

Attachment B: Gradients of Agreement

A regional measure framework must be forged through a consistent lens of meeting the region's urgent near-term needs while being mindful of the longer-term needs and compromising where necessary to achieve the greater good of the Bay Area region. To that end, we offer the following proposal to facilitate the discussion of the September revenue measure options.

Using a Modified 'Gradients of Agreement' Approach

The discussion will be facilitated using a team decision-making process based on the 'Gradients of Agreement' approach that was used during the CASA process.¹ This method is effective for making decisions in large, diverse groups. Instead of a simple yes/no vote, this approach allows participants to register incremental levels of agreement. It is designed to explicitly acknowledge that "yes" does not mean the same thing for every participant. The gradients of agreement approach was pioneered by Sam Kaner and Community at Work² and is widely considered a best practice in group decision-making. The original Gradients of Agreement consists of an 8-level scale, but we recommend using a simplified 5-level scale, as described below.

How the Ratings Work

The rating is based on each participant expressing a specific level of agreement ranging from 1 to 5, with 1 representing strongly agree and 5 representing strongly disagree. This method can convey a general sense of group alignment. If most participants vote a 1 or 2 it's a signal that the proposed action enjoys broad support. If many participants vote 4 or 5, it's a signal that the action has serious weaknesses. At this point, the meeting facilitator or chair can ask those who rated 3, 4 and 5 to share their concerns and attempt to resolve them before rating new or refined scenarios again.

Level of Agreement	Verbalized as...
1 Strongly Agree	I am very pleased and fully support this decision.
2 Agree with Reservations	I am mostly satisfied and can support this decision.
3 Neutral or Abstain	I will go along with the will of the group.
4 Disagree but Will Go Along	I have serious reservations but respect that we are focused on the regional needs and compromising where needed for the greater good.
5 Strongly Disagree	I do not agree with this decision.