Impact Yarns
About the artwork

The artwork, titled *The Flow of Impact*, symbolises First Nations yarns about change and impact being a guide for learning and setting paths to our future. The artwork was developed by Quinton Vea Vea in collaboration with Tylah Mundine and Blak Impact.
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Impact yarns

Yarning is deeply embedded in First Nations ways of understanding impact and change. To truly understand impact, it is important to collect yarns from internal and external stakeholders to build this understanding and evidence base. This tool is used to help diverse stakeholders collect those impactful yarns and reflect on their meaning through a First Nations lens. We call this tool ‘Impact Yarns’.

Elements

1. Co-design (the people)
2. Harvesting moments of impact through yarning (lines of communication going through)
3. Centering and amplifying those moments through sharing and cross cultural consideration of which moments are most impactful and why (voices over the top)
4. First Nations lens and thought leadership as to what the findings mean (heart of the people)

Cultural considerations

There are cultural considerations when working with First Nations peoples and communities.

You will be asked to collect Impact Yarns from First Nations peoples in communities and/or organisations.

The approach is important and in some cases a cross cultural learning in collecting data. Cultural sensitivity of history and sacred knowledge can present itself in the data collection process. Examples would be mens and womens business and the correct process of collecting data that is culturally sacred.

A link to detailed cultural considerations can be found here.
# Phases for gathering Impact Yarns

<table>
<thead>
<tr>
<th>PHASE 1</th>
<th>Co-design</th>
<th>Diverse community members are engaged in co-design and training to develop methodology for harvesting yarns.</th>
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</table>
| PHASE 2 | Training and harvesting yarns | Train yarn harvesters in how to use the Impact Yarns Tool.  
Harvest moments of impact though yarns which can be in any form, including rich media like video, artwork, song etc.  
Preparation of yarns for sharing by making them concise, sharable and accessible by all of community. |
| PHASE 3 | Centering and amplifying moments | Diverse community members review all the yarns and selecting which yarn was most impactful for them and why. |
| PHASE 4 | First Nations lens and thought leadership | Collection of most impactful yarns are interrogated to understand what the findings mean. |
Suggested approach across tool phases

Between each phase, come back together and plan for the next phase.

<table>
<thead>
<tr>
<th>Phase 1</th>
<th>Phase 2</th>
<th>Phase 3</th>
<th>Phase 4</th>
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<tbody>
<tr>
<td>Decide if there is a need to collect yarns and learn from community – then resource going out to community for co-design</td>
<td>Co-design between relevant program/organisation/community members in the process of questions to be asked</td>
<td>Training of relevant program/organisation/community members in using Impact Yarns, harvesting of yarns in your community and preparation for sharing back</td>
<td>Centering and amplifying harvested yarns through sharing in community and allowing (where appropriate) for cross-cultural consideration of which yarns are most impactful and why</td>
</tr>
<tr>
<td>Prepare yarns for sharing and resource the next steps</td>
<td>Training of relevant program/organisation/community members in using Impact Yarns, harvesting of yarns in your community and preparation for sharing back</td>
<td>Centering and amplifying harvested yarns through sharing in community and allowing (where appropriate) for cross-cultural consideration of which yarns are most impactful and why</td>
<td>Bring appropriate First Nations peoples together for sense-making and resource the next steps</td>
</tr>
</tbody>
</table>

Applying a First Nations lens and thought leadership approach to digesting the most impactful yarns and surfacing what the findings mean.

A detailed approach to each phase is explored in the following pages of this tool.
PHASE 1
Co-design

Co-design between relevant program/organisation/community members in the process of question design

During Phase 1 you would identify the appropriate questions based on the program/organisation/community that you are collecting Impactful yarns from.

These are example questions that Blak Impact have used - you may choose to go simpler or ask for more detail. It is important to consider time frames, topic areas and locations that may help with framing the impact you are trying to understand.

- What is your name and where are you from?
- How long have you been engaged with the program/organisation/community?
- In that time, what have been some of the impactful changes that you have seen and/or experienced?
- Out of these impactful changes, which one/s do you believe are the MOST impactful change? How, why and who was involved in this particular impact?
PHASE 2
Training and harvesting yarns

Training of relevant program/organisation/community members in using Impact Yarns, harvesting of yarns in your community and preparation for sharing back

During Phase 2 there are three things that need to happen: first you need to train people to help collect yarns, then you need to do the collection and finally you need to get them ready for sharing with community.

Blak Impact have focused on training First Nations peoples in collecting yarns as this upholds our rights to Indigenous Data Sovereignty and we feel will harvest more open yarns.

To harvest yarns, there are a few important steps:

1. Know who you need to collect yarns from.
2. Reach out to the participant and explain the process and reasoning behind yarn collection – remember yarns can be provided by yarn, zoom interview, focus group story telling, video, song, artwork (any way that someone might want to share their yarn).
3. Select a day, time, setting for collecting the yarn - remember cultural considerations and check in about any personal considerations that the participant might want you to uphold.
4. Make sure they give consent, either written or verbal in order to share their yarn – you can get some more help with consent on the next page.
5. You should let the participant know:
   - Their yarns will be showcased back to the community for which the community can vote and decide which yarns were the most impactful and why,
   - This is a shared learning and impactful change process for the whole community.
Informed consent

When contacting potential participants, consent must be approved prior to the conduction of an interview, using the consent form provided in this guide. Interviewers must walk the participant through the consent form and ensure they understand what they are consenting to.

Information about informed consent can be found here. An informed consent form can be found here.

One you have collected the yarn, in whichever format that was chosen, get it ready for sharing with community. This might mean making sure written content is short and to the point, videos are edited and clear, artwork is digitised etc.

Finally, decide on how you are sharing back. Blak Impact suggest a community gallery where yarns are presented at stations, like an art gallery and community members walk through the gallery and hear about or watch each yarn, they are then supported to select which yarn was most impactful and their reason for why is captured.
PHASE 3
Centering and amplifying moments

Centering and amplifying harvested yarns through sharing in community and allowing (where appropriate) for cross-cultural consideration of which yarns are most impactful and why.

When we think about how best to ‘share back’ with community, co-learning and designing on innovative ways of amplifying those moments of impact with community at the forefront of knowing what is the best approach.

Blak Impact have used community galleries with technical solutions to making yarns accessible; but your community should decide on what works well for you.
PHASE 4
First Nations lens and thought leadership

Applying a First Nations lens and thought leadership approach to digesting the most impactful yarns and surfacing what the findings mean

Once impactful yarns have been surfaced, there is some sense making that needs to happen and this should be with a First Nations lens.

Here is a suggested approach:

1. First Nations staff from lead organisation and other First Nations staff and community members hold a workshop to discuss the most impactful yarns.
2. Share each yarn with the group - people can take notes.
3. Following all yarns being shared, small groups should discuss what their reflection was on the yarn and what it might mean in context.
4. Come back together for each group to share.
5. Capture thoughts, learnings and moments of impact – the importance in their process is not to surface one single yarn but to talk about what they mean and contextualise.
6. Report back these findings to community.
Contact
Quinton Vea Vea
Blak Impact
E blackimpact@ncie.org.au