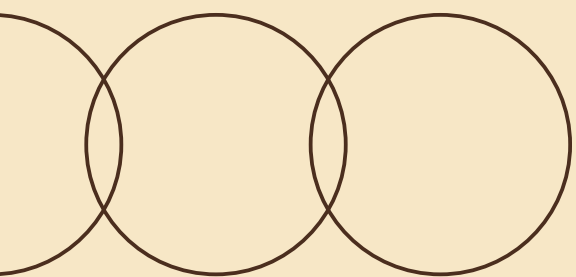
# Make Meaning Together

## Small Group Summary

### As a group, identify:

- One missing voice that stood out
- One action step your group identified
- One insight or learning that surprised you

Choose one person to briefly share these highlights.



## Whole Group Share Out

This is the Make Meaning Together phase.

Need 3–4 groups to share briefly.

### Each group responds to:

- What missing voice stood out?
- What action step did you identify?
- What did you learn?

## Sensemaking

This is where you synthesize what you heard.

- What are you hearing?
- What resonates?



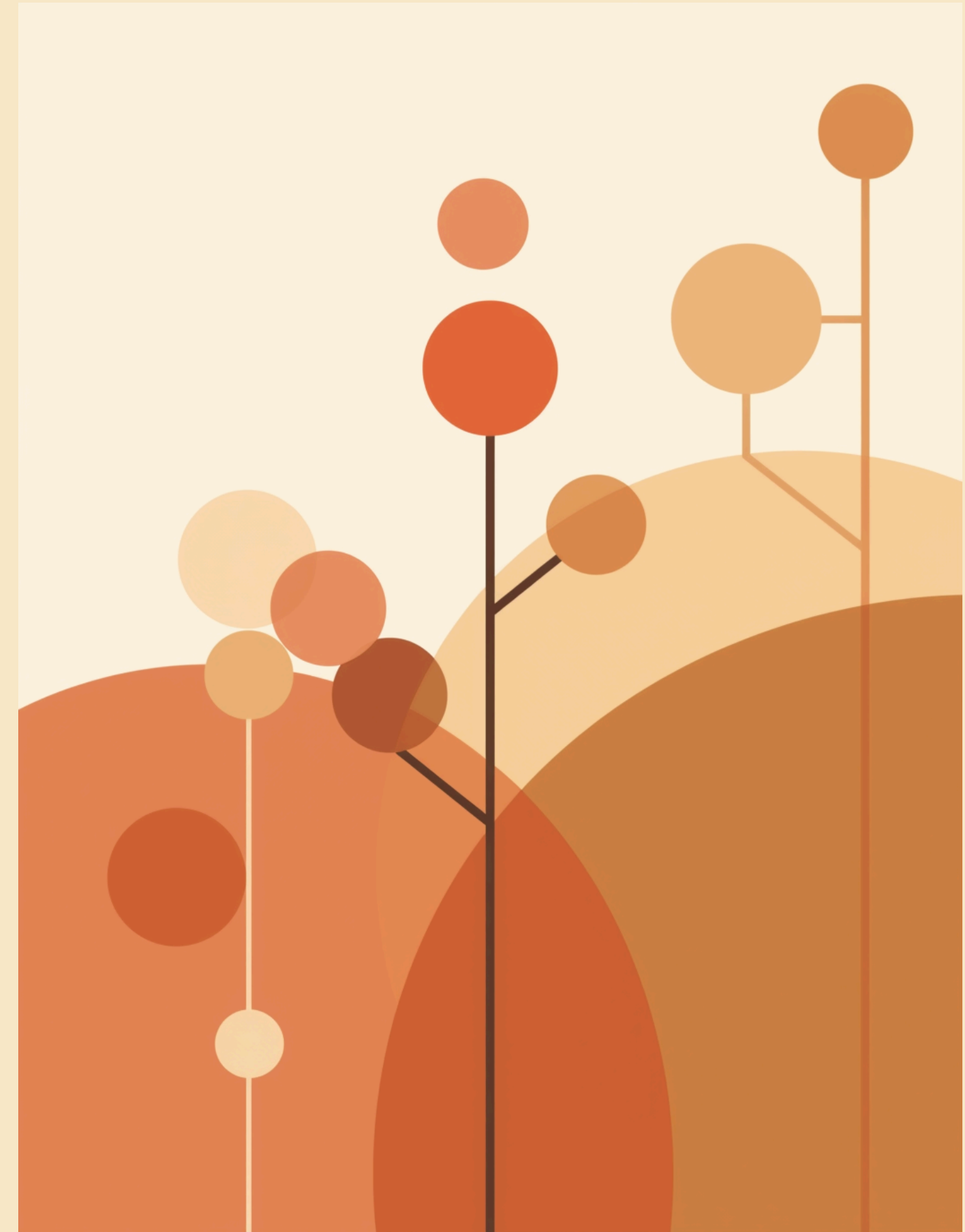
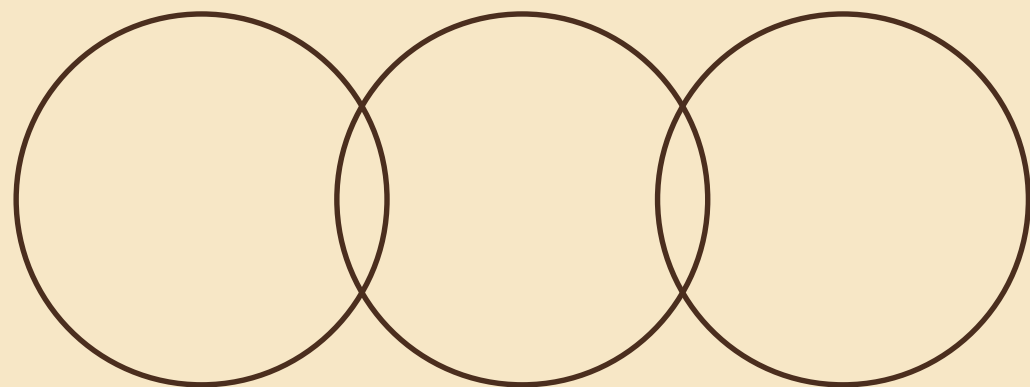
# Closing Commitment

- Take a moment to look back at your guide.
- Think about your own leadership context.

What is one situation where you could use this process in the next 30 days?

**Write down:** One commitment you will make to expand participation in your leadership work.

**Then:** Turn to a partner and share your commitment.



# Final Thoughts

- Leadership is not strengthened by having all the answers.
- It is strengthened by asking better questions, listening with intention, and learning from the people connected to our decisions.
- When we expand the circle thoughtfully, we expand what becomes possible.

**Find us at:**

