Community Engagement and Dialogue to Change strategies can lead to many positive changes in your community. However, direct impacts can be tough to track. Ripple Effects Mapping (REM) allows you, along with local leaders and others in your community, to assess impacts from your Dialogue to Change efforts. It allows you to visually document the impacts your efforts have had on individuals, on your community, and on institutions and systems over time.

Here are some tips for rolling out a Ripple Effects Mapping process:

### Planning

1. Change takes time. Allow enough time for actual changes or impact before performing a Ripple Effects Mapping exercise. A minimum of two years is advisable.
2. Identify the questions you’ll want answered.
3. Assign two co-facilitators for the ripple mapping session – one to facilitate and one to keep time and take notes.
4. Plan two or three hours for the session depending on the number of participants.
5. Select a meeting space that has enough room for participants to spread out and that can accommodate both group and one-on-one conversations.
6. Ensure the room has an unadorned wall for posting and drawing the ripple map.
7. Identify a local evaluator to assist with analyzing and reporting on the ripple map findings.
8. Provide refreshments.

### Recruitment

1. Invite a cross section of participants from your program who are representative of the community. Aim for a diverse group of participants in terms of race, age, gender, affiliation, role in the community, etc.
2. Limit the group size to 20 max, and make sure you have an even number.
I was inspired and empowered by the reaction of the REM facilitator – two times we made her cry because of the impacts we had accomplished. The smallest stories became a thread for others in the room – telling stories and details they would not have known.

- dialogue participant

Ripple Mapping Meeting

1. Post a large piece of white paper on the wall, write the project name on it and draw concentric circles on it for each year since your effort began.
2. In small groups or pairs, have participants talk about how the dialogue process led to various actions and impacts.
3. Have participants write those actions on post-its and affix them to the Ripple Map on the wall.
4. Ask participants to draw lines on the map to show connections between the various changes/impacts.
5. Be sure participants know to limit the amount of text written on a post-it that goes on the ripple map.
6. Have participants post barriers/obstacles to changes on a separate sheet of paper (not on the ripple map itself).
7. Post another sheet to allow participants to write out acronyms they post on the map.
8. Encourage the group to get into it and have fun!

See our publication Communities Creating Racial Equity: Ripple Effects of Dialogues to Change at www.everyday-democracy.org for more details.

Supplies

- Flip chart paper (or larger) to create a mural for the map
- Plenty of sticky notes
- Markers

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