

Collective Impact Core
Agreement on Shared Values to Drive the Work Forward
Approved by the Collective Impact Core
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What are our values?

- **Community** - We gather in a shared space and strive towards fellowship.
- **Collective Enoughness** - When we share power and work together, we have everything we need.
- **Diversity, Equity, and Inclusion** - We reflect the community we serve, in all its complexities, and every member has what they need to participate in this work.
- **Constant Learning** - There is always more to learn; we will seek it out and change our behavior accordingly.
- **Transparency & Accountability** - We share information openly and honestly. We take ownership over our actions and their impacts on each other, the common agenda, and the community.

How do we practice those values?

Community

- Engage residents from across the community at all levels
- Make mission-driven decisions
- Create opportunities to build connections and relationships within the meeting
- Pair all strategies with education about why they're important
- Build in feedback opportunities from both Core members and people outside the Core
- Share the work with people outside the Core

Collective Enoughness

- Do not duplicate efforts
- Share resources (time, people, funding, materials, knowledge, etc.)
- Have membership from many organizations and communities
- Trust in partnership and accountability
- Use asset-based framing
- Take the time necessary to build and nurture relationships
- Share ownership of initiatives and programs
- Engage in open communication regarding both needs and strengths / resources

Diversity, Equity, and Inclusion

- Expect that all of our work groups adopt this value and engage in practices that reflect it
- Recruit members who reflect our community
- Know and talk about what identities are represented
- Actively create policies and practices that support people in this work

- Acknowledge intentional and unintentional harms created by previous policies and practices
- Educate ourselves about other identities, best practices, etc.
- Create a welcoming environment for everyone
- Name and actively work to address power dynamics
- Use consensus decision making
- Use inclusive language (pronouns, etc.)
- Share power and meeting space (not talking over each other, etc.)
- Disaggregate data and design interventions that address inequalities

Constant Learning

- Stay up to date on the literature
- Share training opportunities with one another
- Evaluate our outcomes
- Assess our ongoing need for new skills and knowledge
- Create an expectation of experimentation and failure
- Seeking out opportunities for growth
- Share what we learn with our work groups and the community

Transparency & Accountability

- Do what you say you're going to do
- Address and support people through completing tasks
- Make sure people have what they need to be successful
- Request and accept support to fulfill expectations
- Follow our values and acknowledge when we stray
- Explicitly state harm caused when expectations aren't met
- Limit distractions during meetings
- Be transparent about what work has – and has not – been completed (between members, to the community, and in relation to the common agenda)
- Be willing to ask and answer questions
- Use a variety of facilitation strategies to engage members at different levels
- Publish information somewhere that's publically accessible
- Use a quorum when making decisions