SEE Learning & Implementation Cohort
Grant Deliverable Guidance

Think of your deliverable as an opportunity to 1) share what your organization did and 2) help inspire others to learn from your experience and chart their own course.

To help clarify expectations, we have provided some guiding questions below. Several ideas for deliverable formats are provided on the back, though you may identify an entirely different format, or a combination of the below examples, that works better for your organization and your small experiment. Whatever the format, the deliverable should address each of the below components (in no particular order) to fulfill the grant requirement:

1. What was the context for your organization's approach/process before entering the cohort?
   > In other words, what aspects of your environment(s) weren't working, or why did you want to try something different?

2. What steps did you take to help the people and the organization get on board with your experiment?
   > For example, how did you involve your colleagues in the process?

3. What would have happened if you did not address this challenge/focus area? What would have been the result if your organization continued with "business as usual"?

4. What did your small experiment entail, and how did each of the SEE domains inform the changes you made?
   > As an example, how did the concept of model building influence how you shifted your onboarding processes?

5. What were the results of your small experiment, and how did you measure its impact on your organization? Why do you think it was successful or not?
   > An example reflection might look like this: "The before/after results of our survey show that our new onboarding process didn't increase clarity/understanding for new employees as much as we had hoped. This might be due to_____. Next time, we can try doing _____ instead…"

6. What guidance would you offer other organizations who might be experiencing something similar? Please include any resources/materials that you used and can offer as examples for others.

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Possible Ideas for Grant Deliverables	
Blog Posts	Two blog posts, to be shared through the reDirect website and newsletter, that seek to explore, discuss, or apply a SEE-related concept to a general audience. [See here for samples from previous grantees.](#) This might involve describing how DEI concepts contribute to supportive environments, lessons learned about sharing information, the importance of community participation/involvement, or how small experiments could be used in organizational processes. etc.
SEE Influence & Analysis	Describing how a SEE-informed approach might complement and diverge from existing/conventional approaches/models currently used in the nonprofit sector. Include reflection on how well current efforts align with SEE and what implications might this have for the future (3- or 4-page report).
Videos	This could involve documenting the organization's efforts and attempting to explain/share those with SEE principles in mind. What is the organization doing and how are they trying to create a more supportive environment? (about 1 or 2 videos, less than 5 min. each).
Experiment Report	Might include an explanation of why this small experiment was suggested using SEE-related ideas and speak to the scalability of the experiment: ● Includes pre & post-cohort example(s) with reflection on why a small change(s) was made and the effects that resulted from it ● Could the recommendations from your experiment be applied at another organization and under what contexts? (3- or 4-page report)
Presentation	Instead of a "How-To" training, think of this as an opportunity to do a "How We Did It" training. You can share your approach, and provide suggestions for ways it could be taken to scale or applied to a different challenge.