

# Partnership Principles



**Our Partnership Principles provide a guiding framework for achieving shared impact and transformative change in people’s lives in our work with and via our partners. These Principles are central to our mandate as a human rights organization and are aligned to our organizational values of global inclusion, integrity, excellence and impact, and will be integrated into all partnering processes, shared work design, and implementation.**

In developing these Principles, we recognize that the Center engages, partners and collaborates with organizations and networks of many different sizes, scopes, levels of resourcing, geographies and mandates. The Principles are laid out at the organizational level but have been designed to ensure that every team in every region can adapt them for use in different contexts and geographies.

Each principle is of equal value: we consider each principle to be distinct but indivisible and inter-dependent. Together, the principles are intended to ensure and promote equity and accountability in how we partner as a global human rights organization. They also incorporate a deep analysis of how we build and foster mutual trust and recognize and address power imbalances in any partnership.

## PARTNERSHIP PRINCIPLE

## DEFINITION

## BEHAVIORS

# Accountability

We do what we say we are going to do

- › We mitigate power dynamics through mutual agreement and alignment on our respective roles, responsibilities, resources, expected contributions, outcomes, evaluation, feedback and decision-making processes.
- › We proactively communicate and consult with our partners on matters affecting implementation and timelines for delivering our shared work.
- › We share credit for joint successes, take responsibility for owning any mistakes or oversights we make, and step back to create space for others when appropriate.

# Transparency

We are open and honest in how we approach our work with others

- › We act and communicate clearly and honestly about what we each want to achieve and how we work together, including potential limitations.
- › We are flexible, we actively listen, we welcome and adapt to feedback and learning with, and from, our partners.
- › We create synergies through sharing materials, knowledge, research, and resources with our partners when appropriate and without delay.

# Respect

We appreciate and honor the mandates, values, systems, expertise, experience, and decisions of our partners

- › We commit to educating ourselves and to understanding our partners' cultural and operating environments, and to respecting their unique perspectives, experiences and expertise.
- › We recognize power dynamics (and how we positively or negatively impact our partners) and are intentional in taking action to address concerns or issues even when it is uncomfortable.
- › We never assume that we alone know what's best or the 'right' ways of working in partnership.

# Equity

We ensure fairness in sharing resources, risks and benefits for everyone in the partnership

- › We recognize that each partner and impacted community we work with brings their expertise and leadership to drive shared solutions and strategies towards positive impact on people's lives.
- › We acknowledge and uplift the unique voices, contributions, lived experiences, expertise, and contexts of all contributors to the partnership.
- › We ensure that the responsibilities of and risks on every partner are commensurate with their capacity, funding and other resources.