PARTNERSHIP
AGREEMENTS, SHARED PROCESSES, & ROLES
GROUND RULES

- Take Space, Make Space.
- Be mindful of your privilege (Does it have to be said? Does it have to be said by me? Does it have to be said by me right now?).
- Treat all that you hear in confidence.
- Trust that people are doing the best that they can.
- Respect and use the right pronouns with and about people.
- Be intentional. Be accountable for what you say and do.
- Listen actively to understand and find meaning; wait for others to get their full thoughts out before responding.
- Seek first to understand, then to be understood.
- Critique/challenge ideas, not people.
- Ask for clarification if you are confused.
- Speak your discomfort.
- Build on one another’s comments; work toward shared understanding.
- Share responsibility for the quality of discussion.
What makes a strong partnership?

What do you want the Four Corners partnership to be like?

How do we make sure the partnership works for everyone and helps all of us get what we need?
PROPOSED DECISION-MAKING MODEL

- **Vote for lower stake decisions**
  - Pros = Fast, Can be anonymous
  - Cons = Not all opinions/concerns considered

- **Reach consensus for higher stake decisions**
  - Pros = Commitment to finding solutions that everyone actively supports, or can at least live with
  - Cons = Time Consuming

- **Form subcommittee(s) for specific areas and/or labor-intensive decisions**
  - Potentially effective approach to making decisions on issues that do not require input from the entire Network
  - Decentralizes decision-making and provides opportunity for folks, who may feel intimidated in large groups, to participate freely in small group discussions
For lower stake decisions

- Simple majority rules

Types of decisions:
- Meeting times
- Agenda activities
CONSENSUS
FOR HIGHER STAKE DECISIONS

- Each member is at least 70% comfortable with the solution(s) and willing to give the consensus decision 100% of their individual support after the decision has been agreed upon
  - Not the same as a unanimous decision in which every individual must be 100% comfortable with the decision being made
  - Not a “majority vote” decision in which there are winners and losers, even though the group may use “straw polls” occasionally to gauge how close to consensus they are

- If a member is not 70% comfortable the decision, they agree to share the basis of their discomfort with others if it is clear to them, or to indicate, as best they can, the issues around which their discomfort revolves. The rest of the group commits itself to listen carefully to the reasons for the discomfort so that the proposed decision can be modified, rephrased, tweaked, or adjusted until every individual is at least 70% comfortable with the action to be taken
  - If a member still can not 70% support a proposed solution, they have the option to stand aside (and allow the proposal to move forward) or “block” the proposed solution. If a member decides to “block”, they will be asked to provide ideas for an alternative proposal or process for generating one

- Types of decisions:
  - Determining Network priorities
  - Participation/collaboration in future research
  - Major changes to existing Network membership/structure (e.g., expanding to include additional areas/regions/etc.)
FORMATION OF SUB-COMMITTEES

For focused areas and/or labor-intensive decisions

- Sub-committees made up of ≈ 5 members (who have capacity)
- Ideally includes representation from each region
- Must include majority of community members (e.g., if 2 researchers, then 3 community members) to mitigate power imbalance

Types of decisions:
- Strategic planning (e.g., planning Network next steps)
- Planning project objectives (e.g., how to host community-focused webinars)
- Focused area/work of a project (e.g., focus group report working group)
DECISION-MAKING CONSIDERATIONS

- Should there be a quorum to take a vote/make a decision (i.e., a minimum number of people present/voting in order to make it valid)?

- Should decision-making happen only in meetings or can it decisions be made via email?

- Is there anything else to consider or talk about around making decisions?
**ROLES: PREVIOUSLY DEFINED**

- **Researchers** - give guidance/have pulse on what's going on in the field of research and preparing/developing our own group research projects or questions; help community members and clinicians think about what questions research might answer; help shape a research question; teach community members research skills

- **Clinicians** - implementing research questions in a clinic setting and understanding how it'd impact the clinic setting. Giving contributions in clinical specific health aspects of the TGNC population; identify areas of knowledge and data gaps; influence practice at respective sites

- **Community Members** - voices to give us guidance and direction to go and shape things, “steering the ship”; disseminate research findings; dynamic; labor-intensive