



UMBC

THE SHRIVER CENTER

OUR PARTNERSHIP VALUES, PRINCIPLES, & PRACTICES

"Partnership is not a posture but a process - a continuous process that grows stronger each year as we devote ourselves to common tasks."

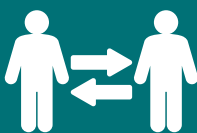
- John F. Kennedy

Please Note: This is a living document, reflecting our best current thinking, but open to change as new insights and circumstances emerge. Our goal is that this document is a useful reference and tool for making sure that our partnership decisions and actions align with our values. We invite your input and questions.

VALUES



people



equity



communication

PRINCIPLES

- Relationships are key
- Being there: showing up matters
- Invest the time for authentic connections
- Acknowledge each other's humanity

- Mutually beneficial and reciprocal work
- Structural change: level hierarchies and use data to inform equity work
- Narrative change: tell strength-based stories
- Co-create programming and roles
- Be culturally responsive

- Communication is key
- Listen actively, deeply, radically to each other
- Support dialogue: go beyond transactional communication to relational & transformative

PRACTICES

- Meet face to face (f2f) or pick up the phone often
- Plan for people transitions, keep building new relationships
- Infuse restorative practices into communications

- Include practical levelers like meals, childcare, space
- Implement shared decision making and inclusive agenda setting
- Include all stakeholders around the table
- Create safe and brave spaces for our work

- Practice clear, consistent, inclusive communication
- Bring youth and community voices to the table
- Choose the best medium or platform for the task (email, text, phone, f2f, letters, etc...)

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VALUES



clarity



impact



learning



watchfulness

PRINCIPLES

- Know what we're doing and why
- Roles and responsibilities are clear and complementary
- Expectations are clear but remain open to change: expectancy orientation
- Accountability is built in

- We are moving our missions forward
- Work is sustainable, supported and funded
- Work supports larger social change needs and strategies for transforming systems
- Work empowers people, in addition to impacting issues and systems

- Foster a growth mindset
- Prioritize flexibility and adaptability: apply what we learn to improve ourselves and our work
- Numbers AND Stories matter: learn from both data and narratives

- Things to be watchful for:
 - Mission drift...
 - Power imbalances in roles or work
 - Forced or compelled partnerships
 - Fixed mindsets
 - Embedded structural racism and inequities

PRACTICES

- Agreements and timelines are clear and collaboratively defined
- Positions and roles are clearly defined
- Compliance checks and balances are in place
- Take time for set-up, check-in, and follow up

- Extend each other's capacity and fill each other's gaps
- Ask: "Are we making a difference?" and "Who's better off?"
- Illustrate our impact creatively for wide audience
- Diversify our resources for greater effect

- Implement assessment and evaluation plans (feedback loops for ongoing improvement)
- Support and value lifelong learning and professional development of stakeholders
- Use mixed methods: quantitative and qualitative

- Step back regularly to check for inequities, imbalances, and sustainability
- Check for timeline and schedule alignment as partnership moves along
- Decide when something isn't working or workable and find a way to transition