

Partnership Principles and Expectations

Value 1: Mutuality

Partners will show mutuality when they:

- Work on similar issues with compatible visions.
- Support each other's work through shared goals and objectives.
- Build strong relationships in the pursuit of shared purposes.
- Establish sound and effective communications and strategies.
- Integrate environmental sustainability and equity in their individual/group strategies.
- Amplify and achieve their shared goals and objectives.

Value 2: Inclusivity

Partners will exhibit the value of inclusion when they:

- Include all actively engaged partners in planning, decision making, allocation of resources, implementation, and evaluation processes.
- Ensure equitable access to funding and wealth for all partners.
- Go beyond tokenism in rewarding and sharing out resources.
- Acknowledge other people's realities even when they are different.
- Integrate diversity into the planning, coordination and staffing processes.
- Only speak for themselves and not for other people's entities unless given permission.
- Encourage representation by communities and people that are most impacted by issues.
- Spending meaningful time with people that have shared interest in identified issues.
- Remain respectful on issues that bring disagreement and those that have different views.

Value 3: Trust

Partners will portray trust when they:

- Share available resources in an effort towards helping partners grow their network.
- Contribute towards improvement of efficiency among other partners.
- Establish and maintain bridges to alleviate differences between partners.
- Continue working on issues and areas that they have agreed on.
- Establish and maintain mutual agreements through written documents.

Value 4: Collaboration

Partners will show collaboration when they:

- Show consideration for the needs of other partners over personal considerations.
- Actively seek for intersections with other partners and their work.

- Engage other partners in the planning process for funding opportunities/campaigns.
- Reach out to other partners who have shared and hold similar interests on specific issues.

Value 5: Accountability

Partners will show accountability when they:

- Become upfront about their sources of information and knowledge bases.
- Admit whenever they speculate or make assumptions before issuing statements.
- Dissuade from making false promises and statements in their interactions.
- Limit their statements to things and issues that they can accomplish comfortably.
- Honestly say when their statements or promises are aspirational.
- Do what they say they will do - i.e. follow through on commitments

Value 6: Active Learning

Partners will exhibit active learning when they:

- Show empathy and listen to divergent views before offering leadership.
- Understand issues through external eyes and different perspectives.
- Become open to other different points of view or realities based on new information.
- Take time to respond to views that do not align with their personal views on issues.
- Approach issues with curiosity and desire for knowledge.

Value 7: Self Transformation

Partners exhibit self-transformation when they:

- Embrace community centered approaches to problem solving.
- Overcome the temptation of adopting modes of individualism by sharing equal responsibility and recognition among partners.
- Walk their talk by showing actions for things they agree on.
- Adopt the same values that they encourage such as peace, togetherness, and justice.

Value 8: Appreciation

Partners will show the value of appreciation when they:

- Offer validation for all partners involved in accomplishments.
- Remember to acknowledge and mention partners for their contribution and participation.
- Appreciate partners that offer ideas and not presenting the ideas as your own original work.
- Encourage the media to respect inclusion of all parties involved with a story through fair coverage.