

Community Based Organization

Nonprofits or groups that operate at the local level to serve and address the needs of a specific community or population. They work towards empowering community members to develop community-led solutions for various social, economic, health, and environmental issues.

- ▶ Organizes or engages residents to identify community priorities and design solutions
- ▶ Empowers residents through leadership training and education opportunities
- ▶ Collaborates and builds partnerships with other organizations and stakeholders
- ▶ Provides services and programs for communities

Public Agency

Includes city, regional, and state government agencies and departments. They are responsible for a variety of activities including providing public services, implementing policies and plans, setting priorities, administering programs, and regulating industries.

- ▶ Administers and manages fiscal processes
- ▶ Manages public infrastructure projects
- ▶ Sets policies and priorities
- ▶ Conducts stakeholder engagement

Technical Assistance: Administrative

Consultants and technical assistance providers provide additional capacity to organizations by filling in expertise, skills, or other capacity gaps. There are a variety of technical assistance providers that can offer specific knowledge and technical skills, while others can provide administrative or project management support.

- ▶ Facilitates and convenes partners
- ▶ Fiscal capacity to receive and manage grant money
- ▶ Subgranting abilities
- ▶ Human resources and contracting management

Technical Assistance: Project Management

Consultants and technical assistance providers provide additional capacity to organizations by filling in expertise, skills, or other capacity gaps. There are a variety of technical assistance providers that can offer specific knowledge and technical skills, while others can provide administrative or project management support.

- ▶ Facilitates and convenes partners
- ▶ Conducts community engagement
- ▶ Project management and budgeting capabilities
- ▶ Strategic planning
- ▶ Conflict mediation skills

Technical Assistance: Knowledge & Skills

Consultants and technical assistance providers provide additional capacity to organizations by filling in expertise, skills, or other capacity gaps. There are a variety of technical assistance providers that can offer specific knowledge and technical skills, while others can provide administrative or project management support.

- ▶ Provides specific technical skills and knowledge
- ▶ Subject matter experts
- ▶ Data analysis and research capabilities
- ▶ Community development skills

Academia

Includes public and private schools, colleges, universities, research institutions, and other educational organizations. They can provide research, data analysis and evaluation services.

- ▶ Conducts research and collects data and information
- ▶ Creates reports and tools for advocacy

Advocacy Organization

Nonprofits that participate in policy and legislative advocacy to advance structural changes and uplift marginalized communities. They strive for equitable and effective policies that represent community interests and priorities.

- ▶ Provides policy analysis and expertise
- ▶ Advocates for systemic change at the legislative or regulatory levels
- ▶ Organizes and mobilizes residents for policy campaigns

Community Foundation

Grantmaking public charities based in a defined local geographic area. They bring together the financial resources of individuals, families, and businesses and make grants to nonprofits serving the community.

- ▶ Invests in communities and funds local projects
- ▶ Administers and manages fiscal processes
- ▶ Facilitates and convenes partners

Center and Promote Community Leadership

We work collaboratively with impacted communities to advance community-driven solutions. We aim to cultivate partnerships that recognize historic power imbalances, invest in the capacity needs of residents to thrive in leadership roles, and defer to community ownership.

Center Racial and Social Equity

We center equity not just as a commitment but as a practice. Equity is transforming the behaviors, institutions, and systems that disproportionately harm marginalized communities.

Seek Sustainable and Intersectional Solutions

To counter systemic inequities, we need structural transformation. We aim to bring together a diverse range of social justice issues and seek enduring solutions that address the multiple needs of our communities.

Transparency

We commit to providing a full and honest account of all information needed to support collaborative governance and equitable decision-making.

Respectful Participation

We work to cooperate with respect, cultural and language sensitivity, patience, willingness to understand each other, and a mutual sharing of knowledge.

CREATE YOUR OWN SHARED PRINCIPLE

Majority vote

Each MOU partner represents one vote and the decision with the most votes wins.



Representative / Top Down

Decision-making is in the hands of a select number of MOU partners. Ideally, the representative body consults and deliberates with the people they're meant to represent, but this is not always the case.



Consent based

Decisions can move forward in the absence of a principled objection from MOU partners.

All partners do not need to agree for a decision to move forward, but it's important to define "principled objection" for this process.



Consensus

All MOU partners must agree for a decision to move forward.

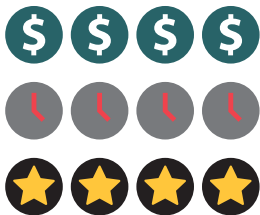
This process requires time to build consensus and often calls for facilitation support.



Resident Leadership Committee

OPTIONAL

Residents are brought in as an additional stakeholder and given decision-making power during your chosen decision-making process.



No Compensation Outside of Contracts

Only MOU partners will be compensated for their work during the project.



