

## **OpportunINDY: Collective Impact**

### **Partner Agreements**

Everyone who serves in an official role with *OpportunINDY* is called a “*Partner*.” A Partner is a person. All Partners agree to live out shared core expectations. If you are unable to make these agreements, you will not be listed as “Partner.” We still welcome and need your help in supporting the work of the body informally or temporarily. (Staff and leads will work with you to do so.)

As a Partner, you will also agree to expectations specific to the role you play. (*See appropriate section.*)

Each Partner will sign his/her name (and the official name of the body s/he represents, if approved by that body) to both partnership agreements. These are non-binding agreements, but they clarify roles, responsibilities and expectations among all those who commit to our collective work.

All agreements will be re-signed annually in January.

#### **AGREEMENTS AMONG ALL PARTNERS**

Regardless of my role in *OpportunINDY*, I will embody the five pillars of collective impact: 1) creating and operating under a shared measurement system, which includes sharing our own data and collecting new data sets if needed; 2) actively contributing to mutually reinforcing activities that align collective work toward outcomes; 3) actively engaging in continuous communication that builds trust, aligns actions, and improves efficiencies among all partners; 4) accepting and supporting the “backbone” work and leadership of *OpportunINDY* staff; and 5) creating an embedded continuous learning culture underpinned by partner respect, advice-giving and receiving, feedback and transparency across all cultures, experiences and backgrounds.

#### ***I understand***

- that my participation as a Partner indicates my acceptance that change, including in my own sphere of influence, will occur;
- that our open conversations and shared data are meant to be supportive, even when uncomfortable -- data is a “flashlight” not a flood light;
- the regular day/time of team meetings and that, if these meetings no longer fit my schedule, I will be removed as a Partner.

#### ***I agree and commit to:***

- attending at least 80% of my team meetings, completing any necessary homework/follow-up required for the meeting even if I must miss;
- not sending another staff to a team meeting on my behalf (unless a permanent replacement);
- not using information in a punitive or shaming way - we succeed together in order to move the needle on outcomes;
- completing tasks I accept;
- providing organizational support to the work of *OpportunINDY* in ways appropriate for my organization and useful to the whole (e.g., IT, note-taker, meeting space, snacks, temp or ongoing staff, introductions, shared partner use of our in-house data platform);
- conducting an ongoing internal audit in my own sphere of influence to better align financial resources to help achieve our goals; and
- helping remove operational barriers in my own sphere of influence to better align work and help achieve our collective goals.

## AGREEMENTS AMONG FOCUS AREA STRATEGY PARTNERS

I have read and understand the role of Partners and strategy teams in the collective work of *OpportuniINDY*.

In addition to accepting the shared agreements between all Partners, I understand that as a focus area strategy partner, I **agree** and **commit to**:

- creating a regular, meaningful feedback loop inside my own organization with young African American males, ages 14-24 (and/or their families) related specifically to OPPORTUNINDY strategies;
- creating a regular, meaningful feedback loop inside my own organization with others in the community who serve this population and with whom we should/do refer (peer-to-peer) or, if not direct service, our “publics”;
- working only on the number of actions I am capable;
- regularly sharing data with strategy Partners and being willing to collect more or different data based on agreed-upon indicators (and definitions);
- ensuring that work in my own sphere of influence is mutually reinforcing and supportive of what others are doing (note: I am not expected to do exactly what every other Partner is doing);
- wearing my *OpportuniINDY* hat as I go about my regular duties or as I serve on other initiatives that interface in some way/need my voice to remember this population;
- openly sharing with my strategy team what is working and not working in our own efforts; and
- using the messaging, tools and processes developed and promoted by OPPORTUNINDY staff and strategy leads (to the best of my ability.)