



Examples of whiteboard notes  
on partpartnering principles  
created by groups



You are viewing Karen Peachey's screen

View Options

Speaker View

# Diversity

- invite people who dont meet the norm to be in the conversations
- who will be the main consumers of the outputs of the partnership ... ensure they are in the room

## Queries/reflections

- we often talk about org diversity or language but not go further
- what do we mean by diversity
- what are the factors to consider & limitations e.g. internet access / ability
- It takes time
- You need to invest in it
- Get into other people's spaces
- Use different ways of working to get to know and understand people ... be creative



Mute

Stop Mics

Participants

Share Screen

Chat

Record

Breakout Rooms

Reactions

Leave Breakout Room

Defining equity:



the quality of being fair and impartial.

donor power imbalances and partnerships - open to equity principles

even power imbalances

What does this mean in a meeting?

proactive rather than reactive?

provide everyone with the means and the capacities to equally participate

harnessing remote settings to address power imbalance

## Principle - courage

- challenging prescriptive ways of working
- trying to embrace failure (at risk of funding loss) in order to work in a different way
- accepting that you may not have anything in order at the beginning but starting anyway
- need to check in with other parties more when working remotely because you can't assume other's confidence in the process
- being transparent about where we are and where we are not sure about something; or where we know it's not working and trying another method
- focusing on small steps and installing check up points for building confidence in the process
- provide extra support one-to-one when working remotely in big partnerships - are they comfortable with technology or are they resistant to something - may be easier to resolve

## Group 5 - Mutual Benefits

Question: How do we implement the principles in our partnership

Answer:

1. Making sure each group has needs met.
2. Continuously checking out if situation changes
3. Making sure everyone able to communicate any challenges/changes
4. Look upon areas of interest and knowledge to neutralise the sensitive questions relating to political boundaries
5. Culturally aware and acknowledge diversity
6. Acknowledge and include the “deal breaker” that comes from each partner (based on Red Brick)

NOTE:

Red Brick process (based on lego)

Start with one thing for each partner

Select the partnership principles based on the list

Identify deal breakers and acknowledge