Resident Stipends

Funds are allocated to compensate residents who may support the advancement of the project but are not formal MOU partners.



Compensation for Planning

All MOU partners are compensated for planning work, before grant resources are secured.



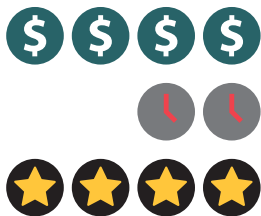
Reimbursement

MOU Partners must use their own funds to complete project deliverables and then submit invoices for reimbursement.



Advance Payment

MOU partners are paid to carry out collaborative activities upon contract execution.



Administrative Trainings

OPTIONAL

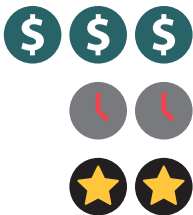
Support participants to develop their skills to understand and manage financial statements, report expenses, budget, fundraise, and streamline internal processes.



Project Management Trainings

OPTIONAL

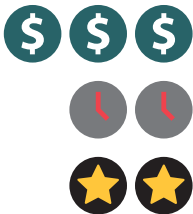
Support participants to learn the tools, frameworks and strategies needed to plan, manage and monitor complex projects.



Community Engagement Trainings

OPTIONAL

Support participants to build the skills and knowledge needed to engage and partner with diverse stakeholders. Participants will learn how to develop and manage campaigns, conduct culturally-competent outreach, build and maintain coalitions, present information to diverse audiences, and foster leadership development.



Racial Equity Trainings

OPTIONAL

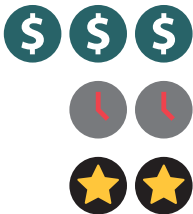
Support participants to develop skills and strategies to address structural racism and advance racial equity. Training topics include institutional racism, power and privilege, implicit bias, and decision-making for racial equity.



Conflict Mediation Trainings

OPTIONAL

Support participants to learn best practices for conflict resolution and develop skills to better facilitate and approach interpersonal conflict. Training topics include communication and conflict resolution styles, power and privilege, levels of listening, and navigating conflict with inquiry and empathy.



No conflict resolution process

Partners have not identified a process to manage conflicts. Decisions are made according to the previously chosen decision-making process and conflicts are managed or not managed accordingly.



Conflict resolution agreements

Partners agree to a set of community agreements establishing how members will engage with each other and manage conflict.



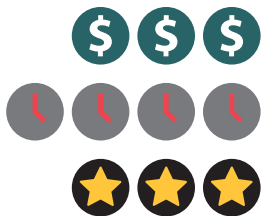
Internal conflict mediation

Partners will designate a Conflict Lead who will facilitate dispute and conflict resolutions. Any material changes to projects or processes will be informed by feedback and evaluation of all partners.



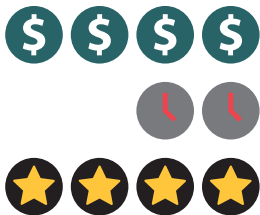
Oversight committee

Dedicated members are trained as mediators or facilitators to address conflicts internally and serve as part of an oversight committee. The committee and parties in conflict may collaboratively develop an action plan that outlines next steps for the parties to resolve the conflict.



Third-party mediation

Partners will identify a list of agreed upon external restorative justice practitioners who can be called on for support during conflict mediation. Dedicated resources are set aside to pay for third-party mediation.



Stakeholder Surveys

OPTIONAL

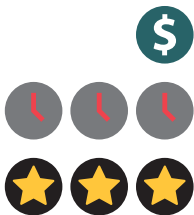
Collect feedback and information from internal coalition members, partner organizations, and external stakeholders. This allows the coalition to assess their impact, communication, and overall perspective with stakeholders.



Equity Pause

OPTIONAL

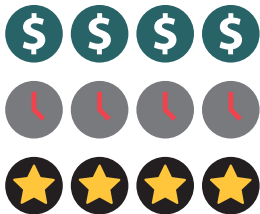
Dedicated time to pause, share learnings and identify what can be done better next time. Equity pauses are used as a pivot to consider the implications before the impact is felt.



Third-party Evaluator

OPTIONAL

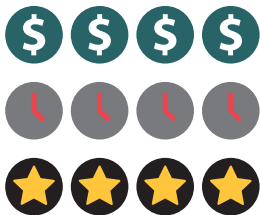
An external evaluator is contracted to conduct a formal evaluation of the partnership and project outcomes. This includes developing and tracking indicators, conducting regular check-ins, and producing quarterly and final reports. Third party evaluations can formalize learnings and identify clear action items, but can be costly.



Outcomes Evaluation

OPTIONAL

Identify intended project outcomes and indicators, and track those indicators over the lifecycle of the project. This evaluation is used to measure whether the project has achieved its intended impact.



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