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.